



CAREER CENTER

# ANNUAL REPORT

2018 - 2019

**UNK**<sup>®</sup>  
College of Business & Technology  
CAREER CENTER

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Dear Career Center Supporter,

The 2018-19 academic year proved successful in regards to student outcomes, experiential learning opportunities and employer engagement.

One of the best data points we have to measure the success rate of our students is the annual placement rate. For the 2017-18 academic year, 95% of our graduates either found full time employment in a field relative to their major or enrolled a graduate program. Our placement rate has hovered around 90% for the last few years, so a spike in this number is very encouraging. Starting salaries of our graduates continue to remain competitive as the median salary for CBT graduates was \$42,000 for the 2017-18 academic year.

In addition to stellar student outcomes, our students continue to see value in completing internships. Seven programs within the College of Business & Technology require students to complete an internship, while other programs allow internship credit to serve as an elective course. As a result, the Career Center administered 172 internships last year. Most internships were conducted within 100 miles of the Tri-Cities, but we also had interns in North Carolina, Arizona, Texas and Illinois!

The Career Center also finds new ways to connect students with employers. In October, we hosted the inaugural “Agribusiness Showcase” event in conjunction with the university-wide career fair. Companies like Bayer, Cargill, Pioneer, Nutrien Ag Solutions and many more had the opportunity to network with students. We also hosted an “IT Career Showcase” in February where companies like Buckle, Five Nines, Lutz, Sandhills Publishing and Xpanxion connected with students majoring in IT, Computer Science and INT. Both events are meant to address a workforce need relative to the Tri-City area.

Many success stories of our students in College of Business & Technology come in large part from the support from our stakeholders. If you would like to know more information on how you or your company can be more involved with the Career Center, please feel free to contact me.

All the best,



**Dustin Favinger**

Director

College of Business & Technology Career Center

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# MISSION & OBJECTIVES

## MISSION

The College of Business & Technology Career Center provides personal and professional development for College of Business & Technology students through experiential learning and career planning.



## HOW OUR MISSION IS ACHIEVED

- Providing students with opportunities for professional growth through employer networking events, mentoring activities and development of career portfolio materials.
- Linking students to high quality and impactful internships.
- Serving as a resource to students in the transition to life after college.

# CAREER CENTER STAFF

## DUSTIN FAVINGER, DIRECTOR

favingerdd@unk.edu | (308) 865-8066

**Hometown:** Minden, NE

**Family:** Wife, Lindsey. Son, Dylan (age 4).

**Major in college:** Undergraduate: Sports Administration; Graduate: Master's degree in Education, emphasis in Sports Administration and an MBA



**Best advice to give college students on securing full time employment:**

College is about finding out what you like and don't like. Explore different disciplines until you find one that is both marketable in the workplace and one you are passionate about. It's difficult to find this combination without exploring, being involved, meeting people and stepping outside of your comfort zone on a continuous basis. The key is to start this process as early as possible!

**Best advice to give employers looking to recruit students:** Build an internship program while being present on campus. Students will feel more and more comfortable speaking to companies who are always present at university events. Combine this level of familiarity with a great internship program, employers will have little trouble finding talent.

**What do you know now that you wish you knew in college:** How important it is to step outside of your comfort zone. It's difficult to grow personally and professionally if we don't take on new challenges that pushes us to be a better version of ourselves.

**Best piece of "life advice" you've ever received:** An email from a colleague of mine said "Be kind, for everyone is fighting their own battle". This quote has stuck with me for quite some time and it is one that I try to live by every day.

## BRENDA JOCHUM, ASSOCIATE DIRECTOR

jochumb@unk.edu | (308) 865-8122

**Hometown:** Axtell, NE

**Family:** Husband, Scott. Son, Zach (age 18). Daughter, Katelynn (age 15).

**Major in college:** Organizational Communications



**Best advice to give college students on securing full time employment:**

Begin making connections with companies as early as your freshman year and look for work experiences as an underclassman that compliment your degree. By doing so you will have more connections and more opportunities when you graduate.

**Best advice to give employers looking to recruit students:** Talk with all levels of students from freshman to senior. Freshman and sophomores may be visiting with companies for the first time and they remember early interactions with employers as they look for internships and full-time positions. Also, critical to recruitment success is timely follow up with applicants.

**What do you know now that you wish you knew in college:** As a time of life exploration, there are unique opportunities in college you will never have again such as working different jobs to gain experiences and build soft skills, being involved and serving as a leader in student organizations, and participating in study abroad opportunities.

**Best piece of “life advice” you’ve ever received:** Whatever you do work at it with all your heart. Focus your thoughts on what is authentic, honorable, beautiful, respectful and kind. Be thankful always.

## JANICE WOODS, ASSOCIATE DIRECTOR

woodsje@unk.edu | (308) 865-8979

**Hometown:** Erie, Kansas

**Family:** Husband, Waylon. Sons, Hank (age 8), Simon (age 5).

**Major in college:** Bachelor's degree in Food Science and Industry, minor in Business. Master's degree in Food Science. Both from Kansas State University.



**Best advice to give college students on securing full time employment:** Don't stress too much about finding a dream job. Look for a workplace culture that is compatible to you and your situation. No job is perfect. You will be surprised where you end a 4-5 years after college. Salary should be 3rd or 4th on the list of reasons to take a job.

**Best advice to give employers looking to recruit students:** HAVE AN INTERNSHIP PROGRAM! Recruit out of your internship program. Also, students today are looking for ways to make an impact in their community or feel good about the job or career they choose. Make sure they know these things about your company. Develop good relationships with the campus career offices.

**What do you know now that you wish you knew in college:** Don't put so much pressure on yourself to find the "perfect" job.

**Best piece of "life advice" you've ever received:** Find a good work/life balance. Understand how the work that you do fits into how the world operates, and you will strive to do a good job.

## MANDY

sandmm@unk.edu

**Hometown:** Bertrand, NE

**Family:** Husband, Jonny. Three girls - Adrian (9), Elle (7), Tilden (4).

**Major in college:** Associates of Applied Science in Dental Assisting (Mid-Plains), Certificate in Health Information Management Technology (Central Community College), Bachelor's of Science in Business Administration, emphasis in Management (UNK), and currently enrolled in UNK's MBA program.



**Best advice to give college students on securing full time employment:** Take your time throughout your time in school to see what kinds of jobs become available within your major and that interest you. Double check to make sure you are meeting requirements needed for the job then take an elective to meet that requirement if it would help make yourself more marketable once you graduate.

**Best advice to give employers looking to recruit students:** Have a conversation with the students to get to know them and not just use the standard interview questions. CBT students have a lot more to offer than what might be solely found on a resume or the bare bones of a requirement of a job.

**What do you know now that you wish you knew in college:** I wish I had known what my strengths were the first time I went to school. I'm positive I would have chosen a different career path instead of waiting to figure it out 10 years later. Sometimes we overlook our strengths because they come natural to us, but really they are what help us to be successful and interested in a job.

**Best piece of "life advice" you've ever received:** Communicate but don't over communicate... understand what the circumstance calls for. Be flexible when the situation calls for adaptability, be a leader when the situation needs direction, and be a follower when needed. Understand the situation and those around you.

# CAREER COURSES



## **BSAD 100 “Exploring Business”**

The goal of this course is to help the student make a successful transition from high school to the College of Business and Technology by providing opportunities to explore various business disciplines in order to determine a career outlook that suits the student’s strengths and interests.

- 6 sections of BSAD 100
- ~200 students



## **BSAD 400 “Professional Readiness”**

The goal of this course is to help the student make a successful transition from the College of Business & Technology to future professional success. Students will be expected to take an active involvement in activities designed to enhance professional readiness and help establish positive future connections with the college and business communities.

- 6 sections of BSAD 400
- ~150 students

# CAREER CENTER PROGRAMMING



*Agribusiness students networking with agriculture employers*

## **AGRIBUSINESS SHOWCASE**

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October 4, 2018  
13 companies  
32 company representatives



*Kearney Chamber President and CEO Derek Rusher talks with NEXT students*

## **NEXT PROGRAM**

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13 students  
8 group meetings



*Representatives from Union Pacific networking with College of Business & Technology students*

## **NETWORKING RECEPTION**

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February 7, 2019  
25 companies  
52 company representatives



## COMPANY CONNECTIONS

Lutz  
 Bayer  
 Fastenal  
 Prudential  
 Xpanxion  
 GIX Logistics

Sandhills Publishing  
 Independent Insurance Agents of  
 Nebraska  
 Renaissance Financial  
 Parker Hannifin



*Buckle representatives visits with IT students about internship opportunities*



*Dr. Matt Miller presenting on the Cyber Systems department within the College of Business & Technology*

## IT CAREER SHOWCASE

February 7, 2019  
 17 companies  
 49 company representatives



*Bailee Knott (GIX Logistics), Brenda Sutherland (Buckle), Derek Rusher (Kearney Area Chamber of Commerce) and Sheana Smith (Lutz) discuss recruiting strategies to career services professionals*

## **NCCSA (Nebraska Colleges & Career Services Association)**

Fall 2018 Meeting held at UNK  
 40 career service professionals from 14 college and universities across Nebraska met to network and discuss best practices in career services



*Dr. Jim Vaux speaking to Construction Management students and employers*

## **CONSTRUCTION MANAGEMENT SHOWCASE**

October 4, 2018  
 6 companies  
 15 company representatives



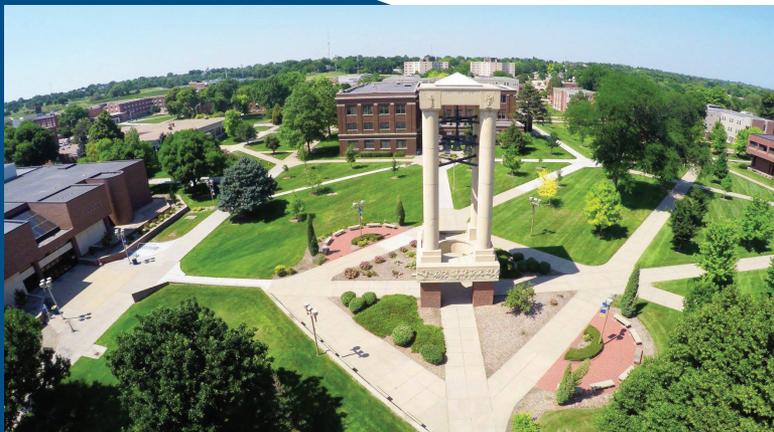
*Jeff Crick and Chris Rutt promoting career opportunities with Parker Hannifin (McCook, NE)*

## **PARKER HANNIFAN ETIQUETTE DINNER**

April 9, 2019  
 27 students

# CBT FIRST DESTINATION REPORT

2017 - 2018 ACADEMIC YEAR



2017-2018 PLACEMENT REPORT

**PLACEMENT RELATIVE TO DEGREE EARNED**

*based on 81% response and knowledge rate of CBT graduates*



**GRADUATE SALARIES**

MEDIAN SALARY: \$42,000



**INTERNSHIPS**



**WHERE ARE OUR GRADS HIRED?**

**NEBRASKA PLACEMENT**

*based on 81% response and knowledge rate of CBT graduates*



# ACCOUNTING

## PLACEMENT RELATIVE TO DEGREE EARNED

*based on 86% response and knowledge rate of CBT graduates*



## GRADUATE SALARIES

MEDIAN SALARY: \$45,000



## DID YOU KNOW...

**90%** of accounting students who completed an internship were offered a full-time position with the company they interned with.  
**100%** of these offers were accepted.

## WHERE ARE OUR GRADS HIRED?

### NEBRASKA PLACEMENT

*based on 86% response and knowledge rate of CBT graduates*



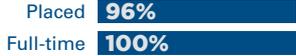
## POSITIONS

- Staff Accountant
- Accountant
- Auditor
- Purchasing Agent
- Financial Planner
- Financial Analyst

# AGRIBUSINESS

## PLACEMENT RELATIVE TO DEGREE EARNED

based on 88% response and knowledge rate of CBT graduates



## GRADUATE SALARIES

MEDIAN SALARY: \$40,000



## DID YOU KNOW...

**75%** of Agribusiness graduates were offered a position with the company after their internship

## WHERE ARE OUR GRADS HIRED?

### NEBRASKA PLACEMENT

based on 88% response and knowledge rate of CBT graduates



## POSITIONS

- Ag Lender
- Bank Examiner
- Crop Insurance Agent
- Agronomist
- Agronomy Sales

# BUSINESS ADMINISTRATION

## PLACEMENT RELATIVE TO DEGREE EARNED

*based on 71% response and knowledge rate of CBT graduates*



## GRADUATE SALARIES

MEDIAN SALARY: \$45,000



## WHERE ARE OUR GRADS HIRED?

### NEBRASKA PLACEMENT

*based on 71% response and knowledge rate of CBT graduates*



Other States: Colorado, Virginia, Minnesota, Utah and Missouri



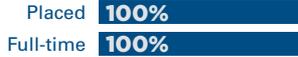
## POSITIONS

- Real Estate Appraiser
- Account Manager
- Sales Representative
- Legal Assistant
- Claims Adjuster

# CONSTRUCTION MANAGEMENT

## PLACEMENT RELATIVE TO DEGREE EARNED

*based on 80% response and knowledge rate of CBT graduates*



## GRADUATE SALARIES

MEDIAN SALARY: \$59,000



## DID YOU KNOW...

Construction Management students are required to complete an internship prior to their last year at UNK. They also are required to have field experience prior to the internship. This commitment to experiential learning ensures students are fully prepared when entering the workforce.

## WHERE ARE OUR GRADS HIRED?

### NEBRASKA PLACEMENT

*based on 80% response and knowledge rate of CBT graduates*



Other States: Arizona and Missouri



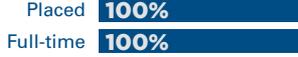
## POSITIONS

- Estimator
- Field Engineer
- Foreman
- Project Coordinator
- Field Superintendent
- Superintendent Apprentice

# FINANCE

## PLACEMENT RELATIVE TO DEGREE EARNED

based on 83% response and knowledge rate of CBT graduates



## GRADUATE SALARIES

MEDIAN SALARY: \$40,000



## DID YOU KNOW...

**60%** of Finance graduates completed an internship during their time at UNK  
**67%** were offered a position with the company after their internship **100%** accepted the offer

## WHERE ARE OUR GRADS HIRED?

### NEBRASKA PLACEMENT

based on 83% response and knowledge rate of CBT graduates



RENAISSANCE FINANCIAL



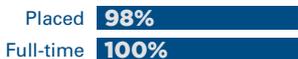
## POSITIONS

- Financial Advisor
- Financial Analyst
- Sales Representative

# INDUSTRIAL DISTRIBUTION

## PLACEMENT RELATIVE TO DEGREE EARNED

*based on 89% response and knowledge rate of CBT graduates*



## GRADUATE SALARIES

MEDIAN SALARY: \$45,000



## WHERE ARE OUR GRADS HIRED?

### NEBRASKA PLACEMENT

*based on 83% response and knowledge rate of CBT graduates*



Other States: Missouri, Washington, Wisconsin, Illinois, Colorado, North Carolina, Arizona, Louisiana and Minnesota



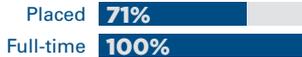
## POSITIONS

- Inside Sales Representative
- Account Manager
- Sales Trainee
- Project Specialist
- Outside Sales Trainee
- Management Trainee

# INFORMATION NETWORKING TELECOMMUNICATIONS

## PLACEMENT RELATIVE TO DEGREE EARNED

*based on 88% response and knowledge rate of CBT graduates*



## GRADUATE SALARIES



MEDIAN SALARY:  
\$40,000

## WHERE ARE OUR GRADS HIRED?

### NEBRASKA PLACEMENT

*based on 88% response and knowledge rate of CBT graduates*



Other States: Oklahoma



## POSITIONS

- Telecommunications
- Computer Analyst
- Network Support
- Support Engineer
- Network Coordinator
- Helpdesk Technician I
- Field Support Technician

# INTERIOR & PRODUCT DESIGN

## PLACEMENT RELATIVE TO DEGREE EARNED

*based on 56% response and knowledge rate of CBT graduates*

Placed	<b>100%</b>
Full-time	<b>100%</b>

## GRADUATE SALARIES



MEDIAN SALARY:  
\$32,000

## WHERE ARE OUR GRADS HIRED?

### NEBRASKA PLACEMENT

*based on 56% response and knowledge rate of CBT graduates*

 **33%** Central Nebraska

 **66%** Eastern Nebraska

Other Areas: Washington and Japan



## POSITIONS

- Design Assistant
- Design Coordinator
- Associate Interior Designer
- Administrative Designer

# MANAGEMENT

## PLACEMENT RELATIVE TO DEGREE EARNED

based on 77% response and knowledge rate of CBT graduates



## GRADUATE SALARIES

MEDIAN SALARY: \$32,000



## WHERE ARE OUR GRADS HIRED?

### NEBRASKA PLACEMENT

based on 77% response and knowledge rate of CBT graduates



Other States: Iowa, Texas and Nevada



## POSITIONS

- Marketing Director
- Market Analyst
- Assistant Buyer
- Claims Adjuster
- HR Specialist
- Loan Processor

# MARKETING

## PLACEMENT RELATIVE TO DEGREE EARNED

*based on 50% response and knowledge rate of CBT graduates*



## GRADUATE SALARIES

MEDIAN SALARY: \$30,000



## WHERE ARE OUR GRADS HIRED?

### NEBRASKA PLACEMENT

*based on 89% response and knowledge rate of CBT graduates*



Other States: Pennsylvania



## POSITIONS

- Social Media Specialist
- HR Coordinator
- Brand Development
- Women's Merchandising
- Digital Account Manager

# SUPPLY CHAIN MANAGEMENT

## PLACEMENT RELATIVE TO DEGREE EARNED

*based on 94% response and knowledge rate of CBT graduates*



## GRADUATE SALARIES

MEDIAN SALARY: \$50,500



## DID YOU KNOW...

Students in Supply Chain Management are required to complete an internship prior to graduation. Internships not only help students gain firsthand experience in their field of study, but they also serve as an opportunity to network with industry professionals.

## WHERE ARE OUR GRADS HIRED?

### NEBRASKA PLACEMENT

*based on 94% response and knowledge rate of CBT graduates*



Other States: Ohio, South Dakota, Texas and Illinois



## POSITIONS

- Production Manager
- Buyer
- Transportation Manager
- Supply Chain Specialist

# CBT INTERNSHIP REPORT

2017 - 2018 ACADEMIC YEAR





## ANDREW BURIVAL

Summer 2018

Sandhills Publishing

Supply Chain  
Management major



## BRENT ANDERSON

Summer 2018

Graybar

Industrial Distribution  
major



## RACHEL FANGMEIER

Summer 2018

Landmark Implement

Agribusiness major



## ALEXIS JONES

Summer 2018

Studio B Design

Interior & Product  
Design major

## 172 INTERNSHIPS CONDUCTED IN 2017 - 2018

MAJOR	# OF INTERNSHIPS
Accounting .....	12
Agribusiness.....	9
Business Administration.....	16
*Construction Management.....	11
*Early Childhood & Family Advocacy.....	3
Economics.....	1
Finance.....	2
*Family Studies .....	39
*Industrial Distribution.....	13
*Interior & Product Design .....	13
*Information Networking & Telecommunications .....	7
Management.....	7
Management Information Systems.....	3
Marketing.....	4
*Supply Chain Management.....	32
<b>TOTAL</b>	<b>172</b>

\*Required internships

### LOCATION OF INTERNSHIPS

Location	#	%
Western NE	5	3%
Central NE	123	72%
Eastern NE	39	23%
Outside NE	4	2%
Outside USA	1	1%



# CAREER CENTER PARTNERS



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**UNK** CAREER CENTER  
*College of Business & Technology*