

Program Review and Assessment Committee

February Meeting 2017: Thursday, February 9, 1:30-3:00 pm, AD 1006

Attending: M. Alexander, K. Alfrey, K. Black, S. Boyne, L. Bozeman, F. Cafaro, J. Conner-Zachocki, J. DeFazio, L. Easterling, T. Freeman, T. Hahn, S. Hendricks, S. Hundley, D. Jerolimov, C. Kacius, S. Kahn, M. Kolb, J. Lash, J. Lee, D. Malik, A. Mitchell, H. Mzumara, C. Nielsen, K. Norris, B. Orme, E. Ramos, L. Ruch, M. Rust, C. Schuck, S. Scott, K. Sheeler, S. Weeden.

Guests: Emily McLaughlin, Purdue School of Engineering and Technology

Meeting called to order at 1:31 pm.

1. Welcome and Review/Approval of Minutes
 - a. Motion made to approve was seconded and unanimously passed.

2. First Destination Survey Data — Matt Rust, IUPUI's Director of Career and Advising Services.
 - a. Rust noted that reliable data on where IUPUI students go after graduation has been difficult to capture, but the First Destination Survey now captures this information.
 - b. It is part of a national effort to collect data in partnership with National Association of Colleges and Employers (NACE).
 - c. The survey includes 3,800 students who graduated between July 1, 2015 and June 30, 2016. Data was gathered until December 31, 2016 and there was a 54% response rate (or "knowledge rate" see page 4).
 - i. It also included a review of 300 graduates on LinkedIn.
 - d. Some Highlights:
 - i. When compared nationally, IUPUI has more students going into employment vs. grad school
 - ii. Mean salary of graduates is \$43,000.
 - iii. 91.6% of graduates stay in Indiana
 1. Stephen Hundley noted that the official university response to this particular statistic is that IUPUI students are prepared to compete and succeed globally, but the university is pleased that many choose to stay in Indiana.
 - iv. Female graduates' starting salaries are lower than those for males reflecting broader societal trends and possibly the need for campus advising on how to negotiate.
 - v. GPA is not correlated with salary.

- vi. Students taking on more debt were more likely to be still seeking employment at the time of the survey.
 - vii. 64% of respondents said they completed internships or similar experiences, and 37% gained employment from those internships/experiences.
 - e. The survey will be conducted annually.
 - f. Rust hopes to build a culture of participation in this survey and to embed it into to other campus processes such as the 5-year review.
 - g. See study for career outcomes, salaries, top employers, locations, educational plans, debt, and additional data covered in the presentation.
3. PRAC Grant Report — Emily McLaughlin, Purdue School of Engineering and Technology (20 minutes)
- a. McLaughlin is the program director for the Interior Design Technology program which offers associates, bachelors, minor and certificate programs, and came to present a follow up report for the PRAC grant received to conduct a survey.
 - b. Interior Design Technology has 100 students across its programs.
 - c. Interior Design Technology is aligned with architecture. Interior designers design the walls, ceilings, electrical systems, HVAC systems, acoustics, furniture, colors and many other aspects of the inside of buildings.
 - d. Interior designers develop design solutions using software for contractors, architects, designers, and five major software programs are taught in the program.
 - e. In general, software has moved away from two-dimensional drawings into three-dimensional modeling, and it embeds information on design and construction specifications and requirements into the models. Professionals in the field and students are challenged to stay up to date with technology changes.
 - f. The goal of the PRAC grant was to examine where program graduates work and which software programs are used on the job in order to create a certificate for undergraduates and professionals in the industry.
 - g. A ten-question survey was created and sent to local construction, architectural, design companies listed in the Indianapolis Business Journal to assess software types, needs, and challenges. There was a 32% response rate.
 - h. Data was used to inform the creation of an eighteen (18) credit hour certificate in BIM (Building Information Modeling) technology, which was approved by the faculty in 2016.
 - i. Several internal changes and challenges have delayed full implementation of the certificate program including faculty retirement, loss of a position, and changes in department leadership; however, McLaughlin and her colleagues are trying to work through the challenges to ensure sustainable operations.
 - j. McLaughlin thanked PRAC for supporting the initiative.

4. Comprehensive Student Record Transition to PRAC — Mary Beth Myers, Office of the Registrar, and Stephen Hundley (20 minutes)
 - a. Erica Morrical presented in the absence of Mary Beth Myers on the Record of Experiential and Applied Learning (REAL) transcript.
 - b. Morrical noted that employers want more information than what's provided on academic transcripts. REAL provides a better way to document and understand student learning outside the classroom in a visually accessible manner.
 - c. REAL is IUPUI's contribution to a larger national project involving the American Association of Collegiate Registrars and Admissions Officers, the National Association of Student Personnel Administrators, and the Lumina Foundation for Education to create a comprehensive student record beyond the academic record. Twelve universities are participating, and a long term goal is to create a standard for this kind of documentation.
 - d. On campus, REAL is a partnership between Student Records and Student Affairs and involves a major assessment portion to document learning and not only participation. The result will be a Registrar-verified document bearing the Registrar's signature and seal.
 - e. Five types of experiences have been identified for inclusion on the REAL transcript: Diversity, Internship, Research, Service Learning, and Global Engagement,
 - f. Several campus offices will help to verify student learning and achievement in these 5 areas, including Campus and Career Advising Services, Center for Service Learning, International Services, Center for Research and Learning, and the Office of Diversity/Multicultural Center.
 - g. New experiences can be approved and PRAC will provide oversight and review functions for those experiences to determine their eligibility for inclusion on REAL records. PRAC will form a subcommittee to review experiences for inclusion, and review assessment plans of student learning to ensure calibration of processes and integrity across campus.
 - h. REAL will be promoted via an internal website and student communications with a focus on incoming classes starting in fall 2017.
 - i. It is anticipated that the REAL document will be delivered to students as a pdf upon request.
 - j. IUPUI is the lead campus for Indiana University and will play a role in launching REAL system-wide at a later date.
 - k. See presentation for more information.

5. National Engagement in Assessment Initiatives – Stephen Hundley (10 minutes)
 - a. Hundley solicited interest of PRAC members in serving on the REAL subcommittee.
 - b. Hundley asked for interested PRAC members to submit sample student work from capstone level courses to the Multi-State Collaborative Project to help assess and improve AAC&U's VALUE Rubrics.

- c. Hundley announced the dates for the 2017 Assessment Institute and encouraged submission of proposals, noting that March 10 is the priority deadline.

6. Announcements

- a. Susan Kahn presented IUPUI's plaque for designation as a Sustained Excellence in Assessment Institution for the inaugural year sponsored by the Voluntary System of Accountability, the National Institute for Learning Outcomes Assessment, and the Association of American Colleges and Universities.

7. Adjournment

- a. Meeting adjourned at 2:54 pm.

Future PRAC Meeting Dates:

Thursday, March 9 from 1:30 to 3:00 in University Hall (AD) 1006

Thursday, April 6 from 1:30 to 3:00 p.m. in University Hall (AD) 1006

Thursday, May 11 from 1:30 to 3:00 p.m. in University Hall (AD) 1006



INDIANA UNIVERSITY-PURDUE UNIVERSITY INDIANAPOLIS
FIRST DESTINATION SURVEY 2016

CAREER.IUPUI.EDU/OUTCOMES

THANK YOU!

Career Services Council

Research and Assessment

Committee

Josh Killey, Chair

Campus Career and Advising Services

Graduate and Undergraduate

Student Staff

Megan Giordano

Taylor Vermillion (2016-17)

Marcus Blanton (2016)

Macy Hall (2015-16)

Schools Supplying Supplemental Data

Kelley School of Business

School of Engineering and
Technology

School of Informatics and
Computing

School of Public and
Environmental Affairs

Richard M. Fairbanks School of
Public Health

School of Science

ABOUT THE FIRST DESTINATION SURVEY

In coordination with the Career Services Council's Research and Assessment Committee, the Office of Campus Career and Advising Services (CCAS) administers the First Destination Survey to all IUPUI undergraduates who earn an Associate's Degree, Bachelor's Degree, or Certificate. This survey is based on the National Association of Colleges and Employers (NACE) standards and protocols developed to standardize collection of career outcomes data.

The IUPUI survey consists of the NACE standard questions, some campus-wide questions on relationship between major and career, and internship experience. In addition, schools were invited to submit school-specific questions for their graduates to answer.

Graduates begin filling out the First Destination Survey once they have plans solidified for post-graduation. At the point of graduation, CCAS begins emailing and calling students to remind them to complete the survey or walk them through the survey via phone. Many schools do likewise to encourage students to complete the survey at **go.iupui.edu/nextstep**. As a final step, data reported through school processes (spreadsheets, paper surveys, social media outreach) are consistently reported to CCAS to supplement data collected through the survey. Additionally, CCAS searches LinkedIn to find reportable employment outcomes for inclusion.

Contact for Questions

Matthew Rust, mmrust@iupui.edu

Director of Campus Career and Advising Services

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Defining the Cohort of Graduates

Per NACE standards, the graduating cohort for the Class of 2016 includes those students who graduated between July 1, 2015 and June 30, 2016. Because IUPUI awards degrees in both June and August, the IUPUI Class of 2016 Cohort is defined as including those students who graduated in August 2015, December 2015, May 2016, and June 2016.

Knowledge Rates (Campus Level)

This report contains data on 2,124 of the 3,886 students who earned a degree or certificate from IUPUI in the defined time period. This represents a campus-wide knowledge rate of **54.7%**.

Source of Knowledge	Frequency	Percent
Survey- Personal Email Link	969	45.6
Survey- Public Link	539	25.4
Centralized LinkedIn Lookup	322	15.2
School Supplement	294	13.8
Total	2124	100

Campus level is unduplicated headcount.

Career Outcomes (Campus and School Levels)

89.9% reported positive career outcomes (interpreted as anything other than still “seeking employment.”

Career Outcome	Frequency	Percent
Employed full-time (on average 30 hours or more per week)	1436	67.6
Seeking employment	214	10.1
Enrolled in a program of continuing education (e.g., Master’s degree program)	204	9.6
Employed part-time (on average less than 30 hours per week)	173	8.1
Planning to continue education but not yet enrolled	63	3
Not seeking employment or continuing education at this time	15	0.7
Serving in the U.S. military	10	0.5
Participating in a volunteer or service program (e.g., Peace Corps)	9	0.4
Total	2124	100

Campus level is unduplicated headcount.

School	Full-Time	Part-Time	Further Education	Planning Education	Not Seeking at this Time	Volunteer	Military	Seeking Employment	Total
Art and Design	52.0%	24.0%	5.3%	1.3%	1.3%	1.3%	0.0%	14.7%	100.0%
Business	89.3%	3.1%	2.0%	0.6%	0.6%	0.0%	0.0%	4.5%	100.0%
Dentistry	63.6%	13.6%	13.6%	0.0%	0.0%	0.0%	0.0%	9.1%	100.0%
Education	70.5%	8.2%	0.0%	1.6%	0.0%	0.0%	0.0%	19.7%	100.0%
Engr & Tech	73.5%	4.7%	6.9%	0.7%	1.2%	0.0%	1.0%	12.0%	100.0%
Health/Rehab	50.0%	9.1%	9.1%	18.2%	0.0%	0.0%	4.5%	9.1%	100.0%
Info/Computing	67.7%	8.1%	11.1%	1.0%	0.0%	1.0%	0.0%	11.1%	100.0%
Liberal Arts	66.6%	10.4%	8.0%	4.3%	1.0%	0.7%	0.7%	8.4%	100.0%
Medicine	64.3%	16.1%	7.1%	1.8%	1.8%	0.0%	0.0%	8.9%	100.0%
Nursing	82.4%	9.9%	0.0%	1.1%	0.0%	1.1%	1.1%	4.4%	100.0%
Philanthropy	50.0%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	16.7%	100.0%
Phy Ed/Tour Mgt	62.3%	15.2%	10.6%	0.7%	0.0%	0.0%	0.0%	11.3%	100.0%
Pub/Enviro Aff	66.4%	8.8%	10.9%	1.5%	0.0%	0.7%	1.5%	10.2%	100.0%
Public Health	55.4%	9.2%	7.7%	3.1%	0.0%	1.5%	1.5%	21.5%	100.0%
Science	44.7%	6.8%	25.9%	10.0%	0.6%	0.6%	0.0%	11.3%	100.0%
Social Work	73.5%	6.1%	16.3%	2.0%	2.0%	0.0%	0.0%	0.0%	100.0%

These data are unduplicated within schools but duplicated across schools for students who earned majors in multiple schools.

Salaries (Campus and School Levels)

Diploma Type(s)	Median	Mean	Minimum	Maximum	N
Associate's Degree Only	\$55,000	\$54,633	\$40,000	\$70,000	12
Bachelor's Degree Only	\$41,000	\$43,600	\$8,000	\$144,000	765
Bachelor's Degree + Certificate	\$36,000	\$39,603	\$14,000	\$85,000	74
Certificate Only (Undergrad)	\$35,000	\$40,518	\$26,000	\$80,000	17
Total	\$40,853	\$43,351	\$8,000	\$144,000	868

Campus level is unduplicated headcount.

Diploma Type	School of Major or Certificate	Median	Mean	Minimum	Maximum	N
Associate's	Dentistry	*	*	*	*	4
	Engr & Tech	*	*	*	*	3
	Medicine	*	*	*	*	5
Bachelor's	Art and Design	\$30,000	\$30,867	\$10,000	\$65,000	31
	Business	\$45,153	\$46,073	\$11,000	\$144,000	227
	Dentistry	*	*	*	*	2
	Education	\$39,500	\$37,599	\$25,000	\$41,900	30
	Engr & Tech	\$55,000	\$56,657	\$11,000	\$125,000	202
	Health/Rehab	\$38,500	\$44,000	\$30,000	\$65,000	8
	Info/Computing	\$39,000	\$38,252	\$14,400	\$91,753	52
	Liberal Arts	\$33,000	\$33,495	\$8,000	\$62,000	97
	Medicine	\$48,000	\$47,111	\$39,000	\$60,000	9
	Nursing	\$46,280	\$47,186	\$36,000	\$66,000	62
	Philanthropy	*	*	*	*	2
	Phy Ed/Tour Mgt	\$32,000	\$31,881	\$14,000	\$75,000	39
	Pub/Enviro Aff	\$34,363	\$36,040	\$12,000	\$65,000	45
	Public Health	\$30,000	\$33,506	\$20,000	\$50,000	25
	Science	\$33,385	\$37,298	\$11,000	\$78,000	106
	Social Work	\$35,000	\$34,522	\$24,000	\$65,000	22
Certificate	Art and Design	*	*	*	*	1
	Business	\$33,000	\$31,943	\$20,000	\$41,000	15
	Dentistry	*	*	*	*	2
	Engr & Tech	\$47,000	\$48,406	\$27,000	\$80,000	29
	Health/Rehab	*	*	*	*	5
	Info/Computing	*	*	*	*	5
	Liberal Arts	\$35,000	\$40,649	\$28,000	\$68,640	9
	Medicine	*	*	*	*	5
	Phy Ed/Tour Mgt	\$32,750	\$32,006	\$14,000	\$45,000	18
	Pub/Enviro Aff	*	*	*	*	1
	Public Health	*	*	*	*	2
	Social Work	\$32,500	\$31,000	\$24,000	\$36,000	8
	Total		\$35,000	\$39,459	\$14,000	\$85,000
Total	Art and Design	\$30,000	\$31,152	\$10,000	\$65,000	32
	Business	\$45,000	\$45,198	\$11,000	\$144,000	242
	Dentistry	\$50,500	\$49,755	\$27,040	\$70,000	8
	Education	\$39,500	\$37,599	\$25,000	\$41,900	30
	Engr & Tech	\$55,000	\$55,588	\$11,000	\$125,000	234
	Health/Rehab	\$37,000	\$43,615	\$30,000	\$65,000	13
	Info/Computing	\$39,250	\$39,840	\$14,400	\$91,753	57
	Liberal Arts	\$33,000	\$34,102	\$8,000	\$68,640	106
	Medicine	\$45,000	\$47,406	\$30,000	\$70,000	19
	Nursing	\$46,280	\$47,186	\$36,000	\$66,000	62
	Philanthropy	*	*	*	*	2
	Phy Ed/Tour Mgt	\$32,500	\$31,920	\$14,000	\$75,000	57
	Pub/Enviro Aff	\$34,182	\$35,778	\$12,000	\$65,000	46
	Public Health	\$29,120	\$33,066	\$20,000	\$50,000	27
	Science	\$33,385	\$37,298	\$11,000	\$78,000	106
	Social Work	\$35,000	\$33,583	\$24,000	\$65,000	30

Duplicated headcount in cases of multiple majors. Full-time employed graduates only.

Top Employers (Campus and School Levels)

The top fifteen employers at the campus level are listed below.

Employer	Frequency
IU Health	47
Cummins	18
Indiana Department of Child Services	17
Community Health Network	14
IUPUI	14
Covance	11
Eli Lilly & Company	11
Eskenazi Health	10
IU School of Medicine	9
Simon Property Group	9
Interactive Intelligence	8
Riley Hospital	7
St. Vincent Health	7
State of Indiana	7
Defense Finance and Accounting Service	6

Full-time employed graduates only. Campus level is unduplicated headcount.

Locations

65% of full-time employed graduates are staying in Indianapolis for their employment.

91.6% will remain in Indiana.

City, State	Frequency	Percent
Indianapolis, IN	889	65
Carmel, IN	49	3.6
Greenwood, IN	26	1.9
Fishers, IN	25	1.8
Columbus, IN	23	1.7
Avon, IN	17	1.2
Noblesville, IN	17	1.2
Plainfield, IN	16	1.2
Chicago, IL	10	0.7
Greenfield, IN	10	0.7

Full-time employed graduates only. Campus level is unduplicated headcount.

The top (most frequent) employers by school are listed below.

School	Top Employer
Art and Design	All Unique Employers
Business	Simon Property Group
Dentistry	All Unique Employers
Education	Indianapolis Public Schools
Engr & Tech	Cummins
Health/Rehab	IU Health
Info/Computing	IU Health
Liberal Arts	Covance
Medicine	Franciscan St. Francis Health
Nursing	Riley Hospital/St. Vincent Health
Philanthropy	All Unique Employers
Phy Ed/Tour Mgt	YMCA of Greater Indianapolis/IUPUI
Pub/Enviro Aff	State of Indiana
Public Health	Community Health Network
Science	Covance
Social Work	Indiana Department of Child Services

These data are unduplicated within schools but duplicated across schools for students who earned majors in multiple schools. Full-time employed graduates only.

Educational Plans (Campus and School Levels)

204 Graduates reported plans to continue their education. When asked what degree they planned to pursue, Master's degrees were the most frequently cited.

Degree	Frequency
Master's	99
MD	18
JD	13
Bachelor's	12
PhD	11
DDS	10
Certificate	6
DPT	6
PharmD	4
Associate's	2
OD	2
DC	1
DO	1
DVM	1
OTD	1

Students pursuing further education only. Campus level is unduplicated headcount.

Institution of Further Study	Frequency
IUPUI (Includes IU Med School)	107
Indiana University Bloomington	8
Purdue University	6
Butler University	4
University of California, Berkeley	4
University of Indianapolis	4
Ball State University	3
Indiana Wesleyan University	3
University of Michigan	3
East Carolina University	2
Marian University	2
Oregon State University	2
University of Kentucky	2
Washington University in St. Louis	2

Students pursuing further education only. Campus level is unduplicated headcount.

School	Top Field of Further Study
Art and Design	Fine Arts
Business	Law/Accounting
Dentistry	-
Engr & Tech	Mechanical Engineering
Health/Rehab	Occupational Therapy
Info/Computing	Human-Computer Interaction
Liberal Arts	Law
Medicine	-
Philanthropy	-
Phy Ed/Tour Mgt	Physical Therapy
Pub/Enviro Aff	Criminal Justice
Public Health	-
Science	Medicine
Social Work	Social Work

Duplicated headcount for students pursuing multiple majors. Students pursuing further education only.

Outcomes by Demographics (Campus Level)

Population	Full-Time	Part-Time	Further Education	Planning Education	Not Seeking at this Time	Volunteer	Military	Seeking Employment
Transfer Students	71.4%	6.7%	7.6%	2.4%	1.0%	0.2%	0.6%	10.1%
First Generation Student	66.9%	8.3%	7.6%	3.3%	1.1%	0.3%	0.5%	12.1%
21st Century Student	58.5%	7.3%	17.1%	3.7%		1.2%		12.2%
Female	65.8%	9.9%	10.3%	3.6%	0.9%	0.6%	0.3%	8.8%
Male	69.9%	6.0%	8.8%	2.2%	0.5%	0.2%	0.7%	11.7%
American Indian/Alaska Native	87.5%							12.5%
Asian	58.5%	3.5%	20.4%	4.2%	2.8%	0.7%	1.4%	8.5%
Black/African American	66.4%	5.9%	8.4%	4.2%	0.8%	0.4%	0.8%	13.0%
Hispanic/Latino	73.3%	6.7%	6.7%	4.4%	1.1%	2.2%	1.1%	4.4%
Native Hawaiian/Oth Pac Island	*	*	*	*	*	*	*	*
White	68.7%	8.8%	9.0%	2.6%	0.5%	0.3%	0.3%	9.7%
Known Military Connection	70.8%	4.5%	5.6%	2.2%			5.6%	11.2%
2.0-2.49 IU CGPA	72.7%	9.7%	1.9%	1.9%		0.6%		13.0%
2.5-2.99 IU CGPA	73.3%	6.4%	3.4%	2.6%	1.2%	0.2%	1.0%	12.0%
3.0-3.49 IU CGPA	68.3%	8.7%	8.2%	3.9%	0.1%	0.4%	0.5%	9.9%
3.5-4.0 IU CGPA	61.4%	8.5%	17.7%	2.4%	1.2%	0.6%	0.1%	8.2%

Campus level is unduplicated headcount. *Counts of less than 7 are not reported so as to preserve anonymity.

- Transfer Students are significantly more likely than native-to-IUPUI students to be employed full-time ($p < .01$) and significantly less likely to be pursuing further education ($p < .01$).
- First Generation Students are significantly more likely than non-first-generation students to still be seeking employment ($p < .05$).
- 21st Century Students First Generation Students are significantly more likely than non-21st Century students to be enrolling in further education ($p < .05$).
- Male Students are significantly more likely than Female Student to be employed full-time ($p < .05$) but also significantly more likely to still be seeking employment ($p < .05$).

Average Starting Salaries by Population

Population	Mean	N
Transfer Student	\$44,595	373
First Generation Student	\$42,506	270
21st Century Student	\$35,849	30
Female	\$38,900	477
Male	\$48,782	391
American Indian/Alaska Native	*	*
Asian	\$46,715	40
Black/African American	\$40,735	86
Hispanic/Latino	\$44,151	40
Native Hawaiian/Oth Pac Island	*	*
Not Applicable (Alien)	\$45,170	25
White	\$43,347	672
Known Military Connection	\$54,040	42
2.0-2.49 IU CGPA	\$45,511	57
2.5-2.99 IU CGPA	\$40,664	209
3.0-3.49 IU CGPA	\$44,570	325
3.5-4.0 IU CGPA	\$43,505	277
Total	\$43,351	868

Campus level is unduplicated headcount. *Counts of less than 7 are not reported so as to preserve anonymity.

Relationship of Major to Full-Time Job (Campus and School Level)

Students who reported having full-time employment were asked whether their position was related to their field of study.

79.8% of students answered that yes, their position was related to their field of study.

School	No	Yes
Art and Design	40.0%	60.0%
Business	12.8%	87.2%
Dentistry		100.0%
Education	6.5%	93.5%
Engr & Tech	11.7%	88.3%
Health/Rehab	46.2%	53.8%
Info/Computing	23.9%	76.1%
Liberal Arts	50.0%	50.0%
Medicine	5.3%	94.7%
Nursing		100.0%
Philanthropy	*	*
Phy Ed/Tour Mgt	12.7%	87.3%
Pub/Enviro Aff	27.7%	72.3%

School	No	Yes
Public Health	39.3%	60.7%
Science	26.8%	73.2%
Social Work	15.2%	84.8%
Total	20.1%	79.9%

Duplicated headcount for students pursuing multiple majors.

Debt (Campus Level)

At the very end of the survey, students were asked, "Approximately how much student loan debt do you have (from all sources)?"

Debt Range	Percent within Debt Range
\$0.00	26.8%
\$0.01-\$9,999	8.1%
\$10,000-\$19,999	9.5%
\$20,000-\$29,999	13.7%
\$30,000-\$39,999	12.3%
\$40,000-\$49,999	8.4%
\$50,000-\$59,999	8.6%
\$60,000-\$69,999	6.6%
\$70,000-\$79,999	2.7%
\$80,000-\$89,999	1%
\$90,000-\$99,999	0.8%
\$100,000 or more	1.5%
Total	100%

Campus level is unduplicated headcount.

Career Outcomes by Debt Level

Debt Amount	Full-Time	Part-Time	Further Education	Planning Education	Not Seeking at this Time	Volunteer	Military	Seeking Employment
< \$30K Loan Debt	58.8%	8.3%	14.6%	3.2%	1.2%	0.5%	0.4%	12.9%
\$30K or More Loan Debt	61.7%	7.8%	10.2%	3.3%	0.7%	0.4%	0.5%	15.3%

Campus level is unduplicated headcount.

Salary by Debt Level

Student Loan Debt	Mean	N	Std. Deviation
\$0.00	\$40,295	201	18470
\$0.01-\$9,999	\$38,142	76	17955
\$10,000-\$19,999	\$41,084	81	14799
\$20,000-\$29,999	\$38,289	120	18136
\$30,000-\$39,999	\$38,145	102	16639
\$40,000-\$49,999	\$40,007	77	14678
\$50,000-\$59,999	\$38,107	75	14922
\$60,000-\$69,999	\$42,088	57	14895
\$70,000-\$79,999	\$42,385	23	20233
\$80,000-\$89,999	\$32,425	8	11199
\$90,000-\$99,999	\$52,011	6	7383
\$100,000 or more	\$44,462	13	16821

Experience Matters: Student Employment and Internships (Campus and School Levels)

27% of students (with known career outcomes) completed at least one student employment experience during their time at IUPUI (including hourly, work study, community work study, or TA experiences; pulled from student information system).

64.1% of students (with known career outcomes) completed at least one internship, co-op, practicum, or field experience (collectively called “internships” from here forward) during their time at IUPUI (self-reported).

- **37.7%** of students who reported completing at least one internship stated that their internship led to a full-time job offer.
- **93.6%** of students agreed that their internship(s) complemented their degree and helped prepare them for their future careers.

Internship and Student Employment Participation by School

School	At Least One Internship	Student Employment
Art and Design	55.20%	31.2%
Business	75.80%	18.1%
Dentistry	47.10%	27.3%
Education	94.00%	26.2%
Engr & Tech	58.40%	32.9%
Health/Rehab	56.50%	17.6%
Info/Computing	60.70%	27.6%
Liberal Arts	56.40%	24.2%
Medicine	33.30%	12.3%
Nursing	66.20%	29.7%
Philanthropy	*	*
Phy Ed/Tour Mgt	97.80%	29.6%
Pub/Enviro Aff	76.10%	21.7%
Public Health	64.30%	21.5%
Science	50.70%	42.7%
Social Work	94.50%	18.2%

Duplicated headcount for students pursuing multiple majors.

Conversion of Internships to Full-Time Offer by School

School	Conversion
Art and Design	29.4%
Business	42.0%
Dentistry	28.6%
Education	22.7%
Engr & Tech	54.9%
Health/Rehab	46.2%
Info/Computing	21.3%
Liberal Arts	19.0%
Medicine	38.5%
Nursing	70.0%
Philanthropy	*
Phy Ed/Tour Mgt	23.4%
Pub/Enviro Aff	36.8%
Public Health	8.3%
Science	23.8%
Social Work	52.3%

Among students who reported at least one internship. Duplicated headcount for students pursuing multiple majors.

Outcomes by Experience Level

Experience Level	Full-Time	Part-Time	Further Education	Planning Education	Not Seeking at this Time	Volunteer	Military	Seeking Employment
Neither Student Employment Nor Intern	59.6%	7.7%	8.1%	3.8%	1.7%	0.5%	0.5%	18.2%
Student Employment Alone	45.1%	9.8%	26.2%	4.9%	0.8%		1.6%	11.5%
Student Employment and Internship(s)	59.1%	7.7%	19.5%	1.9%	0.6%	1.3%		9.9%
Internship Alone	70.2%	7.1%	6.9%	2.6%	0.8%		0.5%	12.0%

Campus level is unduplicated headcount.

Salary by Experience Level

Experience Level	Mean	N
Neither Student Employment Nor Intern	\$40,860	202
Student Employment Alone	\$42,144	38
Student Employment and Internship(s)	\$44,161	160
Internship Alone	\$44,355	376

Full-time employed graduates only. Campus level is unduplicated headcount.

Relationship of Major to Full-Time Job by Experience Level

Experience Level	No	Yes
Neither Student Employment Nor Intern	39.5%	60.5%
Student Employment Alone	20.9%	79.1%
Student Employment and Internship(s)	12.7%	87.3%
Internship Alone	12.4%	87.6%

Full-time employed graduates only. Campus level is unduplicated headcount.

Debt by Experience Level

Experience Level	\$30K or More Loan Debt
Neither Student Employment Nor Intern	50.00%
Student Employment Alone	31.80%
Student Employment and Internship(s)	35.50%
Internship Alone	41.80%
Total	41.90%

Campus level is unduplicated headcount.

Career Outcomes and Knowledge Rates (Major Level)

School of Major/Certificate	Diploma	Major	Full-Time	Part-Time	Further Education	Planning Education	Not Seeking at this Time	Volunteer	Military	Seeking Employment	Unknown	Total		
Art and Design	Bachelor's	Art Education BAED	3	0	0	0	0	0	0	0	11	14		
		Art History BA	4	1	1	0	0	0	0	0	1	4	11	
		Ceramics BFA	*	*	*	*	*	*	*	*	*	3	5	
		Drawing and Illustration BFA	3	1	0	0	1	0	0	0	1	9	15	
		Fine Arts BFA	*	*	*	*	*	*	*	*	*	2	2	
		Furniture Design BFA	*	*	*	*	*	*	*	*	*	1	5	
		Integrative Studio Pract BFA	1	0	0	1	0	0	0	0	2	5	9	
		Painting BFA	2	4	0	0	0	0	0	0	0	9	15	
		Photography BFA	3	6	0	1	0	0	0	0	1	8	19	
		Printmaking BFA	0	1	1	0	0	0	0	0	0	6	8	
		Sculpture BFA	4	1	1	0	0	0	0	0	2	8	16	
		Visual Communication Design BFA	15	3	0	0	0	0	0	0	4	13	35	
		Business	Bachelor's	Accounting BSB Criminal Justice	38	19	4	1	1	1	1	0	79	154
				Accounting BSB Finance	*	*	*	*	*	*	*	*	3	5
				Accounting BSB Human Resources	2	0	0	0	0	0	0	0	0	3
Accounting BSB International Business	40			19	4	1	1	1	1	0	11	82	159	
Accounting BSB Supply Chain Management	5			0	0	0	0	0	0	0	0	2	7	
Finance BSB	53			0	2	0	0	0	0	0	3	35	93	
Human Resource Mgmt BSB	*			*	*	*	*	*	*	*	*	2	2	
International Studies BSB	*			*	*	*	*	*	*	*	*	0	2	
Management BSB	99			2	4	0	0	0	0	0	5	57	167	
Pre-Art Therapy CERT	49			0	2	1	0	0	0	0	2	20	74	
Certificate	Certificate	International Studies BSB	41	1	3	0	0	0	0	1	27	73		
		Management BSB	88	0	2	1	2	0	0	5	45	143		

School of Major/Certificate	Diploma	Major	Full-Time	Part-Time	Further Education	Planning Education	Not Seeking at this Time	Volunteer	Military	Seeking Employment	Unknown	Total
		Marketing BSB	66	3	0	0	1	0	0	6	37	113
		Supply Chain Mgmt BSB	61	3	1	0	0	0	0	2	27	94
			464	9	15	2	3	0	0	24	254	771
	Certificate	Business Foundatns CERT-Online	36	5	0	0	0	0	0	1	20	62
			36	5	0	0	0	0	0	1	20	62
			500	14	15	2	3	0	0	25	274	833
Dentistry	Associate's	Dental Hygiene AS	8	1	0	0	0	0	0	2	18	29
	Bachelor's	Pub Hlth Dent Hygiene BS	8	1	0	0	0	0	0	2	18	29
			2	0	0	0	0	0	0	0	11	13
	Certificate	Dental Assisting CERT-Online	2	0	0	0	0	0	0	0	11	13
		Dental Assisting CRT-Online	3	2	3	0	0	0	0	0	9	17
			*	*	*	*	*	*	*	*	2	3
			4	2	3	0	0	0	0	0	11	20
			14	3	3	0	0	0	0	2	40	62
Education	Bachelor's	Elementary Education BSED	36	4	0	1	0	0	0	12	63	116
		English Education BSED	5	1	0	0	0	0	0	0	9	15
		Social Studies Educ BSED	2	0	0	0	0	0	0	0	5	7
			43	5	0	1	0	0	0	12	77	138
Engr & Tech	Associate's	Architectural Tech AS	*	*	*	*	*	*	*	*	2	4
		Biomedical Engineering Tech AS	3	0	1	0	0	0	0	0	5	9
		Electrical Engr Tech AS	*	*	*	*	*	*	*	*	1	1
		Healthcare Engr Tech Mgmt AS	*	*	*	*	*	*	*	*	0	1
		Interior Design AS	*	*	*	*	*	*	*	*	2	6
			7	1	3	0	0	0	0	0	10	21
	Bachelor's	Biomedical Engineering	9	0	3	0	0	0	0	1	5	18
		Biomedical Engineering Butler Univ EDDP	*	*	*	*	*	*	*	*	0	4
		Biomedical Engineering Tech BS	5	0	0	1	0	0	0	0	2	8

School of Major/Certificate	Diploma	Major	Full-Time	Part-Time	Further Education	Planning Education	Not Seeking at this Time	Volunteer	Military	Seeking Employment	Unknown	Total
		Comp Graph Tech BS-Arim Spt Gr	*	*	*	*	*	*	*	*	1	1
		Comp Graph Tech BS-Int Mlt Dev	*	*	*	*	*	*	*	*	1	2
		Computer & Info Technology BS Data Management	7	0	0	0	0	0	0	2	3	12
		Computer & Info Technology BS Information Security	20	0	0	0	1	0	0	1	2	24
		Computer & Info Technology BS Networking Systems	27	1	1	0	0	0	0	3	3	35
		Computer & Info Technology BS Web Development	6	1	0	0	0	0	0	3	0	10
		Computer Engineering BSCE	17	0	0	0	0	0	1	2	1	21
		Computer Engineering BSCE Butler Univ EDDP	*	*	*	*	*	*	*	*	1	4
		Computer Engr Tech BS	6	0	0	0	0	0	0	0	1	7
		Computer Graphics Technology BS Animation/Spatial Graphics	4	0	0	0	0	0	1	3	1	9
		Computer Graphics Technology BS Arch Tech Visual Illustration	*	*	*	*	*	*	*	*	0	1
		Computer Graphics Technology BS Interactive Multimedia Dvlpmnt	*	*	*	*	*	*	*	*	0	6
		Construction Engr Mgmt Tech BS	18	0	0	0	0	0	1	0	5	24
		Elec Engr Tech BS	6	3	0	0	0	0	0	1	4	14
		Electrical Engr BSEE	18	1	2	0	0	0	0	2	9	32
		Electrical Engr BSEE Butler Univ EDDP	*	*	*	*	*	*	*	*	0	1
		Energy Engineering BS	4	1	0	0	0	0	0	0	2	7
		Interior Design Tech BS	5	2	0	0	0	0	0	1	3	11
		Mech Engr Tech BS	30	1	0	0	0	0	0	8	11	50
		Mechanical Engr BSME	57	2	14	1	2	0	0	14	25	115
		Mechanical Engr BSME Butler Univ EDDP	*	*	*	*	*	*	*	*	0	5
		Motorsports Engineering BS	*	*	*	*	*	*	*	*	1	4
		Motorsports Engineering BS Butler Univ EDDP	*	*	*	*	*	*	*	*	0	1
		Music Technology BS	1	1	0	0	0	0	0	3	8	13
		Org Leadership & Supvsn BS	29	1	1	0	2	0	0	2	10	45

School of Major/Certificate	Diploma	Major	Full-Time	Part-Time	Further Education	Planning Education	Not Seeking at this Time	Volunteer	Military	Seeking Employment	Unknown	Total
		Technical Communication BS	*	*	*	*	*	*	*	*	0	2
			287	17	24	3	5	0	3	48	99	486
	Certificate	Comptr Tech App UG CERT-Online	*	*	*	*	*	*	*	*	2	3
		Construction Managemnt CRT	*	*	*	*	*	*	*	*	1	1
		E-Commerce Dvlpmnt CERT-Online	*	*	*	*	*	*	*	*	2	2
		Human Resource Mgmt CRT	22	0	1	0	1	0	1	0	23	48
		Informatn Technology CRT-Online	2	0	0	0	0	0	0	0	5	7
		Leadership Studies CRT	11	0	0	0	1	0	0	1	9	22
		Lean Six Sigma Green Belt CRT	12	0	0	0	0	0	0	1	5	18
		Music Therapy PBC	*	*	*	*	*	*	*	*	3	4
		Sustainable Technologies CRT	*	*	*	*	*	*	*	*	0	2
		Technical Communicatn CRT	*	*	*	*	*	*	*	*	1	5
			53	1	1	0	2	0	1	3	51	112
			347	19	28	0	7	0	4	51	160	619
Health/Rehab	Bachelor's	Health Sciences BS	9	2	2	0	0	0	0	2	24	43
		Health Sciences BS Gerontology	*	*	*	*	*	*	*	*	2	3
		Health Sciences BS Prep for Grad Hlth Prof Prgm	*	*	*	*	*	*	*	*	4	5
		Health Sciences BS Rehab Disabilities Studies	*	*	*	*	*	*	*	*	1	2
			11	2	2	0	0	0	1	2	31	53
	Certificate	Gerontology Studies CRT-Online	1	0	1	0	0	0	1	0	7	10
		Globl Hlth Rehab Sc CRT-Online	*	*	*	*	*	*	*	*	1	4
		Rehab &Disblty Stds CRT-Online	5	0	0	0	0	0	0	0	11	17
			8	1	1	0	0	0	1	0	19	31
			19	3	3	0	0	0	2	2	50	84
Info/Computing	Bachelor's	Health Info Managmnt BS-Online	26	0	3	0	0	0	0	2	4	36
		Informatics BS	12	0	0	0	0	0	0	1	10	23
		Informatics BS Public and Env Affairs Cognate	*	*	*	*	*	*	*	*	0	2

School of Major/Certificate	Diploma	Major	Full-Time	Part-Time	Further Education	Planning Education	Not Seeking at this Time	Volunteer	Military	Seeking Employment	Unknown	Total
		Media Arts & Science BS	8	1	1	0	0	0	0	0	5	15
		Media Arts & Science BS 3D Graphics and Animation	3	2	1	0	0	0	0	2	4	12
		Media Arts & Science BS Digital Storytelling	2	2	1	0	0	0	0	3	0	8
		Media Arts & Science BS Game Design and Development	3	2	2	0	0	0	0	1	0	8
		Media Arts & Science BS Video Prod & Sound Design	4	0	1	0	0	1	0	1	3	10
		Media Arts & Science BS Web Design and Development	12	4	5	0	0	0	0	4	2	27
			72	11	14	0	0	1	0	14	28	141
	Certificate	Human Computer Interaction CRT	*	*	*	*	*	*	*	*	1	6
		Legal Informatics CRT-Online	3	0	1	0	0	0	0	1	2	7
		Medical Coding UG CRT	*	*	*	*	*	*	*	*	2	2
			6	0	2	0	0	0	0	2	5	15
			78	11	16	0	0	1	0	16	33	156
Liberal Arts	Associate's	General Studies AAGS	*	*	*	*	*	*	*	*	4	4
			0	0	0	0	0	0	0	0	4	4
	Bachelor's	Africana Studies BA	*	*	*	*	*	*	*	*	1	2
		Am Sign Lg-Engl Interp BS	1	2	0	0	0	0	0	0	6	9
		Anthropology BA	8	1	2	0	0	0	0	0	15	26
		Communication Studies BA	26	4	3	0	0	1	0	1	34	69
		Economics BA	7	0	0	0	0	0	0	2	11	20
		Economics Quantitative BA	*	*	*	*	*	*	*	*	2	6
		English BA Creative Writing	9	2	0	0	0	0	0	0	14	25
		English BA Film Studies	*	*	*	*	*	*	*	*	1	2
		English BA Individualized Studies	*	*	*	*	*	*	*	*	3	3
		English BA Linguistics	*	*	*	*	*	*	*	*	0	3
		English BA Literature	*	*	*	*	*	*	*	*	1	6

School of Major/Certificate	Diploma	Major	Full-Time	Part-Time	Further Education	Planning Education	Not Seeking at this Time	Volunteer	Military	Seeking Employment	Unknown	Total
		English BA Writing and Literacy	*	*	*	*	*	*	*	*	2	5
		French BA	*	*	*	*	*	*	*	*	1	4
		General Studies BGS	*	*	*	*	*	*	*	*	1	1
		General Studies BGS Arts and Humanities	30	5	3	0	0	0	0	3	96	137
		General Studies BGS Science and Mathematics	11	0	1	0	1	0	0	1	28	48
		General Studies BGS Social & Behavioral Science	17	1	1	0	0	0	0	1	51	73
		General Studies BGS-Online Arts and Humanities	8	0	0	0	0	0	1	1	7	17
		General Studies BGS-Online Science and Mathematics	*	*	*	*	*	*	*	*	4	5
		General Studies BGS-Online Social & Behavioral Science	*	*	*	*	*	*	*	*	3	3
		Geography BA	3	1	0	0	0	0	1	0	3	8
		German BA	*	*	*	*	*	*	*	*	1	4
		Global & Internatnl Studies	5	0	0	0	0	0	0	1	7	13
		History BA	2	0	4	0	0	0	0	1	11	19
		Individualized Major-BA	*	*	*	*	*	*	*	*	3	5
		Journalism BAJ Journalism	5	1	1	0	0	0	0	1	8	16
		Journalism BAJ Public Relations	21	1	0	0	0	0	0	3	11	36
		Journalism BAJ Sports Journalism	2	2	0	0	0	0	0	0	6	10
		Med Humanities & Health St-BA	3	2	1	0	0	0	0	0	11	17
		Philosophy BA	4	2	1	0	0	0	0	0	10	17
		Political Science BA	10	2	3	0	0	0	0	1	21	38
		Pre-Law BA	*	*	*	*	*	*	*	*	1	1
		Religious Studies BA	*	*	*	*	*	*	*	*	3	4
		Sociology BA	4	3	2	0	1	0	0	2	22	35
		Sociology BA Medical Sociology	3	0	0	0	0	0	0	1	3	7
		Spanish BA	5	0	2	0	0	0	0	0	10	18
			199	30	27	0	3	3	2	23	412	712

School of Major/Certificate	Diploma Certificate	Major	Full-Time	Part-Time	Further Education	Planning Education	Not Seeking at this Time	Volunteer	Military	Seeking Employment	Unknown	Total
		Am Sign Lg/Engl Interp CRT	*	*	*	*	*	*	*	*	0	1
		Certificate in Journalism	*	*	*	*	*	*	*	*	1	1
		Chinese Studies CRT	*	*	*	*	*	*	*	*	1	2
		Geographic Info Sci UG Cert	*	*	*	*	*	*	*	*	0	4
		Hum Cm Mediatd Wrid CRT-Online	*	*	*	*	*	*	*	*	1	1
		Latino Studies CRT	*	*	*	*	*	*	*	*	2	3
		Motorsports Studies CRT	*	*	*	*	*	*	*	*	1	1
		Museum Studies CRT	*	*	*	*	*	*	*	*	0	3
		Paralegal Studies CRT	6	1	0	0	0	0	0	2	12	21
		Public Relations CRT	*	*	*	*	*	*	*	*	0	5
		Theatre CRT	*	*	*	*	*	*	*	*	1	2
		Translation Studies CRT	*	*	*	*	*	*	*	*	1	2
			16	4	3	0	0	0	0	2	20	46
			215	34	30	3	3	2	25	436	762	
Medicine	Associate's	Histotechnology AS-Online	5	0	0	0	0	0	0	0	7	12
		Paramedic Science AS	*	*	*	*	*	*	*	*	3	4
		Radiography AS	5	3	3	0	1	0	0	2	23	37
			11	3	3	0	1	0	0	2	33	53
	Bachelor's	Clinical Lab Science BS	2	0	1	0	0	0	0	0	9	12
		Cytotechnology BS	0	0	0	0	0	0	0	0	7	7
		Medical Imaging Tech BS	10	2	0	0	0	0	0	0	23	35
		Nuclear Medicine Tech BS	1	1	0	0	0	0	0	1	3	7
		Radiation Therapy BS	1	3	0	0	0	0	0	0	7	11
		Respiratory Therapy BS	3	0	0	0	0	0	0	2	12	17
			17	6	1	0	0	0	0	3	61	89
	Certificate	Histotechnology CERT-Online	9	0	0	0	0	0	0	0	40	49
			9	0	0	0	0	0	0	0	40	49

School of Major/Certificate	Diploma	Major	Full-Time	Part-Time	Further Education	Planning Education	Not Seeking at this Time	Volunteer	Military	Seeking Employment	Unknown	Total
Nursing	Bachelor's	Non Nurs Bacc to BSN-ACCEL	23	1	0	0	0	0	0	1	134	191
		Nursing BSN	46	6	0	0	0	1	1	3	115	173
		Nursing RN to BSN-Online	6	2	0	0	0	0	0	0	42	50
Philanthropy	Bachelor's	Philanthropic Studies BA	75	9	0	0	0	1	1	4	226	317
			3	1	1	0	0	0	0	1	3	9
			3	1	1	0	0	0	0	1	3	9
Phy Ed/Tour Mgt	Bachelor's	Exercise Science BSK	16	9	14	0	0	0	0	5	43	88
		Exercise Science BSK Pre Physical Therapy	*	*	*	*	*	*	*	*	1	1
		Fitness Mgmt & Prsnl Trng BSK	3	1	2	0	0	0	0	0	17	23
		Phys Edu & Health Ed/Tch BSK	3	1	0	0	0	0	0	1	7	12
		Pre Prof Occupational Therapy	1	1	2	0	0	0	0	0	9	13
		Pre Prof Physical Therapy	4	3	3	0	0	0	0	0	9	20
		Pre Prof Physician Assistant	*	*	*	*	*	*	*	*	2	2
		Pre Professional Medicine	*	*	*	*	*	*	*	*	3	4
		Sports Management BSK	4	1	0	0	0	0	0	1	8	14
		Sports Management BSTGEM	11	1	0	0	0	0	0	4	8	24
		Tourism/Conv/Event Mgt BS	50	8	0	0	0	0	0	3	21	82
			92	26	21	0	0	0	0	14	128	283
	Certificate	Beverage Mgt Services CRT	*	*	*	*	*	*	*	*	3	5
		Cultri Heritage Tourism CRT	*	*	*	*	*	*	*	*	3	6
		Events Management CRT	13	3	0	0	0	0	0	1	7	24
		Hospitality Mangmnt CRT-Online	*	*	*	*	*	*	*	*	0	1
		Personal Training CRT	19	10	16	0	0	0	0	5	59	110
		Sports Tour Dvlprmnt CRT-Online	*	*	*	*	*	*	*	*	0	1
		Sports Tourism Development CRT	*	*	*	*	*	*	*	*	0	2
		Tourism Planning & Devp CRT	7	0	0	0	0	0	0	1	1	9

School of Major/Certificate	Diploma	Major	Full-Time	Part-Time	Further Education	Planning Education	Not Seeking at this Time	Volunteer	Military	Seeking Employment	Unknown	Total
			43	15	16	0	0	0	0	10	73	158
			135	41	37	0	0	0	0	24	201	441
Pub/Enviro Aff	Bachelor's	Civic Leadership BSPA	7	0	2	0	0	0	0	1	2	12
		Criminal Justice BS	18	4	3	0	0	0	1	3	24	54
		Criminal Justice BS Foreign Language	15	2	2	0	0	1	0	4	14	38
		Criminal Justice BS No Foreign Language	6	1	1	0	0	0	1	1	7	17
		Management BSPA	25	2	0	0	0	0	0	1	14	43
		Media and Public Affairs BSPA	*	*	*	*	*	*	*	*	2	3
		Policy Studies BSPA	*	*	*	*	*	*	*	*	2	6
		Public Safety Management BSCJ	11	0	1	0	0	0	0	1	5	18
		Public Safety Management BSCJ Foreign Language	3	1	3	0	0	0	0	2	2	11
		Public Safety Management BSCJ No Foreign Language	1	1	1	0	0	0	0	0	5	8
		Sustainable Mgmt & Policy BSPA	*	*	*	*	*	*	*	*	0	2
			90	12	14	0	0	1	2	14	77	212
	Certificate	Nonprofit Management CRT	*	*	*	*	*	*	*	*	1	4
			2	0	1	0	0	0	0	0	1	4
			92	12	15	0	0	1	2	14	78	216
Public Health	Bachelor's	Community Health BSPH	9	0	0	0	0	1	0	3	2	17
		Environmental Health Sci BSPH	*	*	*	*	*	*	*	*	1	5
		Health Services Mgmt BS	23	5	4	0	0	0	0	10	9	51
			34	5	4	0	0	1	1	14	12	73
	Certificate	Public Health Cert	*	*	*	*	*	*	*	*	0	4
			2	1	1	0	0	0	0	0	0	4
			36	6	5	2	0	1	1	14	12	77
Science	Bachelor's	Applied Computer Science BA	4	1	0	0	0	0	0	0	4	9
		Biology BA	5	0	15	4	0	0	0	0	13	37
		Biology BA Pre-Dentistry	0	0	5	0	0	0	0	0	3	8

School of Major/Certificate	Diploma	Major	Full-Time	Part-Time	Further Education	Planning Education	Not Seeking at this Time	Volunteer	Military	Seeking Employment	Unknown	Total
		Biology BA Pre-Medicine	*	*	*	*	*	*	*	*	2	3
		Biology BA Pre-Pharmacy	*	*	*	*	*	*	*	*	1	1
		Biology BA Pre-Physical Therapy	*	*	*	*	*	*	*	*	0	1
		Biology BS	11	2	13	1	1	0	0	2	30	60
		Biology BS Pre-Dentistry	*	*	*	*	*	*	*	*	0	1
		Biology BS Pre-Medicine	*	*	*	*	*	*	*	*	3	6
		Biotechnology BS PU	*	*	*	*	*	*	*	*	3	6
		Chemistry A.C.S. Cert. BSCH	2	0	4	2	0	0	0	1	3	12
		Chemistry A.C.S. Cert. BSCH Biological Chemistry	4	2	0	1	0	0	0	1	1	9
		Chemistry BA	9	1	6	0	0	1	0	2	7	26
		Chemistry BA Pre-Dentistry	*	*	*	*	*	*	*	*	0	1
		Chemistry BA Pre-Medicine	*	*	*	*	*	*	*	*	1	2
		Computer Science BS	22	2	1	0	0	0	0	2	14	41
		Computer Science BS/MS	*	*	*	*	*	*	*	*	0	2
		Environmental Science BS	*	*	*	*	*	*	*	*	1	1
		Environmental Science BS Earth and Water Resources	*	*	*	*	*	*	*	*	0	6
		Environmental Science BS Env Remote Sensing Spatial Arl	*	*	*	*	*	*	*	*	0	1
		Environmental Science BS Environmental Management	*	*	*	*	*	*	*	*	1	4
		For & Invest Sci BS PU Forensic Biology	4	0	2	0	0	0	0	1	4	11
		For & Invest Sci BS PU Forensic Chemistry	5	0	2	1	0	0	0	2	1	11
		Geology BA	*	*	*	*	*	*	*	*	2	2
		Geology BS	*	*	*	*	*	*	*	*	1	6
		Interdisciplinary Stds BS-PU	*	*	*	*	*	*	*	*	1	1
		Math Teaching BS	*	*	*	*	*	*	*	*	3	3
		Mathematics BS Actuarial Science	6	0	0	0	0	0	0	2	1	9
		Mathematics BS Applied Mathematics	2	0	1	1	0	0	0	1	3	8

School of Major/Certificate	Diploma	Major	Full-Time	Part-Time	Further Education	Planning Education	Not Seeking at this Time	Volunteer	Military	Seeking Employment	Unknown	Total
		Mathematics BS Pure Mathematics	*	*	*	*	*	*	*	*	1	3
		Neuroscience BS	5	2	9	3	0	0	0	2	10	31
		Neuroscience BS Pre-Medicine	*	*	*	*	*	*	*	*	1	4
		Physics BS	0	2	2	0	0	0	0	2	1	7
		Physics BS Biophysics	*	*	*	*	*	*	*	*	1	2
		Physics-BS/MSME-Purdue	*	*	*	*	*	*	*	*	1	3
		Psychology BA	25	5	15	8	0	0	0	5	32	90
		Psychology BA Clinical Psychology	*	*	*	*	*	*	*	*	2	2
		Psychology BA Industrial/Org Psychology	*	*	*	*	*	*	*	*	1	2
		Psychology BS	25	2	9	5	0	1	0	3	31	76
		Psychology BS Behavioral Neuroscience	*	*	*	*	*	*	*	*	1	1
		Psychology BS Clinical Psychology	*	*	*	*	*	*	*	*	1	3
		Psychology BS Pre-Medicine	*	*	*	*	*	*	*	*	0	1
		Psychology BS Pre-Occupational Therapy	*	*	*	*	*	*	*	*	1	1
			144	22	90	32	2	2	0	35	187	514
	Certificate	Applied Computer Sci CRT	*	*	*	*	*	*	*	*	1	4
			*	*	*	*	*	*	*	*	1	4
			146	22	90	32	2	2	0	36	188	518
Social Work	Associate's	Labor Studies AS-Online	*	*	*	*	*	*	*	*	1	1
			0	0	0	0	0	0	0	0	1	1
	Bachelor's	Labor Studies BS-Online	*	*	*	*	*	*	*	*	4	5
		Social Work BSW	35	2	8	1	1	0	0	0	46	93
			35	3	8	1	1	0	0	0	50	98
	Certificate	Case Management CRT	14	0	1	0	1	0	0	0	11	27
		Child Abuse & Neglect CRT	*	*	*	*	*	*	*	*	2	2
		Family Life Education CRT	*	*	*	*	*	*	*	*	2	4
		Labor Studies CERT-Online	*	*	*	*	*	*	*	*	3	3

School of Major/Certificate	Diploma	Major	Full-Time	Part-Time	Further Education	Planning Education	Not Seeking at this Time	Volunteer	Military	Seeking Employment	Unknown	Total
			16	0	1	0	1	0	0	0	18	36
			51	3	9	1	2	0	0	0	69	135
Total	Associate's		26	5	6	0	1	0	0	4	66	108
	Bachelor's		1606	177	225	66	15	10	10	219	1735	4063
	Certificate		199	29	29	3	3	0	2	19	262	546
			1831	211	260	69	19	10	12	242	2063	4717

Duplicated headcount for students pursuing multiple majors. *Counts of less than 7 are not reported so as to preserve anonymity.

Salaries (Major Level)

School of Major/Certificate	Diploma Type	Major (Including Concentration)	Mean	N	Std. Dev.
Art and Design	Bachelor's	Art Education BAED	*	*	*
		Art History BA	*	*	3606
		Ceramics BFA	*	*	4243
		Drawing and Illustration BFA	*	*	7071
		Furniture Design BFA	*	*	*
		Painting BFA	*	*	10607
		Photography BFA	*	*	*
		Sculpture BFA	*	*	*
		Visual Communication Design BFA	\$34,088	13	12396
	Total		\$30,867	31	11660
	Certificate	Pre-Art Therapy CERT	*	*	*
	Total		*	*	*
Business	Bachelor's	Accounting BSB Criminal Justice	*	*	7326
		Accounting BSB Finance	\$49,196	32	9813
		Accounting BSB International Business	*	*	*
		Finance BSB	\$49,026	54	10120

School of Major/Certificate	Diploma Type	Major (Including Concentration)	Mean	N	Std. Dev.
		Human Resource Mgmt BSB	\$40,045	14	7286
		International Studies BSB	\$46,177	21	11853
		Management BSB	\$45,769	30	23187
		Marketing BSB	\$41,955	36	9062
		Supply Chain Mgmt BSB	\$45,262	35	8878
		Total	\$46,073	227	12479
	Certificate	Business Foundatns CERT-Online	\$31,943	15	6723
		Total	\$31,943	15	6723
	Total	Accounting BSB Criminal Justice	\$49,196	32	9813
		Accounting BSB Finance	*	*	7326
		Accounting BSB International Business	*	*	9813
		Business Foundatns CERT-Online	\$31,943	15	6723
		Finance BSB	\$49,026	54	10120
		Human Resource Mgmt BSB	\$40,045	14	7286
		International Studies BSB	\$46,177	21	11853
		Management BSB	\$45,769	30	23187
		Marketing BSB	\$41,955	36	9062
		Supply Chain Mgmt BSB	\$45,262	35	8878
		Total	\$45,198	242	12662
		Dental Hygiene AS	*	*	6403
	Associate's	Total	*	*	6403
	Bachelor's	Pub Hlth Dent Hygiene BS	*	*	13435
		Total	*	*	13435
	Certificate	Dental Assisting CERT-Online	*	*	*
		Dental Assisting CERT-Online	*	*	*
		Total	*	*	3507
	Bachelor's	Elementary Education BSED	\$37,814	24	4137
		English Education BSED	*	*	2518
		Social Studies Educ BSED	*	*	*
		Total	\$37,599	30	3842

School of Major/Certificate Engr & Tech	Diploma Type	Major (Including Concentration)	Mean	N	Std. Dev.
	Associate's	Architectural Tech AS	*	*	.
		Biomedical Engineering Tech AS	*	*	.
		Healthcare Engr Tech Mgmt AS	*	*	.
		Total	*	*	15395
	Bachelor's	Biomedical Engineering	*	*	16978
		Biomedical Engineering Butler Univ EDDP	*	*	12903
		Biomedical Engineering Tech BS	*	*	5686
		Comp Graph Tech BS-Int Mlt Dev	*	*	.
		Computer & Info Technology BS Data Management	*	*	16652
		Computer & Info Technology BS Information Security	\$55,727	11	12224
		Computer & Info Technology BS Networking Systems	\$50,340	18	14156
		Computer & Info Technology BS Web Development	*	*	12973
		Computer Engineering BSCE	\$63,028	14	11245
		Computer Engineering BSCE Butler Univ EDDP	*	*	.
		Computer Engr Tech BS	*	*	10210
		Computer Graphics Technology BS Animation/Spatial Graphics	*	*	16465
		Computer Graphics Technology BS Interactive Multimedia Dvlpmnt	*	*	5686
		Construction Engr Mgmt Tech BS	\$51,067	15	11132
		Elec Engr Tech BS	*	*	10194
		Electrical Engr BSEE	\$68,268	15	12253
		Electrical Engr BSEE Butler Univ EDDP	*	*	.
		Energy Engineering BS	*	*	21213
		Interior Design Tech BS	*	*	.
		Mech Engr Tech BS	\$59,357	21	12745
		Mechanical Engr BSME	\$59,220	44	13287
		Motorsports Engineering BS	*	*	10607
		Music Technology BS	*	*	.
		Org Leadership & Supvsn BS	\$52,392	19	16126
		Technical Communication BS	*	*	31820
		Total	\$56,657	202	15387

School of Major/Certificate	Diploma Type	Major (Including Concentration)	Mean	N	Std. Dev.
	Certificate	Human Resource Mgmt CRT	\$47,398	12	14610
		Informa ⁿ Technology CRT-Online	*	*	.
		Leadership Studies CRT	*	*	10924
		Lean Six Sigma Green Belt CRT	\$50,857	7	10527
		Sustainable Technologies CRT	*	*	35355
		Technical Communicatn CRT	*	*	11590
		Total	\$48,406	29	13787
Health/Rehab	Bachelor's	Health Sciences BS	*	*	9579
		Health Sciences BS Prep for Grad Hlth Prof Prgm	*	*	.
		Health Sciences BS Rehab Disabilities Studies	*	*	.
		Total	\$44,000	8	12558
	Certificate	Gerontology Studies CRT-Online	*	*	.
		Globl Hlth Rehab Sc CRT-Online	*	*	.
		Rehab & Disblty Stds CRT-Online	*	*	18520
		Total	*	*	13946
Info/Computing	Bachelor's	Health Info Managmnt BS-Online	\$39,832	23	13290
		Informatics BS	\$52,439	8	17887
		Media Arts & Science BS	*	*	8002
		Media Arts & Science BS 3D Graphics and Animation	*	*	6788
		Media Arts & Science BS Game Design and Development	*	*	11793
		Media Arts & Science BS Video Prod & Sound Design	*	*	20759
		Media Arts & Science BS Web Design and Development	\$32,500	7	13401
		Total	\$38,252	52	15956
	Certificate	Human Computer Interaction CRT	*	*	9886
		Legal Informatics CRT-Online	*	*	24749
		Total	*	*	17480
Liberal Arts	Bachelor's	Anthropology BA	*	*	5196
		Communication Studies BA	\$36,584	10	10815
		Economics BA	*	*	.
		Economics Quantitative BA	*	*	3536

School of Major/Certificate	Diploma Type	Major (Including Concentration)	Mean	N	Std. Dev.
		English BA Creative Writing	*	*	11413
		English BA Linguistics	*	*	.
		English BA Literature	*	*	.
		English BA Writing and Literacy	*	*	.
		French BA	*	*	.
		General Studies BGS Arts and Humanities	\$37,740	14	7485
		General Studies BGS Science and Mathematics	*	*	15684
		General Studies BGS Social & Behavioral Science	\$35,373	12	11733
		General Studies BGS-Online Arts and Humanities	*	*	14973
		Geography BA	*	*	.
		German BA	*	*	.
		Global & Internatnl Studies	*	*	6083
		History BA	*	*	15556
		Individualized Major BA	*	*	11335
		Journalism BAJ Journalism	*	*	11719
		Journalism BAJ Public Relations	\$33,943	7	10345
		Journalism BAJ Sports Journalism	*	*	2828
		Med Humanities & Health St BA	*	*	4327
		Philosophy BA	*	*	1653
		Political Science BA	*	*	11467
		Sociology BA	*	*	11483
		Sociology BA Medical Sociology	*	*	.
		Spanish BA	*	*	.
		Total	\$33,495	97	10975
Certificate		Geographic Info Sci UG Cert	*	*	2121
		Museum Studies CRT	*	*	1556
		Paralegal Studies CRT	*	*	4041
		Public Relations CRT	*	*	25908
		Total	\$40,649	9	14326
Medicine	Associate's	Histotechnology AS-Online	*	*	3536

School of Major/Certificate	Diploma Type	Major (Including Concentration)	Mean	N	Std. Dev.
		Paramedic Science AS	*	*	.
		Radiography AS	*	*	283
		Total	*	*	13191
	Bachelor's	Clinical Lab Science BS	*	*	707
		Medical Imaging Tech BS	*	*	5745
		Nuclear Medicine Tech BS	*	*	.
		Respiratory Therapy BS	*	*	707
		Total	\$47,111	9	6274
	Certificate	Histotechnology CERT-Online	*	*	14390
		Total	*	*	14390
Nursing	Bachelor's	Non Nurs Bacc to BSN-ACCEL	\$46,694	19	5046
		Nursing BSN	\$46,298	38	5660
		Nursing RN to BSN-Online	*	*	9834
		Total	\$47,186	62	6320
	Bachelor's	Philanthropic Studies BA	*	*	1414
		Total	*	*	1414
Phy Ed/Tour Mgt	Bachelor's	Exercise Science BSK	\$30,229	7	10490
		Fitness Mgmt & Prsnl Trng BSK	*	*	.
		Phys Edu & Health Ed/Tch BSK	*	*	3055
		Pre Prof Physical Therapy	*	*	9192
		Sports Management BSK	*	*	.
		Sports Management BSTCEM	*	*	27250
		Tourism/Conv/Event Mgt BS	\$30,648	22	9539
		Total	\$31,881	39	11558
	Certificate	Cultrl Heritage Tourism CRT	*	*	6010
		Events Management CRT	*	*	2168
		Personal Training CRT	\$30,825	8	9857
		Tourism Planning & Devp CRT	*	*	10897
		Total	\$32,006	18	8138
Pub/Enviro Aff	Bachelor's	Civic Leadership BSPA	*	*	7563

School of Major/Certificate	Diploma Type	Major (Including Concentration)	Mean	N	Std. Dev.
		Criminal Justice BS	*	*	9649
		Criminal Justice BS Foreign Language	\$31,290	8	12784
		Criminal Justice BS No Foreign Language	*	*	5416
		Management BSPA	\$41,333	12	12666
		Policy Studies BSPA	*	*	.
		Public Safety Management BSCJ	\$36,786	8	9092
		Public Safety Management BSCJ Foreign Language	*	*	10607
		Total	\$36,040	45	11021
	Certificate	Nonprofit Management CRT	*	*	.
		Total	*	*	.
Public Health	Bachelor's	Community Health BSPH	*	*	9712
		Environmental Health Sci BSPH	*	*	3536
		Health Services Mgmt BS	\$33,346	17	11318
		Total	\$33,506	25	10338
	Certificate	Public Health Cert	*	*	2206
		Total	*	*	2206
Science	Bachelor's	Applied Computer Science BA	*	*	7071
		Biology BA	*	*	9644
		Biology BA Pre-Physical Therapy	*	*	.
		Biology BS	\$30,563	8	8567
		Biology BS Pre-Medicine	*	*	.
		Biotechnology BS PU	*	*	.
		Chemistry A.C.S. Cert. BSCH	*	*	.
		Chemistry A.C.S. Cert. BSCH Biological Chemistry	*	*	17801
		Chemistry BA	\$34,345	8	6507
		Chemistry BA Pre-Dentistry	*	*	.
		Computer Science BS	\$53,031	16	11851
		Environmental Science BS Environmental Management	*	*	.
		For & Invest Sci BS PU Forensic Biology	*	*	2658
		For & Invest Sci BS PU Forensic Chemistry	*	*	6201

School of Major/Certificate	Diploma Type	Major (Including Concentration)	Mean	N	Std. Dev.
		Geology BS	*	*	4243
		Mathematics BS Actuarial Science	*	*	10607
		Mathematics BS Applied Mathematics	*	*	.
		Mathematics BS Pure Mathematics	*	*	.
		Neuroscience BS	*	*	5568
		Physics-BS/MSME-Purdue	*	*	.
		Psychology BA	\$33,490	21	14137
		Psychology BA Industrial Org Psychology	*	*	.
		Psychology BS	\$34,031	18	14914
		Total	\$37,298	106	14231
Social Work	Bachelor's	Social Work BSW	\$34,522	22	8012
	Total		\$34,522	22	8012
	Certificate	Case Management CRT	\$30,286	7	5090
		Family Life Education CRT	*	*	.
	Total		\$31,000	8	5127
Total	Associate's	Total	\$54,633	12	10900
	Bachelor's	Total	\$39,459	100	13750
	Certificate	Total	\$39,459	100	13750

Duplicated headcount for students pursuing multiple majors. *Counts of less than 7 are not reported so as to preserve anonymity.

Full-Time Employers (School Level)

School	Employers
Art and Design	Aaron Overstreet Photography
Art and Design	Abilities Services Inc.
Art and Design	American Art Clay Company
Art and Design	App Press
Art and Design	Belden
Art and Design	Bishop Chatard

School	Employers
Art and Design	B's Po Boy
Art and Design	Center Grove High School
Art and Design	Condé Nast Bon Appétit
Art and Design	Fight For Small
Art and Design	Harry and Izzy's
Art and Design	Indiana Arts Commission
Art and Design	Indiana Repertory Theatre

School	Employers
Art and Design	Indiana State Museum
Art and Design	Indianapolis Motor Speedway
Art and Design	Indianapolis Museum of Art
Art and Design	Interactive Intelligence
Art and Design	IUPUI
Art and Design	Kenai Fjords tours
Art and Design	Lee Publications

School	Employers
Art and Design	MSD of Washington Township
Art and Design	Noodles and Company
Art and Design	Papa Mofu LLC.
Art and Design	Penny Oak Stables
Art and Design	People for Urban Progress
Art and Design	Puccini'
Art and Design	Q7 Associates
Art and Design	Salty Siren Tattoo Lounge
Art and Design	Starbucks
Art and Design	Target Corporation
Art and Design	Tender Greens
Art and Design	The Flying Cupcake
Art and Design	Weekends Only Furniture & Mattress
Art and Design	Whiteland Auto Supply
Art and Design	YoH, a Day & Zimmerman Company
Art and Design	Young and Laramore
Art and Design	Young Life
Business	1st Oriental Market LLC
Business	A Classic Party Rental
Business	Abroad Intellect Capital
Business	Aearo Technologies
Business	Allegion
Business	Allison
Business	Allison Transmission
Business	Amazon
Business	American Income Life Indian
Business	American Senior Communities
Business	Americinn International LLC

School	Employers
Business	Angie's List
Business	Apex Benefits Group
Business	Appirio
Business	Areas USA
Business	Ascension Health
Business	Assurance Health System
Business	AT&T
Business	AXA Advisors
Business	Axon RMS
Business	Axis Events US
Business	Backhaul Direct LLC
Business	Baldwin & Lyons
Business	Bank of Montreal
Business	Barkefellers
Business	BASF
Business	BC Forward
Business	Beech Grove Firearms
Business	BGBC
Business	Blackburn Property Group, Inc.
Business	Bloom Insurance Agency
Business	Blue Ribbon Transport
Business	Bone Dry Roofing
Business	Boner Community Center
Business	Borshoff
Business	Bottleneck Management
Business	Business Evolutions
Business	C&N Pool Management
Business	Carmel Ice Stadium
Business	Carpenter Realty

School	Employers
Business	Carpetbagger's Inc
Business	Carribean Cove Waterpark
Business	CBRE
Business	Celadon
Business	CGI Communications
Business	Chase
Business	Chick-Fil-A
Business	City of Indianapolis
Business	City Securities Corp.
Business	Clark Pleasant Schools
Business	Club Med
Business	Co-Alliance
Business	Community Health Network
Business	Cooper's Hawk Winery and Restaurants
Business	Corporate Traveler USA
Business	Cortland Capital Market Services
Business	Great Freedom Arts Projects
Business	Crew Carwash
Business	Crossroads of America Council, Boy Scouts of America
Business	Crowe Horwath LLP
Business	Csci consulting
Business	Cummins
Business	Cunningham Restaurant Group
Business	Curtis Motor Sales
Business	Cushman & Wakefield
Business	Delta Faucet

School	Employers
Business	Denali Executives
Business	DFAS
Business	Discount Tire
Business	Don Miguel Grocery Store
Business	DOZ
Business	Dr. Aziz
Business	Dr. Vegetable Inc.
Business	DuCharme, McMillen & Associates, Inc.
Business	Duke Energy
Business	Edward Rose & Sons
Business	Eli Lilly & Company
Business	Elite Martial Arts
Business	Emmis/NextRadio
Business	enVista
Business	Ernst & Young
Business	Exceed Insurance
Business	Exceed Insurance Agency, Inc.
Business	Express Employment Professionals
Business	EY
Business	Fastenal
Business	Fay Biccard Glick
Business	Neighborhood Center
Business	FC Tucker Company
Business	FedEx
Business	Fiat Chrysler
Business	Fifth Third Bank
Business	Finance of America Mortgage
Business	First Hospitality Group

School	Employers
Business	Flaherty & Collins Properties
Business	Fletcher Place Community Center
Business	Flodraulic Group
Business	Freedom Mortgage
Business	Frito-Lay of North America
Business	FullBeauty Brands
Business	G&K Services
Business	Gaylor Electric, Inc
Business	GEICO
Business	General Alarm Co.
Business	Geometry Global
Business	Gilchrist
Business	Gilchrist & Soames
Business	Gilchrist and Soames
Business	Global Orientations
Business	GREAT Grille Group
Business	Greenwalt CPAS
Business	HCP Concierge
Business	Henry Schein Dental
Business	Hickerson Ag Service
Business	HK Transport
Business	Hon company
Business	Hoosier Energy
Business	Horizon Planning Group
Business	Horizons Planning Group
Business	HP
Business	IN Dept of Insurance
Business	IN Dept of Transportation
Business	In Gaming Commission

School	Employers
Business	Indiana Air National Guard
Business	Indiana High School Athletic Association
Business	Indiana Landmarks
Business	Indianapolis Art Center
Business	Indianapolis Metropolitan Police Dept.
Business	Indy Fuel Hockey Club
Business	Ingram Micro
Business	Intat Precision
Business	Integrity Athletics
Business	Interactive Brokers
Business	Interactive Intelligence
Business	International Medical Group
Business	Intrinz Inc.
Business	IU Health
Business	IU School of Medicine
Business	IUPUI
Business	J.A. Charles Woodshop
Business	J.B. Hunt Transport Inc.
Business	JB Hunt
Business	Jcrew
Business	JD Byrider
Business	Jewish Community Center
Business	JP Morgan & Chase
Business	JW Marriott
Business	Knight Transportation
Business	Knox Property Management
Business	Kronos
Business	KSM

School	Employers
Business	KYB Americas Corp.
Business	Langham Logistics
Business	Le Jour Du Marriage
Business	LeadJen
Business	Lee Supply
Business	Legends Hospitality at IMS
Business	Linares Property Management
Business	LM Henderson
Business	Lockheed Martin
Business	Lorin & Zweig
Business	Loughmiller's Pub
Business	LST Marketing
Business	Maid It Clean Inc.
Business	Marcus & Millichap
Business	Marian, INC
Business	Marion Co Public Library
Business	McAlister's Deli
Business	MD Logistics
Business	Metazoa Brewing Company
Business	Midwest wholesale Real Estate
Business	Milliner & Associates
Business	MOBI Wireless Management
Business	Mohawk Management
Business	Monarch Beverage
Business	MS Staffing & Packaging
Business	MYCA
Business	National Construction Workforce
Business	National Guard Bureau

School	Employers
Business	Neace Ventures
Business	NicePak
Business	Nidec Sankyo America Corp.
Business	Noor Freightline
Business	Nordstrom
Business	North Eastern Group Realty
Business	Office of Student Employment-IUPUI
Business	Ohh La La Nail Spa
Business	Organic Farming
Business	PartyZone Entertainment
Business	Paul Davis Restoration & Remodeling
Business	Paychex
Business	People's State Bank
Business	Perq
Business	Plum and Poppy Weddings
Business	Police and Firemen's Insurance Assoc.
Business	Pressure Pros LLC/River Valley Gems LLC
Business	Prime Communications
Business	Prime Distribution Services
Business	Probo Medical
Business	Project Lead The Way
Business	PROS Consulting
Business	ProTrans
Business	Prudential Insurance
Business	PwC
Business	Quality Companies
Business	Quality Companies, LLC

School	Employers
Business	Quality INN & Suites
Business	Quikrete Companies
Business	RCS Holdings
Business	Regal Entertainment
Business	Residential Warranty Services
Business	Retail Integrity Group
Business	Reverie Estates
Business	Robert Half Health Care
Business	Roche Diagnostics
Business	Rolls-Royce
Business	Royalty Roofing
Business	rue21
Business	Safeway
Business	Sallie Mae
Business	Scotlynn USA Div
Business	Shannon Carpet One
Business	Sharmen Associates
Business	Simon Porperty Group
Business	Simon Property Group
Business	Slattery
Business	SMC Corporation of America
Business	Smoking Goose
Business	Solvega's Elite Cleaning Services
Business	St Elmo Steakhouse
Business	St. John the Evangelist Catholic Church
Business	St. Vincent Health
Business	Starbucks
Business	Starwood Hotels & Resorts

School	Employers
Business	State Farm
Business	Statwax
Business	Stonegate Mortgage
Business	Sundance Enterprises
Business	Sunrun
Business	Target Corporation
Business	Tax Management Associates
Business	That's Good HR
Business	The AES Corporation
Business	The Bradford Group
Business	The Children's Museum of Indianapolis
Business	The Grill 2
Business	The Westin Indianapolis
Business	Thomas Caterers of Distinction
Business	Tilson HR
Business	Total Quality Logistics
Business	Trillium Driver Solutions
Business	Turner Coaches, Inc
Business	Umbaugh
Business	UniSys
Business	UPS
Business	Valeo Financial Advisors
Business	Victoria's Secret
Business	Video Teller
Business	Walmart
Business	Wasabi Japanese Restaurant
Business	Wayfare Tech
Business	Weaver Popcorn

School	Employers
Business	Westin Indianapolis
Business	White Lodging Services
Dentistry	Blue River Dental Care
Dentistry	Dental Medical Support Services Inc
Dentistry	Dr Jeffrey Flatt
Dentistry	Dr Klueener
Dentistry	Dr. Annette Farthing
Dentistry	Dr. Oller Family Dentistry
Dentistry	Evo Rock + Fitness
Dentistry	Expanded Functions Dental Assistant
Dentistry	Forest Dental Center
Dentistry	IU School of Dentistry
Dentistry	King Family Dentistry
Dentistry	MOH
Dentistry	Monroe Family Dentistry
Dentistry	Village Dental of Saxony
Education	Adams elementary
Education	Archdiocese of Indianapolis
Education	Beech Grove City Schools
Education	Brownsburg Community Schools
Education	Carl Wilde Elementary School
Education	Crestview Middle School
Education	Elementary Teacher
Education	Enlace Academy
Education	Fastenal
Education	Fort Wayne community schools

School	Employers
Education	Indiana Math and Science Academy
Education	Indianapolis Public Schools
Education	IUPUI
Education	Mary Castle Elementary School
Education	Mooresville High School
Education	MSD
Education	MSD of Decatur Township
Education	MSD of Lawrence Township
Education	MSD of Warren Township
Education	MSD of Washington Township
Education	MSD of Wayne Township
Education	Ninevah Hensley Jackson School District
Education	Oaklandon Elementary School
Education	Paramount School of Excellence
Education	Perry Township Schools
Education	Prarie Township Schools
Education	Resource Teacher
Education	Saint Philip Neri Catholic School, Archdiocese of Indianapolis
Education	Seymour Community Schools
Education	Town of Plainfield
Education	Warren Township Schools
Education	Washington Community School District
Education	William McKinley Elementary School 39

School	Employers
Engr & Tech	3M
Engr & Tech	Accounting Specialist
Engr & Tech	Adaptive Systems
Engr & Tech	Adessa
Engr & Tech	Aero Industries
Engr & Tech	AK Tube
Engr & Tech	Alcoa
Engr & Tech	Alison Noel Custom Interiors
Engr & Tech	All Material Handling Inc.
Engr & Tech	Allied Solutions LLC
Engr & Tech	Allison Transmission
Engr & Tech	Alpha Imaging
Engr & Tech	Amazon
Engr & Tech	American Woodmark
Engr & Tech	Anthem
Engr & Tech	APP Engineering
Engr & Tech	Apparatus
Engr & Tech	Ascension Health
Engr & Tech	ATEC, Inc.
Engr & Tech	Backhaul Direct LLC
Engr & Tech	Baker Hill
Engr & Tech	Ball Systems
Engr & Tech	Bastian Solutions
Engr & Tech	BC Forward
Engr & Tech	Belcan Tech Services
Engr & Tech	Belden
Engr & Tech	Best Buy
Engr & Tech	Biostorage Technologies Inc.
Engr & Tech	Bosch
Engr & Tech	Bosma

School	Employers
Engr & Tech	Bowen Engineering
Engr & Tech	BSA LifeStructures
Engr & Tech	Burns and McDonnell
Engr & Tech	Business Furniture Co.
Engr & Tech	Campus Crusade for Christ
Engr & Tech	Carrier Corporation
Engr & Tech	Cartoon Network Digital
Engr & Tech	Catalyst Construction
Engr & Tech	Caterpillar
Engr & Tech	CBRE at Eli Lilly
Engr & Tech	CEKAP AIR SDN BHD
Engr & Tech	Chewy.com
Engr & Tech	Cintas
Engr & Tech	Cityscape residential
Engr & Tech	Claims Director
Engr & Tech	Clinical Architecture
Engr & Tech	Columbus Regional Health
Engr & Tech	Comcast
Engr & Tech	Community Health Network
Engr & Tech	Convergint Technologies
Engr & Tech	Corning, inc.
Engr & Tech	Covance
Engr & Tech	Crowe Horwath LLP
Engr & Tech	CTI Clinical Trial + Coonsulting
Engr & Tech	Cummins
Engr & Tech	Custom Concrete Co.
Engr & Tech	Daimler
Engr & Tech	David Weekley Homes
Engr & Tech	Dayton Power and Light

School	Employers
Engr & Tech	Deanna Hoskins Interior Design
Engr & Tech	Delphi Automotive
Engr & Tech	DFAS
Engr & Tech	DHL
Engr & Tech	Discover Financial Services
Engr & Tech	DNV GL
Engr & Tech	DREAM Alive, INC
Engr & Tech	Duke Energy
Engr & Tech	EA Outdoor Services
Engr & Tech	Earthwave Technologies
Engr & Tech	Ecolab
Engr & Tech	Ed Choice
Engr & Tech	Effat University
Engr & Tech	Effective Computer Solutions
Engr & Tech	Electric Plus
Engr & Tech	Eli Lilly & Company
Engr & Tech	enVista
Engr & Tech	Eskenazi health
Engr & Tech	Exb Solutions
Engr & Tech	Exelon
Engr & Tech	Fastenal
Engr & Tech	Faurecia
Engr & Tech	FCA
Engr & Tech	Federal Building
Engr & Tech	FileWave
Engr & Tech	Flotec
Engr & Tech	Ford Motor Company
Engr & Tech	Freelance
Engr & Tech	GE Healthcare

School	Employers
Engr & Tech	GEICO
Engr & Tech	General Contractor
Engr & Tech	General Electric
Engr & Tech	General Motors
Engr & Tech	Godby Heating Plumbing Electrical
Engr & Tech	Great Dane
Engr & Tech	Grunfos
Engr & Tech	Hamilton County Assessors
Engr & Tech	Hewlett Packard Enterprise
Engr & Tech	Hitachi Cable
Engr & Tech	Hoffman Engineering
Engr & Tech	Honda
Engr & Tech	HP
Engr & Tech	Hughes-Murphy.com
Engr & Tech	IBM
Engr & Tech	IET, INC.
Engr & Tech	Indiana Department of Child Services
Engr & Tech	Indiana Farm Bureau Inc.
Engr & Tech	Indiana Farmers Mutual Insurance
Engr & Tech	Indiana University
Engr & Tech	Indiana University / IUPUI
Engr & Tech	Industrial Assessment Center
Engr & Tech	Industrial Controls and Automation
Engr & Tech	Intelligrated
Engr & Tech	Interactive Intelligence
Engr & Tech	Interior Concepts of Indiana
Engr & Tech	invicro

School	Employers
Engr & Tech	IU Health
Engr & Tech	IU School of Medicine
Engr & Tech	IUPUI
Engr & Tech	J. Orthodontics Inc.
Engr & Tech	Jaycos Racing
Engr & Tech	John Wiley and Sons
Engr & Tech	Johnson Controls
Engr & Tech	Just Marketing International
Engr & Tech	Kimball Electronics
Engr & Tech	KISS Books
Engr & Tech	Launchpad LLP
Engr & Tech	Lauth
Engr & Tech	Lawrence Township
Engr & Tech	Level Up Development
Engr & Tech	Lockheed Martin
Engr & Tech	Major Tool & Machine
Engr & Tech	Marathon Petroleum
Engr & Tech	Martinrea international
Engr & Tech	Masson Inc.
Engr & Tech	Matrix Technologies, Inc.
Engr & Tech	Mattcon General Contractors
Engr & Tech	Mayo Clinic
Engr & Tech	MBC USA
Engr & Tech	Medpace Inc
Engr & Tech	Meggitt Control Systems
Engr & Tech	MessageNet Systems
Engr & Tech	Metric IT
Engr & Tech	Midcontinent Independent System Operator
Engr & Tech	Millennium Space Systems

School	Employers
Engr & Tech	Ministry Service Center
Engr & Tech	Moriden America Inc.
Engr & Tech	Multi Packing Solutions
Engr & Tech	Myers & Stauffer
Engr & Tech	Nalco Water
Engr & Tech	National Satellite Technology Center
Engr & Tech	Naval Surface Warfare Center
Engr & Tech	NAVSEA
Engr & Tech	NSWC Crane
Engr & Tech	NVB Playgrounds Inc,
Engr & Tech	Oak Ridge Solutions
Engr & Tech	Pepper Construction
Engr & Tech	Performance Validation
Engr & Tech	Pike Medical Consultants
Engr & Tech	Praxair Surface Technologies
Engr & Tech	Premier Mechanical Group
Engr & Tech	PreTalen
Engr & Tech	Purdue University
Engr & Tech	Pyramid Paper Products
Engr & Tech	Quest Global
Engr & Tech	Raytheon Missile Systems
Engr & Tech	Rhys Millen
Engr & Tech	Rieth Riley Construction Company
Engr & Tech	Rivera Group LLC
Engr & Tech	Riverview Health
Engr & Tech	RLM Engineering
Engr & Tech	Roche Diagnostics
Engr & Tech	Rockwell Collins

School	Employers
Engr & Tech	Rolls-Royce
Engr & Tech	RPM Technologies
Engr & Tech	SABIC
Engr & Tech	SAE International
Engr & Tech	Safeway
Engr & Tech	Saudi Aramco
Engr & Tech	Saudi KAD Contracting Co.
Engr & Tech	Schwarz Partners
Engr & Tech	Science Application International Corporation
Engr & Tech	Service Management
Engr & Tech	Shepard Exposition
Engr & Tech	Shiel sexton
Engr & Tech	Simon Property Group
Engr & Tech	SMC Corporation of America
Engr & Tech	SonaCare Medical
Engr & Tech	Spear Corporation
Engr & Tech	Specified Lighting Systems
Engr & Tech	Spencer Engineering
Engr & Tech	Spring ML
Engr & Tech	Springbuk Analytics
Engr & Tech	Stanley Security
Engr & Tech	State Department of Health
Engr & Tech	Steel Dynamics
Engr & Tech	Steel House
Engr & Tech	Stericycle
Engr & Tech	STProfessionals
Engr & Tech	Stucky Farm Markets
Engr & Tech	Subaru Indiana Automotive
Engr & Tech	Synsysis LLC

School	Employers
Engr & Tech	Tata Consultancy Services
Engr & Tech	Tata consulting
Engr & Tech	Taylor Bros. Construction Co., Inc.
Engr & Tech	TCC Software Solutions
Engr & Tech	Technical Support Specialist
Engr & Tech	The Bowling Company
Engr & Tech	The Heritage Research Group
Engr & Tech	The RND Group Inc.
Engr & Tech	The Skillman Corporation
Engr & Tech	The Sleep Source
Engr & Tech	The Tile Shop
Engr & Tech	Thyssen Krupp
Engr & Tech	Toric Engineering
Engr & Tech	Toyota Industrial Equipment Mfg
Engr & Tech	TriMedx
Engr & Tech	United Consulting
Engr & Tech	United States Navy
Engr & Tech	University of Tennessee at Martin
Engr & Tech	UPS
Engr & Tech	USPS
Engr & Tech	VA hospital
Engr & Tech	Valeo Lighting North America
Engr & Tech	Validated Custom Solutions LLC
Engr & Tech	VanAusdall & Farrar, Inc
Engr & Tech	Vance and Hines
Engr & Tech	Veterans Affairs
Engr & Tech	Westport Homes Inc.

School	Employers
Engr & Tech	White Lodging Services
Engr & Tech	Wreath Riley Construction
Engr & Tech	Wurth Group
Engr & Tech	Wynright Corporation
Engr & Tech	XFIRMS
Engr & Tech	Zimmer Biomet
Engr & Tech	Zionsville Community Schools
Health/Rehab	Adaptive Educational Services
Health/Rehab	Huser Specialcare
Health/Rehab	Outside the Box Inc.
Health/Rehab	ScribeAmerica
Health/Rehab	Sharpen
Health/Rehab	USPS
Health/Rehab	VA hospital
Health/Rehab	VA Medical Center
Health/Rehab	Walgreens
Health/Rehab	Walgreens Option Care
Info/Computing	Adesa
Info/Computing	Angie's List
Info/Computing	Anthem
Info/Computing	Aspire Indiana
Info/Computing	Assurance
Info/Computing	C2C Studio Inc.
Info/Computing	Caldwell VanRiper
Info/Computing	Cathedral High School
Info/Computing	Chick-Fil-A
Info/Computing	City of Westfield
Info/Computing	Community Health Network
Info/Computing	Community Healthcare Systems

School	Employers
Info/Computing	Community Hospital
Info/Computing	Cooper's Hawk Winery and Restaurants
Info/Computing	Diverse Talent Strategies
Info/Computing	Engaging Solutions, LLC
Info/Computing	Extron
Info/Computing	Famous Dave's BBQ
Info/Computing	Franciscan St. Francis Health
Info/Computing	Gensis
Info/Computing	Graston Technique
Info/Computing	Greenway Health
Info/Computing	Healthx
Info/Computing	Herff Jones
Info/Computing	Indiana Grand Racing and Casino
Info/Computing	Indiana University
Info/Computing	Indiana University / IUPUI
Info/Computing	INPRS
Info/Computing	Interactive Intelligence
Info/Computing	Isalus healthcare
Info/Computing	IU Health
Info/Computing	IU School of Medicine
Info/Computing	kindred hospital
Info/Computing	Lowe's
Info/Computing	Markey's Rental and Staging
Info/Computing	Memory Ventures
Info/Computing	MOBI Wireless Management
Info/Computing	Monarch Beverage Co.
Info/Computing	Nathan Ehman
Info/Computing	Nemasons Inc.

School	Employers
Info/Computing	Never ending games, LLC
Info/Computing	Nextgear capital
Info/Computing	Omni Source Marketing
Info/Computing	OneAmerica
Info/Computing	Our Health
Info/Computing	Radiology of Indiana
Info/Computing	Sam's Club Pharmacy
Info/Computing	Self-Employed
Info/Computing	St Vincent
Info/Computing	Sysco Foods
Info/Computing	Textron
Info/Computing	The End Result Company, LLC
Info/Computing	Titus Bakery
Info/Computing	Unknown
Info/Computing	US Army
Info/Computing	VA Medical Center
Info/Computing	Veolia North America
Info/Computing	Verizon
Info/Computing	Vineyard Community Church
Liberal Arts	21st Amendment
Liberal Arts	3M
Liberal Arts	Access Behavioral Solutions
Liberal Arts	Aflac
Liberal Arts	Alco Systems
Liberal Arts	Amazon
Liberal Arts	Angie's List
Liberal Arts	Apple
Liberal Arts	Applied Behavior Center for Autism
Liberal Arts	ARS

School	Employers
Liberal Arts	Ascension Information Services (AIS)
Liberal Arts	Auto Research Center
Liberal Arts	BCV evolve
Liberal Arts	Bed, Bath and Beyond
Liberal Arts	Bella Travel Planning
Liberal Arts	Blackburn and Green
Liberal Arts	Board of Zoning Appeals
Liberal Arts	Bob Roache Law
Liberal Arts	Bohlsen Group
Liberal Arts	Business Evolutions, INC
Liberal Arts	Calumet Civil Contractors, Inc.
Liberal Arts	Carrabbas Italian Grille
Liberal Arts	Case Coordinator
Liberal Arts	Center Plate Lucas Oil
Liberal Arts	Stadium and Easter Seals Crossroads
Liberal Arts	Chase
Liberal Arts	Christ the King Catholic School
Liberal Arts	CHSP Supervisor
Liberal Arts	Claims Director
Liberal Arts	Colonial village day care
Liberal Arts	Columbia Sportswear
Liberal Arts	Core Dynamics LLC
Liberal Arts	Country Music Hall of Fame and Museum
Liberal Arts	Covance
Liberal Arts	Creative Artists Agency
Liberal Arts	Cummins
Liberal Arts	Damar Services Inc

School	Employers
Liberal Arts	Department Manager
Liberal Arts	Department of Natural Resources
Liberal Arts	Dow AgroSciences
Liberal Arts	Elon Property Management Company
Liberal Arts	Emmy's Pancake House and Grill
Liberal Arts	Enterprise
Liberal Arts	Eskenazi health
Liberal Arts	Express Employment Professionals
Liberal Arts	FedEx
Liberal Arts	Freedom Mortgage
Liberal Arts	Gannett-USA Today Network
Liberal Arts	GEICO
Liberal Arts	Girl Scouts of Central Indiana
Liberal Arts	GIXXY Marketing
Liberal Arts	Global Atlantic Financial Group Limited
Liberal Arts	Grace At Home
Liberal Arts	Hainan Airline
Liberal Arts	heartland automotive
Liberal Arts	Hendricks County Sheriffs Department
Liberal Arts	Hirons
Liberal Arts	Horner Industrial Group
Liberal Arts	Hubler Nissan
Liberal Arts	Hughes-Murphy.com
Liberal Arts	IBC
Liberal Arts	IDHS

School	Employers
Liberal Arts	IHOP
Liberal Arts	Indiana Department of Child Services
Liberal Arts	Indiana Department of Revenue
Liberal Arts	Indiana Farm Bureau Inc.
Liberal Arts	Indiana INTERNet
Liberal Arts	Indiana Legal Services Inc
Liberal Arts	Indiana State Senate
Liberal Arts	Indiana University
Liberal Arts	Indiana University Lilly Family School of Philanthropy
Liberal Arts	Indiana Vein Specialists
Liberal Arts	Indianapolis Colts Grille
Liberal Arts	Indianapolis Metropolitan HS
Liberal Arts	Indianapolis Metropolitan Police Dept.
Liberal Arts	Indianapolis Public Library
Liberal Arts	Indianapolis School of Ballet
Liberal Arts	Indy Hyundai
Liberal Arts	Interactive Intelligence
Liberal Arts	Investment Services Coordinator
Liberal Arts	IU Health
Liberal Arts	IU School of Medicine
Liberal Arts	IUPUI
Liberal Arts	J.C. Food Company
Liberal Arts	JW Marriott
Liberal Arts	Kitsap Credit Union
Liberal Arts	Knowledge Services
Liberal Arts	Kroger

School	Employers
Liberal Arts	Lawrence Advanced Academy
Liberal Arts	Liberty Mutual Insurance
Liberal Arts	Liberty Mutual Insurance Company
Liberal Arts	Lowe's
Liberal Arts	Mallow Run Winery
Liberal Arts	Marion County Prosecutor's Office
Liberal Arts	Mary Risher Research, Editing & Production, Virtuoso, and Kiwanis International
Liberal Arts	Massage Envy
Liberal Arts	Media General
Liberal Arts	Medshield
Liberal Arts	Menards
Liberal Arts	Mid America Clinical Labs
Liberal Arts	Mill Top Banquet & Conference Center
Liberal Arts	Navient
Liberal Arts	Oak Street Health & PARC
Liberal Arts	Olive Garden
Liberal Arts	Orthoindy
Liberal Arts	P.F. Chang's China Bistro
Liberal Arts	PBS Indy
Liberal Arts	PCS Engineers
Liberal Arts	PDS
Liberal Arts	Pearings Cafe and Frozen Yogurt
Liberal Arts	Pearson plc
Liberal Arts	PediaPlex
Liberal Arts	Pendleton Time-Post

School	Employers
Liberal Arts	Pentera, Inc.
Liberal Arts	Performance Strategies Inc.
Liberal Arts	Perry Township Schools
Liberal Arts	Pharmaceutical Quality Manager
Liberal Arts	Pike Township
Liberal Arts	Primrose School of West Fishers
Liberal Arts	Quality Companies
Liberal Arts	R. SEELAUS & CO.
Liberal Arts	RCI Vacation Exchange
Liberal Arts	Receivables Management Partnership
Liberal Arts	Regentrief Institute
Liberal Arts	Rehabilitation Therapist Assistant
Liberal Arts	Republic Airways Holdings
Liberal Arts	Riley Area Development Corp.
Liberal Arts	Rivet Merch
Liberal Arts	Rosegate Village
Liberal Arts	RWS Corporation
Liberal Arts	Saint-Gobrain Abrasives
Liberal Arts	School Art Shows by Artome
Liberal Arts	Self-Employed
Liberal Arts	Seward City News
Liberal Arts	Shelby Community Health Center
Liberal Arts	Skyline Club
Liberal Arts	Sports Fanatics Inc.
Liberal Arts	Stant USA Corporation
Liberal Arts	Starbucks

School	Employers
Liberal Arts	State of Indiana
Liberal Arts	Stewart Title Guaranty
Liberal Arts	Sunshine Manufacturing
Liberal Arts	Target Corporation
Liberal Arts	Taxman Brewing Company
Liberal Arts	Texas Roadhouse
Liberal Arts	The Campus Citizen and University Writing Center at IUPUI
Liberal Arts	The Church At Mt. Gilead
Liberal Arts	The Escape Room
Liberal Arts	The Escape Room Indianapolis
Liberal Arts	The Goddard School
Liberal Arts	The Hartford
Liberal Arts	The Office of Congresswoman Susan Brooks
Liberal Arts	The School at Distelrath Farms
Liberal Arts	Treefrog Marketing
Liberal Arts	University Student Shared Services- Indiana University
Liberal Arts	US Automatic Fire and Security
Liberal Arts	US Federal Government
Liberal Arts	USA Football
Liberal Arts	Various
Liberal Arts	Vector Cycle Works, LLC and iLAB, LLC
Liberal Arts	VIPKID
Liberal Arts	Waddell & Reed and Indiana Army National Guard

School	Employers
Liberal Arts	Walmart Optical Lab
Liberal Arts	Walt Disney Company
Liberal Arts	Warsaw Parks and Recreation
Liberal Arts	Wheel Fun Rentals
Liberal Arts	Wright Family Practice
Liberal Arts	Xerox
Liberal Arts	Xtra Lease, LLC
Medicine	Advanced testing laboratory
Medicine	Alverno Clinical Laboratories
Medicine	Barnes- Jewish Hospital
Medicine	Blue River Pharmacy
Medicine	Community Health Network
Medicine	Community Healthcare System
Medicine	Concord Hospital
Medicine	CT Technologist
Medicine	DCL Pathology
Medicine	Eskenazi health
Medicine	Forefront Dermatology
Medicine	Franciscan St. Francis Health
Medicine	Goodman Campbell
Medicine	Huntsville Hospital
Medicine	IU Health
Medicine	IU Health Bloomington Hospital
Medicine	Johnson Memorial Hospital
Medicine	Kohl's Department Store
Medicine	Mid America Clinical Laboratories
Medicine	Northwestern Memorial Hospital

School	Employers
Medicine	Orthoindy
Medicine	Porter Regional Hospital
Medicine	Registered Respiratory Therapist
Medicine	Riley Hospital
Medicine	St Francis Hospital
Medicine	Theropath DX
Medicine	VA hospital
Nursing	Beacon Hospital
Nursing	Columbus Regional Health
Nursing	Community Health Network
Nursing	Community Hospital
Nursing	Community Mental Health Center
Nursing	CVS
Nursing	Eskenazi health
Nursing	FlexCare Medical Staffing
Nursing	Floyd Memorial Hospital
Nursing	Franciscan St. Francis Health
Nursing	IU Health
Nursing	IU School of Medicine
Nursing	IU West L&D
Nursing	Kindred
Nursing	MedStar Georgetown University Hospital
Nursing	Methodist Hospital
Nursing	Norton Healthcare
Nursing	Novant health
Nursing	Riley Hospital
Nursing	Saint Vincent Hospital

School	Employers
Nursing	St Francis Hospital
Nursing	St. Thomas Midtown Hospital
Nursing	St. Vincent Health
Nursing	University of Utah Hospital
Nursing	VA Medical Center
Philanthropy	*
Phy Ed/Tour Mgt	A Classic Party Rental
Phy Ed/Tour Mgt	A Cut Above Catering
Phy Ed/Tour Mgt	adidas Group
Phy Ed/Tour Mgt	ADP
Phy Ed/Tour Mgt	Angie's List
Phy Ed/Tour Mgt	Aspen Creek Grill
Phy Ed/Tour Mgt	Athletico
Phy Ed/Tour Mgt	Barkefellers
Phy Ed/Tour Mgt	Bluegreen Vacations
Phy Ed/Tour Mgt	Bottleneck Management
Phy Ed/Tour Mgt	Buffalo Wild Wings
Phy Ed/Tour Mgt	Carpetbagger's Inc
Phy Ed/Tour Mgt	CFI 2
Phy Ed/Tour Mgt	Christamore House Family and Community Center
Phy Ed/Tour Mgt	Clinique
Phy Ed/Tour Mgt	Community Health Network
Phy Ed/Tour Mgt	Conrad Indianapolis
Phy Ed/Tour Mgt	Corporate Traveler USA
Phy Ed/Tour Mgt	Crossroads of America Council, Boy Scouts of America
Phy Ed/Tour Mgt	Crowne Plaza Hotels & Resorts

School	Employers
Phy Ed/Tour Mgt	Cunningham Restaurant Group
Phy Ed/Tour Mgt	Drury Plaza Carmel
Phy Ed/Tour Mgt	First Hospitality Group
Phy Ed/Tour Mgt	Fletcher Place Community Center
Phy Ed/Tour Mgt	FORUM Conference and Event Center
Phy Ed/Tour Mgt	GEICO
Phy Ed/Tour Mgt	GREAT Grille Group
Phy Ed/Tour Mgt	Greenfield Central Community Schools
Phy Ed/Tour Mgt	Hancock Regional Hospital
Phy Ed/Tour Mgt	Henry County Hospital
Phy Ed/Tour Mgt	Indiana Elite
Phy Ed/Tour Mgt	Indiana High School Athletic Association
Phy Ed/Tour Mgt	Indiana Landmarks
Phy Ed/Tour Mgt	Indianapolis Art Center
Phy Ed/Tour Mgt	Indy Fuel Hockey
Phy Ed/Tour Mgt	Indy Fuel Hockey Club
Phy Ed/Tour Mgt	Integrity Athletics
Phy Ed/Tour Mgt	IU School of Medicine
Phy Ed/Tour Mgt	IUPUI
Phy Ed/Tour Mgt	Jewish Community Center
Phy Ed/Tour Mgt	JW Marriott
Phy Ed/Tour Mgt	Le Jour Du Marriage
Phy Ed/Tour Mgt	Life Balance & Fitness LLC
Phy Ed/Tour Mgt	LiftLab Co.
Phy Ed/Tour Mgt	Loughmiller's Pub
Phy Ed/Tour Mgt	McAlister's Deli

School	Employers
Phy Ed/Tour Mgt	Metazoa Brewing Company
Phy Ed/Tour Mgt	Mikado Japanese Restraunt
Phy Ed/Tour Mgt	MSD of Wayne Township
Phy Ed/Tour Mgt	National Youth Sports
Phy Ed/Tour Mgt	Nestle
Phy Ed/Tour Mgt	North west Shelby county school corporation
Phy Ed/Tour Mgt	Norwegian Cruise Line
Phy Ed/Tour Mgt	Oklahoma City Energy
Phy Ed/Tour Mgt	Outback Steakhouse
Phy Ed/Tour Mgt	Pacer Sports & Entertainment
Phy Ed/Tour Mgt	PetAgree Fun Lodge & Styling Salon and Frank's Place
Phy Ed/Tour Mgt	Plum and Poppy Weddings
Phy Ed/Tour Mgt	Project Lead The Way
Phy Ed/Tour Mgt	Public Safety Medical Services
Phy Ed/Tour Mgt	Quality INN & Suites
Phy Ed/Tour Mgt	RadioOne
Phy Ed/Tour Mgt	RehabCare and Kindred Hospital
Phy Ed/Tour Mgt	Rehabilitation Services
Phy Ed/Tour Mgt	Reid Health
Phy Ed/Tour Mgt	Ronco Remodeling
Phy Ed/Tour Mgt	Self-Employed
Phy Ed/Tour Mgt	SG Helmets
Phy Ed/Tour Mgt	Shepard Exposition
Phy Ed/Tour Mgt	Sheraton Indianapolis City Centre
Phy Ed/Tour Mgt	Skyline Club
Phy Ed/Tour Mgt	Solvega's Elite Cleaning Services

School	Employers
Phy Ed/Tour Mgt	Special Occasion Design, Community Life Center, and Macy's
Phy Ed/Tour Mgt	St Elmo Steakhouse
Phy Ed/Tour Mgt	St. John the Evangelist Catholic Church
Phy Ed/Tour Mgt	Teachers' Treasures
Phy Ed/Tour Mgt	The Alexander Hotel
Phy Ed/Tour Mgt	The Children's Museum of Indianapolis
Phy Ed/Tour Mgt	The Crane Bay Event Center
Phy Ed/Tour Mgt	The Grill 2
Phy Ed/Tour Mgt	The Westin Indianapolis
Phy Ed/Tour Mgt	Thomas Caterers of Distinction
Phy Ed/Tour Mgt	Turner Coaches, Inc
Phy Ed/Tour Mgt	Turnstone
Phy Ed/Tour Mgt	TwoDEEP Brewing Co, LLC
Phy Ed/Tour Mgt	U.S. Government
Phy Ed/Tour Mgt	UPS
Phy Ed/Tour Mgt	Walt Disney Company
Phy Ed/Tour Mgt	Westin Indianapolis
Phy Ed/Tour Mgt	YMCA of Greater Indianapolis
Pub/Enviro Aff	Aerotek Recruiting and Staffing
Pub/Enviro Aff	Allied Barton Security Services
Pub/Enviro Aff	American Health Network
Pub/Enviro Aff	Avon community school corporation
Pub/Enviro Aff	Belcan Tech Services

School	Employers
Pub/Enviro Aff	Bode Cellmark Forensics
Pub/Enviro Aff	Boone County Indiana Sheriff's Office
Pub/Enviro Aff	BRAVO BRIO Restaurant Group and Grille 39
Pub/Enviro Aff	Capitol Assets, LLC
Pub/Enviro Aff	Capitol City Family Education Services
Pub/Enviro Aff	Children's Bureau
Pub/Enviro Aff	Comcast
Pub/Enviro Aff	Community Corrections
Pub/Enviro Aff	Community Health Network
Pub/Enviro Aff	Cornerstone Autism Center
Pub/Enviro Aff	Cummins
Pub/Enviro Aff	Dallas Independent School
Pub/Enviro Aff	Dealer Expedite Account Specialist
Pub/Enviro Aff	Department of Corrections
Pub/Enviro Aff	DFAS
Pub/Enviro Aff	Direct Employers Association
Pub/Enviro Aff	Distance Learning College and Training
Pub/Enviro Aff	Domu Hair Salon
Pub/Enviro Aff	Easter Seals Crossroads
Pub/Enviro Aff	Enterprise
Pub/Enviro Aff	Famous Dave's BBQ
Pub/Enviro Aff	FC Tucker Company
Pub/Enviro Aff	FedEx
Pub/Enviro Aff	Fiat Chrysler
Pub/Enviro Aff	Financial Health Federal Credit Union

School	Employers
Pub/Enviro Aff	Forest Manor Multi-Service Center
Pub/Enviro Aff	Furniture Outfitters
Pub/Enviro Aff	GEO Group, Inc.
Pub/Enviro Aff	Grace Consulting, Inc.
Pub/Enviro Aff	Gray Goat Sports and Anytime Fitness
Pub/Enviro Aff	Hamilton County Juvenile Services Center
Pub/Enviro Aff	Helping His Hands Disaster Response Inc.
Pub/Enviro Aff	Hendricks Regional Health
Pub/Enviro Aff	HHGregg
Pub/Enviro Aff	IN House Democratic Caucus
Pub/Enviro Aff	Indiana Army National Guard
Pub/Enviro Aff	Indiana Democratic House Caucus
Pub/Enviro Aff	Indiana Department Health Lab
Pub/Enviro Aff	Indiana Department of Child Services
Pub/Enviro Aff	Indiana Department of Homeland Security
Pub/Enviro Aff	Indiana State Police
Pub/Enviro Aff	Indiana State Senate
Pub/Enviro Aff	Indianapolis Animal Care & Control
Pub/Enviro Aff	Indianapolis EMS
Pub/Enviro Aff	Indianapolis Metropolitan Police Dept.
Pub/Enviro Aff	Intercon
Pub/Enviro Aff	IU Health

School	Employers
Pub/Enviro Aff	IUPUI
Pub/Enviro Aff	John Gregg
Pub/Enviro Aff	Jordan Automotive Group
Pub/Enviro Aff	K & J Auto Sales
Pub/Enviro Aff	Kelly Services
Pub/Enviro Aff	Kroger
Pub/Enviro Aff	Kronos
Pub/Enviro Aff	Like a Lion
Pub/Enviro Aff	Loren J. Comstock, Attorney
Pub/Enviro Aff	Low Cost Spay Neuter Clinic
Pub/Enviro Aff	Lowe's
Pub/Enviro Aff	Marion County Sheriff's Office
Pub/Enviro Aff	Marion County Superior Court Adult Probation
Pub/Enviro Aff	Marion County Superior Court Probation Department
Pub/Enviro Aff	Massage Envy
Pub/Enviro Aff	Miles Home Furnishings
Pub/Enviro Aff	Mitchell Dick McNelis LLC
Pub/Enviro Aff	Montessori
Pub/Enviro Aff	Nextgear capital
Pub/Enviro Aff	OneAmerica
Pub/Enviro Aff	Pilot Freight Services
Pub/Enviro Aff	Rescare
Pub/Enviro Aff	Screensprint Specialtees
Pub/Enviro Aff	Securitas Security Services USA, Inc.
Pub/Enviro Aff	Sherwin-Williams
Pub/Enviro Aff	State of Indiana
Pub/Enviro Aff	Sun Tan City

School	Employers
Pub/Enviro Aff	TSA
Pub/Enviro Aff	United States Postal Service
Pub/Enviro Aff	Universal Services of America
Pub/Enviro Aff	UPS
Public Health	Banker's Life and Casualty Insurance
Public Health	Cardon Health Associates (LifeSpan Therapy)
Public Health	Carman Research
Public Health	Collective Alternative
Public Health	Community Health Network
Public Health	Earl's Auction
Public Health	Environmental Staffing Resources
Public Health	Epedimiologist
Public Health	Eye Specialists of Indiana
Public Health	Flashbacks
Public Health	Hendricks County Health Department
Public Health	Hendricks Regional Health
Public Health	HHGregg
Public Health	Hoosier Environmental Council
Public Health	Indiana Department of Child Services
Public Health	Innovative Pharmacy Solutions
Public Health	Innovista Health
Public Health	IU Health
Public Health	IU School of Medicine
Public Health	Knowledge Services

School	Employers
Public Health	Lincare
Public Health	Low'e's
Public Health	MSD of Pike Township
Public Health	Oak Street Health
Public Health	PetPeople
Public Health	Quad Medical
Public Health	SIHO
Public Health	Step Up Indianapolis
Public Health	The Marion County Health Department
Public Health	T-Mobile
Science	Adult and Child Mental Health Center
Science	Advanced testing laboratory
Science	AIT Bioscience
Science	AIT Laboratories
Science	AIT Labs
Science	Allstate Insurance
Science	American Environmental
Science	Apparatus
Science	Appirio
Science	Applied Behavior Center for Autism
Science	Ascension Health
Science	AT&T
Science	Bangs Laboratories
Science	Behavioral Analysis Center for Autism
Science	Belcan Tech Services
Science	Better by Nature Lawn Care
Science	Bierman ABA

School	Employers
Science	Bode Cellmark Forensics
Science	Business Office Manager
Science	Butler University
Science	CICOA
Science	CNO Financial Group
Science	Collaborative Behavior Solutions
Science	Columbia Sportswear
Science	Community Hospital
Science	Continental Inc.
Science	Covance
Science	CTR
Science	Cummins
Science	DataXstream
Science	Denison Parking
Science	Diverse Talent Strategies
Science	Dooley O'Toole's
Science	Dow AgroSciences
Science	Eli Lilly & Company
Science	EnviroForensics
Science	Eskenazi health
Science	Fast Enterprises
Science	Federal Aviation Administration
Science	Finish Line
Science	Gannett-USA Today Network
Science	Geofeedia
Science	Goodman Campbell Brain & Spine and NeuroPsychiatric Hospital of Indianapolis
Science	Hanapin Marketing

School	Employers
Science	Harry and Izzy's
Science	Heartland Food Products
Science	Heritage Crystal-Clean
Science	Home City Ice
Science	Honeykissed Spray Tanning
Science	Hooiser Cancer Research Network
Science	Hughes-Murphy.com
Science	Humane Society of Indianapolis
Science	Indiana Department of Child Services
Science	Indiana School for the Deaf
Science	Indiana State Department of Health Virology Lab
Science	Indianapolis Power and Light
Science	InfoReliance
Science	Ingredion
Science	Insights Consulting
Science	Integrity Behavioral Solutions
Science	Interactive Intelligence
Science	IU School of Medicine
Science	IUPUI
Science	KAR Auction Services
Science	Karlee Macer for State Rep
Science	Kenai Fjords tours
Science	KISS Books
Science	Kroger
Science	Lab Support
Science	Levelupdevelopment
Science	LUNA language services

School	Employers
Science	Maid It Clean Inc.
Science	Marriott
Science	Mass Ave Toys
Science	Mediaocean
Science	Menards
Science	Meridian Health Services
Science	Mid America Clinical Labs
Science	Mid American Clinical Labs
Science	Midtown Mental Health Services
Science	Missouri State Highway Patrol
Science	Navient
Science	Nestle Waters
Science	Orchard Software
Science	Pathway International
Science	Pepsico
Science	Pfizer
Science	PhysAssist
Science	Polaris Laboratories
Science	Prysm Inc.
Science	Quality Companies
Science	Ray Skillman
Science	Regenstrief Institute
Science	Renaissance Administration LLC
Science	Robert Half Health Care
Science	Royal United Mortgage

School	Employers
Science	ScribeAmerica
Science	Sensient
Science	SmartFile
Science	SNI Staffing Companies
Science	Software Engineer
Science	State Farm - Joe Gonzalez Agency
Science	State of Indiana
Science	Stickleaves
Science	STProfessionals
Science	Sure Tech Laboratories
Science	Tata Consultancy Services
Science	Telamon Corporation
Science	Timmy Global Health
Science	Uncle Bills
Science	Walgreens
Science	Walt Disney World
Science	Weber Grill Restaurant
Science	WestPoint Financial Group
Science	Westside Christian Preschool
Social Work	Adult and Child Mental Health Center
Social Work	Best Programs and Services
Social Work	Care Manager
Social Work	Centerstone
Social Work	Certified Team Leader for CoolSculpting

School	Employers
Social Work	Christel House DORS (Drop Out Recovery School)
Social Work	Damar Services, Inc
Social Work	Express Employment Professionals
Social Work	Families First
Social Work	Harling Home Based Services
Social Work	Indiana DCS
Social Work	Indiana Department of Child Services
Social Work	Interpreting Services, Inc.
Social Work	inventive Health in partnership with Eli Lilly & Company
Social Work	Lafayette School Corporation
Social Work	Larue Carter Hospital
Social Work	Lawrence Township
Social Work	McSherr
Social Work	MSD of Wayne Township
Social Work	Otis R. Bowen Center for Human Services
Social Work	Outside the Box
Social Work	State of Indiana
Social Work	Sycamore Springs
Social Work	The Julian Center
Social Work	The Villages
Social Work	Wabash Valley Alliance

Full-Time Job Titles (School Level)

School	Job Titles
Art and Design	Art teacher
Art and Design	Artist in Residence
Art and Design	ASST. DIRECTOR SCHOLARSHIPS
Art and Design	Barn Help
Art and Design	Communications and Community Engagement Manager
Art and Design	Counter Professional
Art and Design	Deckhand
Art and Design	Design production associate
Art and Design	Designer
Art and Design	e-Learning Specialist
Art and Design	Experience Design Coordinator
Art and Design	Front of House Team Member
Art and Design	Gallery Guide
Art and Design	Game Test Analyst
Art and Design	Graphic Designer
Art and Design	Junior Designer & Digital Marketing Coordinator
Art and Design	Junior Graphic Designer
Art and Design	Lead Hostess
Art and Design	Manager
Art and Design	N/A
Art and Design	Operations Associate
Art and Design	Pharmacy Tech
Art and Design	Photographer
Art and Design	Photographer / Digital Asset Management Consultant
Art and Design	Receiving
Art and Design	Sales Associate
Art and Design	Senior Web Designer
Art and Design	Shift Manager

School	Job Titles
Art and Design	Staff Associate/Youth Program Director
Art and Design	Tattoo Artist
Art and Design	Teacher
Art and Design	UI/UX Designer and Support Lead
Business	Account associate
Business	Account Coordinator
Business	Account Management Associate
Business	Account Manager
Business	Account Payable
Business	Account Rep
Business	Account Specialist
Business	Accountant
Business	Accountant/Financial Analyst
Business	Accountin Contract Administrator
Business	Accounting & Tax Consultant
Business	Accounting Associate
Business	Accounting Coordinator
Business	Accounting Specialist
Business	Accounting Specialists
Business	Accounting Associate
Business	Accounts Payable
Business	Accounts Receivable Analyst
Business	Accounts Receivable Specialist
Business	Accounts Receivable Specialist
Business	Acct. Exec
Business	Accounting Associate
Business	Activity Coordinator
Business	Administrative Assistant
Business	Ag Sales Specialist

School	Job Titles
Business	Aircraft Armament Tech
Business	Analyst
Business	Analyst Trainee
Business	Analyst, Parvel Audit
Business	AP Administrator
Business	Area Manager
Business	Assistan director
Business	Assistant Business Manager
Business	Assistant Director of Membership
Business	Assistant Project Manager
Business	Assistant to Tour Director
Business	Associate
Business	Associate Manager
Business	Associate Sales Analyst
Business	Asst. Manager
Business	Asst. Media Buyer
Business	Audit Associate
Business	Audit Staff
Business	Auditor
Business	Bar Manager
Business	Barn Manager
Business	Bartender at Howells and Hood
Business	Benefits Analyst
Business	Bookkeeper
Business	Budget Analyst
Business	Business Consultant
Business	Business Development Manager
Business	Business Intelligence Analyst
Business	Business Planning/Cost Planning Manager

School	Job Titles
Business	Business Teacher
Business	Capital Markets Assistant
Business	Cash Specialist
Business	Catering Coordinator
Business	Catering Sales Manager
Business	Chef
Business	Client Services Rep
Business	Commercial Lines Rep
Business	Commercial Quotations Manager
Business	Communications Coordinator
Business	Compliance Analyst
Business	Compliance Assistant
Business	Compliance Coordinator
Business	Consultant
Business	Contract Buyer/Planner
Business	Corporate Recruiter and HR & Marketing Generalist
Business	Cortland Associate Program
Business	Credit Analyst
Business	CSG Rep.
Business	Customer Care Account Rep
Business	Customer Care Coordinator
Business	Customer Retention Specialist
Business	Customer Service
Business	Customer Service Rep
Business	Customer service representative
Business	Customer Support
Business	Data Analyst
Business	Data Services Rep
Business	Data Specialist

School	Job Titles
Business	Data Specialist II
Business	Dedicated Manager in Training
Business	Deputy General Manager
Business	Digital Advertising Coordinator
Business	Digital Marketing and eCommerce Specialist
Business	Digital Reporting & Analytics Specialists
Business	Director Business Development
Business	Director Finance & Special Events
Business	Director of Social Media
Business	Director of Marketing and Social Media
Business	Dispatcher
Business	E-Commerce Associate
Business	Emerging Leader
Business	Employment Specialist Trainee
Business	Event Manager
Business	Event Specialist
Business	Federal Tax Staff
Business	Field Sales Consultant
Business	Financial Analyst
Business	Financial Associate
Business	Financial Contract Analyst
Business	Financial Controller
Business	Financial Management Analyst
Business	Financial Professional
Business	Financial Professional Associate
Business	Financial Rep
Business	Financial Services Rep
Business	Fleet Sales

School	Job Titles
Business	Forecast Analyst
Business	Founder
Business	Front Desk
Business	Front Desk Agent
Business	Front Desk Associate
Business	Front Desk Attendant
Business	Fund Accounting Analyst
Business	Accountant/Financial Analyst
Business	General Manager
Business	Grounds and Maintenance
Business	Guest Service Manager
Business	Guest Service Representative
Business	Handler, Safety Team Member, New Hire Retention Program Rep
Business	Healthcare advisory consultant
Business	High service logistics specialist
Business	Housekeeper
Business	HR Assistant
Business	HR Coordinator
Business	HR Generalist
Business	HR Manager
Business	HR Onboarding Administrator
Business	Human Resource Generalist
Business	inside sales
Business	inside sales account manager
Business	Insurance agent
Business	Inventory Control
Business	Inventory Lead
Business	Investment Analyst
Business	Investor/Entrepreneur

School	Job Titles
Business	Jr Insurance Examiner
Business	Landports Supervisor
Business	Lead Recruiter
Business	Lead Teller
Business	Lease Accounting
Business	Leasing Consultant
Business	Leasing Specialist&Marketing Manager
Business	Logistics Account Executive
Business	Logistics Sales Associate
Business	Logistics Sales Support
Business	Logistics Specialist
Business	MainSource Bank
Business	Major Market Services District Sales
Business	Management Trainee
Business	Manager
Business	Manager/Operator
Business	Management Trainee for Management Development Program
Business	Manufacturing Planner Associate
Business	Marketing Manager
Business	Marketing Specialist
Business	Martial Arts Program Director
Business	Material Planner
Business	Merchandiser/Sales Relations
Business	Merchandising Manager
Business	Military Pay Lead Technician
Business	Mortgage Loan Originator
Business	MRPc

School	Job Titles
Business	Nail Technician
Business	Office Services Assistant
Business	Online Merchandising Specialist
Business	Operations Area Manager
Business	Operations Manager
Business	Operations Manager MBP
Business	Operations Specialist
Business	Operations Supervisor
Business	Operations Support Specialist
Business	Owner
Business	Owner/Entrepreneur
Business	Paul Mitchell the School Indianapolis
Business	Payroll/Accounting Manager
Business	Payroll/Accounts Receivable/Secretary's Assistant
Business	Personal Banker
Business	Police Officer
Business	Procurement Assistant
Business	Program Specialist, Afterschool Programs
Business	Project administrator
Business	Project Coordinator
Business	Project Costing Technical Analyst
Business	Project Developer for Renewable Energy
Business	Project Engineer
Business	Project manager
Business	Project Specialist
Business	Property Manager
Business	Publicity Director

School	Job Titles
Business	Physician Service Specialist
Business	Real Estate Services Administrator
Business	Realtor
Business	Recruiter
Business	Recruitment Coordinator
Business	Resource Development Assistant
Business	Retail Management Intern
Business	Risk Assurance Associate
Business	Roofing Specialist
Business	Sales and Event Manager & Bartender
Business	Sales Associate
Business	Sales Associate and Range Safety Officer
Business	Sales development representative
Business	Sales Floor Team Leader
Business	Sales Manager
Business	Sales Rep
Business	Sales Representative
Business	Sales Trainer
Business	Senior Specialist
Business	Series 510 Accountant
Business	Server
Business	Service Coordinator
Business	Servicing Call Center Specialist I
Business	Shared Pharmaceutical Operations Lead
Business	Shift Manager
Business	Shift Supervisor

School	Job Titles
Business	Socia Media & Community Coordinator
Business	Social Media & Digital Marketing Manager
Business	Social Media Marketing Associate
Business	Sorter
Business	Special Events Assistant
Business	Special Events Manager
Business	Sr Road Maintenance Coordinator
Business	Staff Accountant
Business	Staff auditor
Business	Staff Consultant
Business	Staff, Tax Services
Business	Store Manager
Business	Strategic Sourcing Analyst
Business	Student Employment Consultant
Business	Supervisor
Business	Supervisor, customer fulfillment center
Business	Supply Chain Manager
Business	Supply Chain Operations Associate
Business	Supply Chain Planner
Business	Support specialist
Business	Talent Development Program
Business	Tasting Room Attendant
Business	Tax Accountant
Business	Tax Associate
Business	Team Leader
Business	Team Lead-PC Deployment Project
Business	Technical Marketing Asst.

School	Job Titles
Business	Technology Project Manager
Business	Teller
Business	Training Coordinator
Business	Transportation Planner
Business	Transportation Specialist
Business	Travel Manager
Business	Vice President
Business	Warehouse & Shipping Operator
Business	Warehouse Manager
Business	Waterpark Manager
Business	Wellness Program Coordinator
Dentistry	Caring Smiles 4 U
Dentistry	Clinic director
Dentistry	Dental hygienist
Dentistry	Expanded Function Dental Assistant
Dentistry	Expanded Functions Dental Assistant
Dentistry	Front Desk/ Dental Assistant
Dentistry	Hygienist
Dentistry	Intro to rock climbing instructor
Dentistry	LDH
Dentistry	Licensed Dental Hygienist
Education	1st grade teacher
Education	2nd grade teacher
Education	3rd grade teacher
Education	4th Grade Teacher
Education	5th Grade Math Teacher
Education	5th Grade Teacher
Education	Elementary Teacher
Education	English Teacher

School	Job Titles
Education	ENL teacher
Education	Fourth grade teacher
Education	Geist Montessori Academy
Education	Information Specialist
Education	Kindergarten Teacher
Education	Media Specialist
Education	Middle School English Language Arts Educator
Education	Perry Township Schools
Education	PJBL Supervisor/Guest Services Crew Leader
Education	Sales Support
Education	Special Education Teacher
Education	Student Teacher, Special Education
Education	Substitute Teacher
Education	Teacher
Education	Temporary Teacher
Education	Third Grade Teacher
Education	Title IA
Engr & Tech	Academic Advising Systems Specialist
Engr & Tech	Academic Assistant
Engr & Tech	Account Engineer
Engr & Tech	Account Executive
Engr & Tech	Account Manager/Project Manager
Engr & Tech	Administrative Assistant - HR/Corporate
Engr & Tech	Admissions
Engr & Tech	Application Analyst
Engr & Tech	Application Developer

School	Job Titles
Engr & Tech	Application Engineer
Engr & Tech	Applications Engineer
Engr & Tech	Architectural Draftsman
Engr & Tech	Asphalt Estimator
Engr & Tech	Assistant EE
Engr & Tech	Assistant Estimator
Engr & Tech	Assistant Project Engineer
Engr & Tech	Assistant Site Director
Engr & Tech	Assistant superintendent
Engr & Tech	Assistant Project Engineer
Engr & Tech	Associate
Engr & Tech	Associate Director of Space Utilization
Engr & Tech	Associate Editor
Engr & Tech	Associate Engineer
Engr & Tech	Associate Security Analyst
Engr & Tech	Associate Software Engineer
Engr & Tech	Autocad Technician
Engr & Tech	Biomed
Engr & Tech	Biomedical Engineering Technician II
Engr & Tech	BMET-II
Engr & Tech	Building Technician
Engr & Tech	Business Intelligence Developer
Engr & Tech	Career Orientation Development Program
Engr & Tech	Clinical Engineer
Engr & Tech	Clinical Research Associate
Engr & Tech	Computer Network Specialist
Engr & Tech	Computer scientist

School	Job Titles
Engr & Tech	Conferences and Events Coordinator
Engr & Tech	Configurator
Engr & Tech	Construction Manager
Engr & Tech	Construction superintendent
Engr & Tech	Consultant
Engr & Tech	Consumer Services Advocate
Engr & Tech	Controls Engineer
Engr & Tech	Convergent Development Program Representative
Engr & Tech	Customer Support Rep
Engr & Tech	Cyber Software Engineer
Engr & Tech	Data Acquisitions
Engr & Tech	Data Analyst
Engr & Tech	Data and Document Management
Engr & Tech	Data Manager
Engr & Tech	Design & Sales Consultant
Engr & Tech	Design Engineer
Engr & Tech	Design Engineer/Project Coordinator
Engr & Tech	Designer
Engr & Tech	Desktop Engineer
Engr & Tech	Desktop Support Engineer
Engr & Tech	Desktop Support Specialist
Engr & Tech	Development Engineer
Engr & Tech	Director of Men's Basketball Operations
Engr & Tech	Dispensing Systems Engineer
Engr & Tech	Edison Engineer
Engr & Tech	Electrical Engineer II
Engr & Tech	Electrical Engineer, Estimator

School	Job Titles
Engr & Tech	Electrical Test Technician
Engr & Tech	Electrician
Engr & Tech	Electronic Service Tools Support Engineer
Engr & Tech	Electronics Analysis & Design Engineer
Engr & Tech	Embedded Software Engineer
Engr & Tech	Energy Engineer
Engr & Tech	Engine Development/Validation Engineer
Engr & Tech	Engineer
Engr & Tech	Engineer IV
Engr & Tech	Engineer Tech
Engr & Tech	Engineering Technician
Engr & Tech	Engineering Technologist
Engr & Tech	Entry Application Developer
Engr & Tech	Estimator
Engr & Tech	Experimental Marketer
Engr & Tech	Family case manager
Engr & Tech	Field Action Engineer
Engr & Tech	Field Appraiser
Engr & Tech	Field Manager
Engr & Tech	Field Service Engineer
Engr & Tech	Field Services Engineer
Engr & Tech	Field Technician
Engr & Tech	First Aid and Safety Service and Sales Representative
Engr & Tech	Ford College Graduate (FCG)
Engr & Tech	Front End Digital Development Team Lead
Engr & Tech	Game Production Assistant
Engr & Tech	GeekSquad Auto Tech

School	Job Titles
Engr & Tech	Graduate Assistant
Engr & Tech	Graphic Designer
Engr & Tech	Help Desk Intern
Engr & Tech	HR Assistant
Engr & Tech	HR Generalist
Engr & Tech	Human Resources Administrator
Engr & Tech	Implementation Specialist
Engr & Tech	Indiana University
Engr & Tech	Industrial Engineer
Engr & Tech	Information Security Manager
Engr & Tech	Information security tech
Engr & Tech	Instructor
Engr & Tech	Integration Engineer
Engr & Tech	Interdepartmental Association
Engr & Tech	Interior Design
Engr & Tech	IS Support I
Engr & Tech	IT Analyst
Engr & Tech	IT Service Desk Specialist I
Engr & Tech	IT Specialist
Engr & Tech	IT Support
Engr & Tech	IT Support Tech
Engr & Tech	Jewish Community Center
Engr & Tech	Jr. UX/UI Developer
Engr & Tech	Jr. Wireman
Engr & Tech	Junior Software Developer
Engr & Tech	Laboratory Assistant
Engr & Tech	Launch Specialist
Engr & Tech	Lead Night Auditor
Engr & Tech	maintenance engineer
Engr & Tech	Maintenance Supervisor

School	Job Titles
Engr & Tech	Managed Services Technician
Engr & Tech	Manager
Engr & Tech	Manufacturing Data Analyst
Engr & Tech	Manufacturing Development Program
Engr & Tech	Manufacturing engineer
Engr & Tech	Materials Technician
Engr & Tech	Mechanical designer
Engr & Tech	Mechanical Engineer
Engr & Tech	Mechanical Engineer associate
Engr & Tech	Medical scribe
Engr & Tech	Mid Level Software Engineer
Engr & Tech	Motor Transport Underwriters
Engr & Tech	Necropsy Technician III
Engr & Tech	Network Admin
Engr & Tech	Network Analyst
Engr & Tech	Network Engineer
Engr & Tech	Network Manager
Engr & Tech	Office Assistant
Engr & Tech	Operations Manager
Engr & Tech	Operator
Engr & Tech	Organizational development
Engr & Tech	Owner
Engr & Tech	Patient Safety Program Manager
Engr & Tech	Patient Transporter
Engr & Tech	Pavement Materials Engineer
Engr & Tech	Plant Electrical Engineer
Engr & Tech	Power Engineering
Engr & Tech	Prigram Analyst
Engr & Tech	Process Engineer

School	Job Titles
Engr & Tech	Product Design Engineer
Engr & Tech	Product Design Internship
Engr & Tech	Product Development Engineer
Engr & Tech	Product Engineer
Engr & Tech	Product Validation Engineer
Engr & Tech	Production Artist
Engr & Tech	Program Engineer
Engr & Tech	Project Coordinator
Engr & Tech	Project Engineer
Engr & Tech	Project management
Engr & Tech	Project manager
Engr & Tech	Purchasing Coordinator
Engr & Tech	Quality Control Technician
Engr & Tech	Quality Engineer
Engr & Tech	Quality Technician
Engr & Tech	RapidServe Engineer
Engr & Tech	Receiving Technician
Engr & Tech	Recruiting Delivery Leader-Operations
Engr & Tech	Reliability Engineer
Engr & Tech	Research Associate
Engr & Tech	Rotational Leadership Development Program
Engr & Tech	Scientist in Tech Services/Manufacturing Science
Engr & Tech	Security Analyst
Engr & Tech	Senior Engineer
Engr & Tech	Service Desk Analyst
Engr & Tech	Service Engineer
Engr & Tech	Service Tech
Engr & Tech	Software Developer

School	Job Titles
Engr & Tech	Software Developer I
Engr & Tech	Software development engineer
Engr & Tech	Software Engineer
Engr & Tech	Software Implementation Specialist
Engr & Tech	Spacecraft Mechanical Engineer
Engr & Tech	Sr. Building Engineering Instrumentation and Calibration
Engr & Tech	Staff Engineer In Process Control Metals
Engr & Tech	Stem Resource
Engr & Tech	Supplier Quality Engineer
Engr & Tech	Support Engineer
Engr & Tech	System Administrator
Engr & Tech	System Controls Engineer
Engr & Tech	System Designer
Engr & Tech	System Engineer
Engr & Tech	System Integration / Test Engineer
Engr & Tech	Systems Admin
Engr & Tech	Systems Engineer
Engr & Tech	Systems Repair Tech
Engr & Tech	Talent Acquisition Coordinator
Engr & Tech	Talent Optimization Associate
Engr & Tech	Team Leader
Engr & Tech	Tech Support
Engr & Tech	Technical aide
Engr & Tech	Technical Consultant
Engr & Tech	Technical Support Engineer
Engr & Tech	Technical Support Specialist
Engr & Tech	Technician

School	Job Titles
Engr & Tech	Test Equipment Mechanical Engineer
Engr & Tech	Thermal Engineer
Engr & Tech	Tool and Process Engineer
Engr & Tech	Unknown
Engr & Tech	Validation Engineer
Engr & Tech	Web Developer
Health/Rehab	Academic Support Professional
Health/Rehab	Accounting Manager
Health/Rehab	claims examiner
Health/Rehab	Direct Support Professional
Health/Rehab	Group Facilitator
Health/Rehab	Intake Coordinator
Health/Rehab	Program analyst
Health/Rehab	Regional Hiring Manager-Greater Indianapolis
Health/Rehab	Rural carrier
Health/Rehab	Shift Lead
Info/Computing	3D artist Intern
Info/Computing	Account Executive
Info/Computing	Art Director
Info/Computing	Bartender
Info/Computing	Cake Decorator/Baker
Info/Computing	Cancer Registrar
Info/Computing	Certified Coder
Info/Computing	Certified medical coding specialist
Info/Computing	Client Experience Designer
Info/Computing	Coder
Info/Computing	Consumer Services Advocate
Info/Computing	Data Analyst

School	Job Titles
Info/Computing	Employee
Info/Computing	Erosion Control Inspector
Info/Computing	Event Technician
Info/Computing	Front-end Developer
Info/Computing	Gift Shop Clerk
Info/Computing	Health Information Management Director
Info/Computing	Health Information Manager
Info/Computing	Healthcare Data Analyst
Info/Computing	HIM Supervisor
Info/Computing	Implementation Engineer
Info/Computing	Interactive Programmer
Info/Computing	Inventory Specialist
Info/Computing	IT Associate
Info/Computing	Jr Software Developer
Info/Computing	Junior Graphic Designer
Info/Computing	Lead Timer
Info/Computing	Location Sound Mixer
Info/Computing	Manager
Info/Computing	Media Design Coordinator
Info/Computing	Medical Coder
Info/Computing	Medical Record Technician
Info/Computing	Mobile Device Administrator
Info/Computing	Mobilization Operations Project Manager
Info/Computing	Multimedia Specialist
Info/Computing	Network Administrator
Info/Computing	Network Engineer
Info/Computing	Operations Analyst
Info/Computing	Pharmacy Tech
Info/Computing	PLM Business Partner

School	Job Titles
Info/Computing	Principal Systems Engineer
Info/Computing	Processor 1
Info/Computing	Program Support Specialist
Info/Computing	Project manager
Info/Computing	Promotions Manager
Info/Computing	Quality Analyst
Info/Computing	Quality Engineer
Info/Computing	RCS Coding Specialist
Info/Computing	RCS-Coding Specialist
Info/Computing	Registration Rep
Info/Computing	Revenue Cycle Services Quality Expert
Info/Computing	Server
Info/Computing	Shift Supervisor- Supply Chain Op
Info/Computing	Simulation Technician
Info/Computing	Solution Analyst
Info/Computing	Solutions Specialist
Info/Computing	Sr. Business Analyst
Info/Computing	System Transformation Coordinator
Info/Computing	Technology Application Software Specialist
Info/Computing	Unloader
Info/Computing	UX Researcher
Info/Computing	Videographer
Info/Computing	Web/Graphic Designer
Liberal Arts	ABA therapist
Liberal Arts	ABA Therapist Trainer
Liberal Arts	Academic Advising Systems Specialist
Liberal Arts	Account Specialist

School	Job Titles
Liberal Arts	Admin recruiter
Liberal Arts	Administration Assistant
Liberal Arts	Administrative Assistant to the Chair
Liberal Arts	Administrative Asst
Liberal Arts	Admissions Data Specialist
Liberal Arts	Agency Services Representative
Liberal Arts	Analyst
Liberal Arts	Assistant
Liberal Arts	Assistant Manager
Liberal Arts	Assistant Property Manager
Liberal Arts	Auto Claim Representative
Liberal Arts	Banquet Supervisor
Liberal Arts	Barista & Barista Trainer
Liberal Arts	Bartender
Liberal Arts	Bartender and Project Coordinator
Liberal Arts	BCT
Liberal Arts	Billing Specialist
Liberal Arts	Business Development
Liberal Arts	CAD/GIS Manager
Liberal Arts	Case manager
Liberal Arts	cashier
Liberal Arts	Cellarman
Liberal Arts	Client Services Associate
Liberal Arts	CNA
Liberal Arts	Cofounder
Liberal Arts	Communications Director
Liberal Arts	Communications Specialist
Liberal Arts	Computer Lab Assistant
Liberal Arts	Contract Manager

School	Job Titles
Liberal Arts	CSC Base Agent
Liberal Arts	Customer Resolutions Specialist I
Liberal Arts	Customer Service
Liberal Arts	Customer Service Rep
Liberal Arts	Data Analyst
Liberal Arts	Data Clerk and Assistant
Liberal Arts	Digital Content Producer
Liberal Arts	Direct Care Staff
Liberal Arts	Director of IT/Office Services
Liberal Arts	Disability Adjudicator
Liberal Arts	Eligibility specialist in training
Liberal Arts	Emergency Road side assistants
Liberal Arts	Emerging Leader
Liberal Arts	Employee
Liberal Arts	ESL Teacher
Liberal Arts	Event Coordinator
Liberal Arts	Executive Secretary
Liberal Arts	Export Specialist
Liberal Arts	Family case manager
Liberal Arts	Fellow and Campus Section Editor, Columnist, Staff Reporter
Liberal Arts	Financial Advisor and Executive Officer
Liberal Arts	Foreclosure Specialist
Liberal Arts	Freelance Copywriter and Automotive Photographer
Liberal Arts	Freelance writer
Liberal Arts	Front Office Assistant
Liberal Arts	Front Office Staff
Liberal Arts	General Manager
Liberal Arts	Grocery Clerk

School	Job Titles
Liberal Arts	Hardware/garden center team member
Liberal Arts	Histotechnologist
Liberal Arts	Host/Server/Bartender
Liberal Arts	HR Generalist
Liberal Arts	Human Resource Associate
Liberal Arts	Indepent Insurance Agent
Liberal Arts	Infant Teacher/Building Float
Liberal Arts	Inside Sales Representative
Liberal Arts	Instructional Assistant
Liberal Arts	IT Director
Liberal Arts	IT Specialist
Liberal Arts	Jail Deputy
Liberal Arts	Journalist
Liberal Arts	Lab Assistant
Liberal Arts	Larue D Carter Memorial Hospital
Liberal Arts	Legal Assistant
Liberal Arts	Legislative Assistant
Liberal Arts	Legislative Asst.
Liberal Arts	Life Skills Specialist
Liberal Arts	Logistics Coordinator
Liberal Arts	Management Trainee
Liberal Arts	Manager
Liberal Arts	MD Logistics
Liberal Arts	Member Experience Coordinator
Liberal Arts	Member Sales Representative
Liberal Arts	Member Services Assistant
Liberal Arts	Motor Transport Underwriters
Liberal Arts	Multi-Platform Journalist
Liberal Arts	N/A

School	Job Titles
Liberal Arts	Necropsy Technician III
Liberal Arts	Network Administrator I
Liberal Arts	New Business Assistant (Intern)
Liberal Arts	Office manager
Liberal Arts	Operations Assistant
Liberal Arts	Ophthalmic Assistant
Liberal Arts	Outreach Associate & Office Assistant
Liberal Arts	Owner
Liberal Arts	Owner and Senior Quality Assurance Engineer
Liberal Arts	Owner, Contributing Photography Editor, Researcher, and Producer
Liberal Arts	Paralegal
Liberal Arts	Patent Administrative Assistant
Liberal Arts	Patient Accounts Representative
Liberal Arts	Patient Care Coordinator
Liberal Arts	Patient Coordinator
Liberal Arts	Patrol officer
Liberal Arts	Personal Banker
Liberal Arts	Platform Test Engineer and Software Engineer
Liberal Arts	Principal, Travel Advisor
Liberal Arts	Produce Clerk
Liberal Arts	Production Supervisor
Liberal Arts	Professional Services RFP and PSCS Supervisor
Liberal Arts	Program Assistant
Liberal Arts	Program Director, Educator
Liberal Arts	Program Support Specialist
Liberal Arts	Project Analyst
Liberal Arts	Project Coordinator

School	Job Titles
Liberal Arts	Project Supervisor
Liberal Arts	Promising Futures of Central Indiana
Liberal Arts	Public Information Support Specialist
Liberal Arts	Public Relations Specialist
Liberal Arts	PUBLICIST
Liberal Arts	Purchasing Coordinator
Liberal Arts	Purchasing Intern
Liberal Arts	Receptionist, office assistant, writing intern
Liberal Arts	Records Supervisor
Liberal Arts	Recreation Leader
Liberal Arts	Recruiting and Marketing Specialist
Liberal Arts	Regional Manager
Liberal Arts	Regional Study Coordinator
Liberal Arts	Resource Optimization Associate/ HR Representative
Liberal Arts	Sales & Events Coordinator
Liberal Arts	Sales and member retention specialist
Liberal Arts	Sales Associate
Liberal Arts	Sales Representative
Liberal Arts	Sales Technician
Liberal Arts	Secretary
Liberal Arts	Senior ECO Import Agent
Liberal Arts	Server
Liberal Arts	Service Manager
Liberal Arts	Service Sales Representative
Liberal Arts	Servicing Specialist 2
Liberal Arts	Shipping coordinator

School	Job Titles
Liberal Arts	Show Assistant, Show Manager, Assembly, and Other
Liberal Arts	Sign Language Interpreter
Liberal Arts	Social Media Specialist
Liberal Arts	Softlines/Cashier
Liberal Arts	Staff Accountant
Liberal Arts	Staff Assistant
Liberal Arts	Staff Assistant/Accounting Coordinator
Liberal Arts	Store and catering manager
Liberal Arts	Student Services Specialist
Liberal Arts	Substitute Teacher
Liberal Arts	Support specialist
Liberal Arts	Teacher
Liberal Arts	team-lead
Liberal Arts	Town of Avon
Liberal Arts	Transportation Manager
Liberal Arts	Travel Coordinator
Liberal Arts	Underwriting Assistant
Liberal Arts	UPS
Liberal Arts	Walmart
Liberal Arts	Warehouse Associate
Liberal Arts	WEALTH MANAGEMENT FA
Liberal Arts	Wedding Consultant
Liberal Arts	Woodley Farra Manion Portfolio Management
Liberal Arts	Writer
Liberal Arts	Youth and Family Program Intern
Medicine	Anatomic Pathology Support Services
Medicine	Biologist

School	Job Titles
Medicine	Floor Sales Associate
Medicine	Histologist
Medicine	Histology Tech
Medicine	Histology Technician
Medicine	Histology Technologist
Medicine	Histotechnician
Medicine	Histotechnologist
Medicine	HT
Medicine	Interventional Radiologic Technologist, Cardiac Cath Lab
Medicine	Laboratory Manager
Medicine	Medical Technologist
Medicine	MRI Tech
Medicine	MRI Technologist
Medicine	Nuclear Medicine Technologist
Medicine	Pharmacy technician
Medicine	Radiation Technologist/MA
Medicine	Radiation Therapist
Medicine	Radiologic Technologist
Medicine	Radiologic Technologist
Medicine	Radiology Assistant
Medicine	Respiratory therapist
Medicine	Riley Hospital for Children Tech
Medicine	Trauma RN
Medicine	US Department of Veteran Affairs
Medicine	VA Medical Center
Nursing	Critical Care RN
Nursing	Nurse
Nursing	Nursing

School	Job Titles
Nursing	Patient Care Resident and Direct Support Professional
Nursing	Registered Nurse
Nursing	Registered Nurse (Cardiac Critical Care)
Nursing	Registered Nurse- Staff Nurse
Nursing	Registered Nurse-Emergency Room
Nursing	RN
Nursing	RN, BSN
Nursing	Staff Nurse
Nursing	surgical nurse
Philanthropy	*
Phy Ed/Tour Mgt	Account Executive
Phy Ed/Tour Mgt	Activity Coordinator
Phy Ed/Tour Mgt	Administrative Assistant
Phy Ed/Tour Mgt	Assistant director
Phy Ed/Tour Mgt	Assistant Business Manager and Waitress
Phy Ed/Tour Mgt	Assistant Director of Membership
Phy Ed/Tour Mgt	Assistant to Tour Director
Phy Ed/Tour Mgt	Bar Manager
Phy Ed/Tour Mgt	Barn Manager
Phy Ed/Tour Mgt	Bartender and Local Store Marketer
Phy Ed/Tour Mgt	Bartender at Howells and Hood
Phy Ed/Tour Mgt	Beer Sales Rep
Phy Ed/Tour Mgt	Cardiopulmonary Rehab Specialist
Phy Ed/Tour Mgt	Catering Coordinator
Phy Ed/Tour Mgt	Catering Sales Manager
Phy Ed/Tour Mgt	Client retention specialist

School	Job Titles
Phy Ed/Tour Mgt	Communications Coordinator
Phy Ed/Tour Mgt	Counter Manager
Phy Ed/Tour Mgt	Customer Retention Specialist
Phy Ed/Tour Mgt	Development Director
Phy Ed/Tour Mgt	Director
Phy Ed/Tour Mgt	Director of Finance and Special Events
Phy Ed/Tour Mgt	Director of Social Media
Phy Ed/Tour Mgt	Director of Marketing and Social Media
Phy Ed/Tour Mgt	Event Coordinator
Phy Ed/Tour Mgt	Event Manager
Phy Ed/Tour Mgt	Event Specialist
Phy Ed/Tour Mgt	Exercise Specialist
Phy Ed/Tour Mgt	Fitness Program Manager and Owner
Phy Ed/Tour Mgt	Fitness specialist
Phy Ed/Tour Mgt	Front Desk
Phy Ed/Tour Mgt	Front Desk Agent
Phy Ed/Tour Mgt	Front Desk Associate
Phy Ed/Tour Mgt	Front Desk Attendant
Phy Ed/Tour Mgt	General Contractor/Owner
Phy Ed/Tour Mgt	Guest service agent
Phy Ed/Tour Mgt	Guest Service Manager
Phy Ed/Tour Mgt	Guest Services agent
Phy Ed/Tour Mgt	Health Coach
Phy Ed/Tour Mgt	Health/Fitness Specialist
Phy Ed/Tour Mgt	Housekeeper
Phy Ed/Tour Mgt	Human Resources Assistant
Phy Ed/Tour Mgt	Independent Contractor
Phy Ed/Tour Mgt	Instructional Assistant

School	Job Titles
Phy Ed/Tour Mgt	Integrated Marketing Manager
Phy Ed/Tour Mgt	Internal Operation mangr
Phy Ed/Tour Mgt	Manager and Server
Phy Ed/Tour Mgt	Management Trainee for Management Development Program
Phy Ed/Tour Mgt	Member Services Assistant
Phy Ed/Tour Mgt	Member services representative
Phy Ed/Tour Mgt	Membership Services Rep
Phy Ed/Tour Mgt	Merchandise
Phy Ed/Tour Mgt	Owner
Phy Ed/Tour Mgt	Payroll/Accounts Receivable/Secretary's Assistant
Phy Ed/Tour Mgt	Phone Room Coordinator
Phy Ed/Tour Mgt	Physical Education Teacher
Phy Ed/Tour Mgt	Physical Therapy Aide
Phy Ed/Tour Mgt	Professional Soccer Player
Phy Ed/Tour Mgt	Program Specialist; Afterschool Programs
Phy Ed/Tour Mgt	Quality Assurance Specialist
Phy Ed/Tour Mgt	Rehab Tech
Phy Ed/Tour Mgt	Research Fellow
Phy Ed/Tour Mgt	Resource Development Coordinator
Phy Ed/Tour Mgt	Retail Rep
Phy Ed/Tour Mgt	Sales and Catering Coordinator
Phy Ed/Tour Mgt	Sales and Event Manager & Bartender
Phy Ed/Tour Mgt	Sales Assistant
Phy Ed/Tour Mgt	Sales Associate
Phy Ed/Tour Mgt	Sales Coordinator
Phy Ed/Tour Mgt	Server

School	Job Titles
Phy Ed/Tour Mgt	Sorter
Phy Ed/Tour Mgt	Special Events Assistant
Phy Ed/Tour Mgt	Special Events Manager
Phy Ed/Tour Mgt	Strength and Conditioning Coach
Phy Ed/Tour Mgt	Teacher
Phy Ed/Tour Mgt	Team Accountant Specialist
Phy Ed/Tour Mgt	Training Coordinator
Phy Ed/Tour Mgt	Travel Manager
Phy Ed/Tour Mgt	Utility Hotel
Phy Ed/Tour Mgt	Vacation Specialist
Phy Ed/Tour Mgt	Wedding Planner & Coordinator, Assistant Event Coordinator, and Fragrance Associate
Pub/Enviro Aff	Academic Associate
Pub/Enviro Aff	Account Executive
Pub/Enviro Aff	Accounts Receivable
Pub/Enviro Aff	Activity Leader
Pub/Enviro Aff	Administrative Assistant
Pub/Enviro Aff	Animal Control Officer
Pub/Enviro Aff	Assistant Manager
Pub/Enviro Aff	Assistant Manager
Pub/Enviro Aff	AutoVIN
Pub/Enviro Aff	Bartender Server
Pub/Enviro Aff	Campaign Manager
Pub/Enviro Aff	Case Worker
Pub/Enviro Aff	cashier
Pub/Enviro Aff	Communications Officer
Pub/Enviro Aff	Community supervision
Pub/Enviro Aff	Compliance Engineer
Pub/Enviro Aff	Consultant Supervisor

School	Job Titles
Pub/Enviro Aff	Content Acquisition Specialist
Pub/Enviro Aff	Coordinator of Clinical Assistive Technology Services
Pub/Enviro Aff	Correctional Officer, Custody
Pub/Enviro Aff	Cosmetologist
Pub/Enviro Aff	Deputy
Pub/Enviro Aff	Development Service Professionals
Pub/Enviro Aff	DNA Technologist
Pub/Enviro Aff	Executive Assistant
Pub/Enviro Aff	Executive Director
Pub/Enviro Aff	Family case manager
Pub/Enviro Aff	Finance Assistant
Pub/Enviro Aff	Financial Management Analyst
Pub/Enviro Aff	Fleet Logistics Coordinator
Pub/Enviro Aff	Fleet Logistics Coordinator
Pub/Enviro Aff	floor plann specialist
Pub/Enviro Aff	Home-Maker/Parent Aid
Pub/Enviro Aff	Independent Contractor
Pub/Enviro Aff	Infantry Squad Leader
Pub/Enviro Aff	Juvenile Correctional Officer
Pub/Enviro Aff	Key Holder
Pub/Enviro Aff	Lawyers Assistant
Pub/Enviro Aff	Legal Assistant
Pub/Enviro Aff	Legal Secretary
Pub/Enviro Aff	Legislative Assistant
Pub/Enviro Aff	Legislative Intern
Pub/Enviro Aff	Licensing Administrator
Pub/Enviro Aff	Lieutenant EMS Educator
Pub/Enviro Aff	Mail processing clerks
Pub/Enviro Aff	Material Handler

School	Job Titles
Pub/Enviro Aff	Package Handler
Pub/Enviro Aff	Paramedic
Pub/Enviro Aff	Patrol officer
Pub/Enviro Aff	Personal Banker/Member Service Rep
Pub/Enviro Aff	Probation Officer
Pub/Enviro Aff	Project manager
Pub/Enviro Aff	Recruiter
Pub/Enviro Aff	Recruitment and Advertising Specialist
Pub/Enviro Aff	Sales
Pub/Enviro Aff	Sales and Club Manager
Pub/Enviro Aff	Sales Manager
Pub/Enviro Aff	Screenprint Tech
Pub/Enviro Aff	Secretary/ lab assistant
Pub/Enviro Aff	Security Guard
Pub/Enviro Aff	Security Officer
Pub/Enviro Aff	Security Officer/First Responder
Pub/Enviro Aff	Shift Manager
Pub/Enviro Aff	Shop helper
Pub/Enviro Aff	Site Director
Pub/Enviro Aff	Skilled Trades Supervisor
Pub/Enviro Aff	SOS/Credit Coordinator
Pub/Enviro Aff	Staffing Coordinator
Pub/Enviro Aff	Teacher
Pub/Enviro Aff	Teaching Assistant
Pub/Enviro Aff	Therapist
Pub/Enviro Aff	Transportation Security Officer
Pub/Enviro Aff	Trooper Trainee
Pub/Enviro Aff	Warehouse Associate
Pub/Enviro Aff	Warehouse Manager

School	Job Titles
Pub/Enviro Aff	Watch Desk Officer
Pub/Enviro Aff	Youth Development Specialist
Public Health	Accountant Coordinator
Public Health	Administrative Manager
Public Health	Assistant Manager
Public Health	Bartender
Public Health	Certified Pharmacy Technician
Public Health	Charge Entry
Public Health	Clinical Research Coordinator
Public Health	Communications Assistant
Public Health	Customer Service Rep
Public Health	Family case manager
Public Health	Health Inspector
Public Health	Instructional Assistant/Career Job Coach
Public Health	Intake Specialist/Family Case Manager 2
Public Health	Life insurance sales agent
Public Health	Medical nutrition coordinator
Public Health	Medical scribe
Public Health	Member services representative
Public Health	Mounds Campaign Outreach Associate
Public Health	Non-Medical Case Manager
Public Health	Operations Manager
Public Health	Outreach Associate
Public Health	Patient Access Specialist
Public Health	Patient Experience Specialist
Public Health	Patient Service Representative
Public Health	Program Coordinator
Public Health	Project Coordinator

School	Job Titles
Public Health	Provider Relations
Public Health	Public health therapist.
Public Health	Registration, Telecommunications Clerk
Public Health	Rehab Director
Public Health	Sales Rep
Public Health	Sr. Clinical Study Assistant
Public Health	Talent Acquisition Intern
Science	ABA therapist
Science	Account Executive
Science	Administrative Specialist for College of Communication
Science	Air Traffic Control
Science	Analytical Chemist I
Science	Ascend Technical Consultant
Science	Assistant Campaign Manager
Science	Associate Chemist
Science	Associate Consultant
Science	Associate Oracle Developer
Science	Associate Software Engineer
Science	Associate Technologist
Science	Behavioral Clinician
Science	Behavioral Technician
Science	Behavioral Therapist
Science	Biologist
Science	Care Coordinator
Science	Care Manager
Science	Carmel Senior Living
Science	Case Manager
Science	Casemanager
Science	Chemist

School	Job Titles
Science	Communications apprentice
Science	Comptroller
Science	Criminalistic
Science	CRO Coordinator
Science	Customer service representative
Science	Data Analyst
Science	Data and Finance Associate
Science	Data Improvement Specialist
Science	Data Specialist
Science	Data Specialist Software Engineer
Science	Daycare Teacher
Science	Deckhand
Science	Delivery Driver
Science	Developer
Science	DevOps Engineer
Science	Direct Support Care Professional
Science	DNA Technologist
Science	Engineer
Science	Family case manager
Science	Family Support Specialist
Science	Field Geologist
Science	Field Scientist
Science	Financial Professional
Science	Foster Care Coordinator and Medical Manager
Science	Full Stack Web Developer
Science	General Labor
Science	Head Cashier
Science	Implementation Consultant/Developer
Science	Intern

School	Job Titles
Science	Inventory MAnager
Science	IT Specialist
Science	Jr. Developer
Science	Jr. Software Engineer
Science	Junior Developer
Science	KPaul
Science	Lab Assistantf
Science	Lab Technician
Science	Laboratory Tech
Science	Laboratory Technician
Science	Lad Assistant
Science	Language Coordinator
Science	Lead Hostess
Science	Life Skills Specialist
Science	Loan Advisor
Science	Long Term Substitute for High School Chemistry
Science	Medical Programs Coordinator
Science	Medical scribe
Science	Microbiologist II
Science	N/A
Science	Office Assistant
Science	Office Assistant and Unit Secretary
Science	Office manager
Science	Operational Manager
Science	Operations Data System Analyst
Science	Operations Technician
Science	Outreach counselor
Science	Owner
Science	Owner/President

School	Job Titles
Science	Pharmacy technician
Science	Photographer/assistant
Science	Prior Authorization Technician
Science	Production Operator
Science	Project Coordinator
Science	Qc lab tech
Science	Quality Control Representative
Science	Quality Control Technician
Science	Rate Assurance Auditor 3
Science	Receptionist
Science	Research Assistant
Science	Research Assistant II
Science	Research Technician
Science	Sales and Event Coordinator
Science	Sales Associate
Science	Sales Manager
Science	Sales Rep
Science	Sample Handling Assistant
Science	Senior Lab Texh
Science	Server

School	Job Titles
Science	Skills Development Specialist
Science	Software Developer
Science	Software Engineer
Science	Software Engineer 1
Science	Specimen Processor
Science	Store manager (team lead)
Science	Study Technician
Science	Support Developer
Science	Talent Acquisition Partner
Science	Talent Optimization Associate
Science	Team Lead Central Records
Science	Technician 1
Science	Therapist
Science	Workforce Planning Assistant
Social Work	Case Manager
Social Work	CICOA Aging and In-Home Solutions
Social Work	Direct Care Technician
Social Work	Discharge Planner
Social Work	Family case manager

School	Job Titles
Social Work	Fcm
Social Work	Home Based Family Case Worker
Social Work	Job coach
Social Work	La Beaute Spa Du Jour
Social Work	Lead Facilitator
Social Work	Peer specialis
Social Work	Qualified Intellectual Disabilities Professional
Social Work	Rehabilitation Services Provider
Social Work	Resource Specialist
Social Work	Self Sufficiency
Social Work	Site Activation Manager
Social Work	Social Worker
Social Work	Spanish Medical Interpreter
Social Work	Staffing consultant
Social Work	Stem Resource
Social Work	Therapeutic foster care case manager
Social Work	Visitation Specialist
Social Work	Wrap Facilitator

**IUPUI Comprehensive Student Records Taskforce Transition to PRAC
January 2017**

Comprehensive Student Records Project: In the Fall 2015, IUPUI was selected as one of 12 institutions from across the country to participate in a Comprehensive Students Records Project. The Registrar and Admissions Officer Professional organization (AACRAO) along with the Student Affairs Professional organization (NASPA) partnered with the Lumina Foundation to coordinate the Project.

What are we trying to address? How do we better align student and employer needs for a more comprehensive reflection of student learning? How do we help students better understand their overall learning and how to best articulate it? How can we capture evidence of student learning that is outside of classroom grades?

Overall Expectation: The goal of the project was accelerate the creation of a more comprehensive record that would include more than what is now available on the official academic transcript. In essence, the idea was to develop a framework and a record that would reflect all of the student learning that is occurring outside of the classroom. A product/record was to be delivered by December 2016.

Project Team: Each institution was expected to have a 4-member team consisting of the Registrar as Chair, a member from the campus Student Affairs office, and two other members chose by the campus.

IUPUI Project Overview: An IUPUI Comprehensive Student Records taskforce was convened, chair by the IUPUI Registrar. This taskforce met from October 2015 through December 2016.

Guiding Principles:

True partnership between Student Records and Student Affairs

Creation of an "achievement record" reflecting learning experiences that have been assessed based on established learning outcomes and associated rubrics. While participation in campus activities is certainly a great indicator of engagement, the new record is intended to record learning based on established expected outcomes. Other participation in various events and activities should continue to be reported and recorded via the Student Affairs Collegiate Link application (The Den).

Assessment is to be based on at least one (and up to three) of the Principles of Co-Curricular Learning (as they closely align with the Principles of Undergraduate Learning).

Verified by the campus Registrar to represent the veracity of the document and that the institution is standing behind the learning.

The record should be graphically engaging and pleasing, not ledger style.

IUPUI Project Outcomes: At the completion of the CSR Taskforce work, IUPUI had established the following:

- The name of the record is the Record of Experiential and Applied Learning (REAL)
- Six broad experience categories were established with the idea that each experience should fall into one of these six areas: Diversity, Global Engagement, Internships/Career Development, Leadership, Research, and Service.
- A template was established for requests for new experiences to be added to the record. Includes summary of the experience, which PCLs are being used for assessment, what associated student reflection and rubrics, which individuals will be doing the assessment. Template would be completed by the Center or unit coordinating and assessing the relevant experience.
- Template to be reviewed by campus governing body (up to this point, the CSR taskforce) for approval.
- If a new experience is approved, Registrar would establish relevant tables and codes within the Student Information System.
- At point where the experience is to be added to individual student record, a workflow process was established with initiation from the originating office/Center/unit, one to two levels of approval with final sign off by the Office of the Registrar. At that point, the experience would automatically be added to the REAL.
- For the initial rollout, 5 pilot experiences were approved by the taskforce after review of completed requests using template noted above.
- Graphical draft was reviewed (completion is still currently underway).
- List of other potential student experiences was drafted.
- Numerous presentations were conducted for various campus committees/councils including IFC-EC, CRG, APPC, Recorders+ and others.
- Meetings are scheduled in January and Feb of 2017 to complete a marketing and communications plan for new Fall 2017 students and the wider IUPUI audience.
- Pilot project completed December 2016 with 5 experiences (mentioned above) able to be uploaded to the Student Information System by approved individuals in those Centers using a workflow application. Experiences back to Fall 2015 can be added. These experiences will be displayed on the REAL once the graphic design is complete.
- REAL will be available to students to see in Student Self Service.

Campus Review, Discussion and Outcomes

After discussion with Indianapolis Faculty Council Executive Committee on two occasions, it was agreed that it is entirely possible and a positive outcome for students to end up with both a completed course and an experience on the REAL based on that course. For example, an internship course may be required to satisfy degree requirements but that experience could also be assessed based on reflection and PCLs as part of addition to the REAL. A student might complete a 2.0 credit hour internship as part of their degree requirements. If the student experience was also connected with the Career Placement Office or with a process in the academic unit with approved assessment based on PCLs having gone through the process outlined above, the student would have the experience also reflected on the REAL. The idea is that the experiential learning record augments the official academic record course and grade.

LOOK TO THE FUTURE - Effective January 2017

Since the CSR Taskforce completed their assignment in December 2016, campus discussion occurred about what campus committee/council should be charged with reviewing and approving new experiences for the REAL from this point forward. Since the strength of the IUPUI REAL if based on the reflection and assessment, it has been determined that review and approval of new experiences for the record be turned over to the existing Program Review and Assessment Committee (PRAC). Once an experience and its assessment process is approved by PRAC, the Registrar will take over to assure SIS tables and workflow are set up. The unit/Center making the experience proposal will be charged with individual student assessment and using the workflow application to load the experience to the record.

Program Review and Assessment Committee (PRAC) Charge and Business Process:

PRIMARY: Review proposals for new experiences to be posted to the REAL. Assure appropriate assessment is in place to verify learning objectives for each experience to be recorded. In addition to PRAC reviewing and approving new experiences, system should be established to review "current" experiences after a specified period of time (3 year review? 5 year review?)

BUSINESS PROCESS: If a new experience is approved by PRAC, signed and approved document will be forwarded to Registrar's Office, (provide Registrar contact information here):

Registrar will work with USSS and UITS to set up appropriate tables in the SIS

Registrar will work with unit/Center to collect individual names for workflow process

Registrar will contact relevant unit/Center to verify when SIS tables and workflow process ready to accept student experiences

Other considerations for PRAC: Perhaps assign subcommittee with continued representation from the CSR taskforce to address the following:

- Review current processes, documents, business model and implement any approved revisions or improvements
- Provide guidance on creation of website with general information, REAL experience template, assessment user agreement, etc.
- Provide guidance on a business model for sustainability as more experiences are approved and more students participate
- Provide guidance on continued marketing and communications plans

IUPUI COMPREHENSIVE STUDENT RECORDS (CSR) PROJECT



Mary Beth Myers
Registrar & CSR Lead, IUPUI
February 7, 2016

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Background

- Higher education is recognizing that student learning occurs in numerous places and ways outside of our traditional classrooms
- How might we reflect these experiences so students are better able to demonstrate and articulate their overall learning



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AACRAO/NASPA/LUMINA PROJECT IUPUI Invited

Source: Comprehensive Student Record Project Overview, Chicago, 10/2015

1. Accelerate the creation of a comprehensive student record that includes more than the "official academic record."
2. Develop a framework for the development of these records.
3. Document the operational and policy considerations for registrars, student affairs officers and other higher education professionals to share with their campuses.
4. Document ways in which the credit hour limits or fails to limit the development of student records



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AACRAO/NASPA PROJECT & IUPUI Invited!

Source: Comprehensive Student Record Project Overview, Chicago, 10/2015

5. Directly assist a group of 12 institutions in developing models of more comprehensive records that may include:
 - Learning outcomes for experiences outside the classroom
 - Co-curricular learning records and outcomes
6. Communicate the results of the project to higher education audiences, generally:
 - During the project to discuss challenges, progress, results.
 - At the conclusion of the project to provide models that institutions may choose to emulate.



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GOALS OF THE IUPUI PROJECT

True partnership between Student Record and Student Affairs

Creation of a student achievement record reflecting **ASSESSED** learning experiences that have occurred outside of the classroom

Registrar-verified, delivered electronically

Include link to student self-reported co-curricular activities



Accomplishments

- Template created to submit requests for experiences to be reflected on record
- Five pilot experiences approved
- User Assessment Agreement
- Workflow process to submit each completed student experience
- Record of Experiential and Applied Learning drafted



IUPUI Achievement Record - Initial Experiences

Verified Experience

Responsible Office

Internships	Campus Career & Advising Services
Service	Center for Service & Learning
Student Abroad	International Services
UG Research	Center for Research & Learning
Diversity	Office of Diversity: Multi-Cultural Center



Future

PRAC: Approve New Experiences

Registrar:

- Set up SIS tables
- Set up workflow
- Establish workflow users with units
- Solicit signed User Assessment agreements



MARKETING

IUPUI INTERNAL

- Establish website with summary and documents

STUDENT

- Prominence on IUPUI website ("brand")
- Facebook 2021 page
- Career Planning and Placement Office
- Themed Learning Community & Gateway classes
- Other Campus Councils
- OTHER!



COMPARATIVE ASSESSMENT OF SOFTWARE
PROFICIENCIES BETWEEN INTERIOR DESIGN
TECHNOLOGY STUDENTS AND INDUSTRY
PRACTITIONERS FOR THE PURPOSE OF
STANDARDIZATION
AND CERTIFICATE CREATION

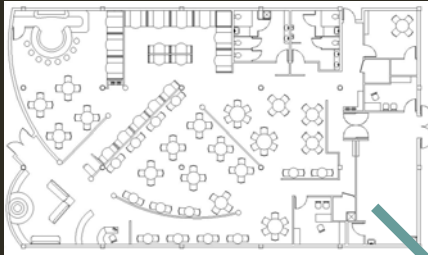
PRAC COMMITTEE
FEBRUARY 9, 2017

Emily McLaughlin
Darrell Nickolson
Spring-Summer 2015

THE IMPORTANCE OF SOFTWARE IN THE
INTERIOR DESIGN DISCIPLINE



AUTOCAD VS. BUILDING INFORMATION MODELING (BIM)



GOALS OF THE PRAC GRANT

To examine where our graduates go to work

To examine what software programs and features professionals in these areas are using

To create a certificate which appeals to a variety of **undergraduate disciplines** as well as **industry** related to modern BIM training

PROCESS AND FINDINGS

Used Survey Monkey to create a 10 question inquiry related to software use

Sent it to:

- Top 20 Commercial Construction firms in IBJ book of lists
- Top 20 Commercial Architecture firms in IBJ book of lists
- Top 20 Commercial Interior Design firms in IBJ book of lists

32% Response Rate

Highest ranked software: AutoDesk Revit

Estimating materials, Estimating mechanical and plumbing supplies, Installation schedules, Energy Efficiency, Graphic Communication/Construction Drawings

THE CERTIFICATE

Created a curriculum:

ART 11700 (3 cr) – Intro to Construction Drafting with AutoCad

ART 15500 (3 cr) – Residential Construction (using Revit)

ART 22200 (3 cr) – Commercial Construction (using Revit)

TECH 30400 (3 cr) – Green Building Information Modeling (BIM)

ART 47600 (3 cr) – Writing CD's for Building Information Modeling (BIM)

ART 49000 (3 cr) – Directed Project

Passed ET Undergraduate Education Committee Fall 2015

Passed ET Faculty Senate vote Spring 2016

CHALLENGES

Spring 2016

- Program lost one full-time faculty member to retirement
- Department Chair stepped down; New Chair Fall 2016

- Lack of faculty replacement has challenged workload for the program
- Time and resources needed to train on BIM software
- Plans to move forward offering the certificate slower than anticipated

THANK YOU!