

Masters of Science in Allied Health Dr. Janette Isaacson, Program Director

2017-2018 Program Assessment Report

Master of Science in Allied Health (MSAH)- Healthcare Leadership

Section 1: Mission, Objectives & Learning Outcomes

Oregon Tech Mission

Oregon Institute of Technology, an Oregon public university, offers innovative and rigorous applied degree programs in the areas of engineering, engineering technologies, health technologies, management, and the arts and sciences. To foster student and graduate success, the university provides an intimate, hands-on learning environment, focusing on application of theory to practice. Oregon Tech offers statewide educational opportunities for the emerging needs of Oregonians and provides information and technical expertise to state, national and international constituents.

Core Theme 1: Applied Degree Programs

Oregon Tech offers innovative and rigorous applied degree programs. The teaching and learning model at Oregon Tech prepares students to apply the knowledge gained in the classroom to the workplace.

Core Theme 2: Student and Graduate Success

Oregon Tech fosters student and graduate success by providing an intimate, hands-on learning environment, which focuses on application of theory to practice. The teaching and support services facilitate students' personal and academic development.

Core Theme 3: Statewide Educational Opportunities

Oregon Tech offers statewide educational opportunities for the emerging needs of Oregon's citizens. To accomplish this, Oregon Tech provides innovative and rigorous applied degree programs to students across the state of Oregon, including high-school programs, online degree programs, and partnership agreements with community colleges and universities.

Core Theme 4: Public Service

Oregon Tech will share information and technical expertise to state, national, and international constituents.

Program Alignment to Oregon Tech Mission and Core Themes

The MSAH program is in perfect alignment with the mission and goals of Oregon Tech especially public service to the communities in Oregon, including rural areas as they are in the most need and have the biggest shortage of qualified healthcare professionals (see section d below). This degree because of its online nature is easily accessible to students throughout Oregon including rural regions of the state.

The MSAH program supports Oregon Tech's mission to offer rigorous applied degree programs by providing scholarly, research based, high quality coursework (aligned with the National Center for Healthcare Leadership guidelines) ensuring student success in the work place. The discipline of allied health leadership in healthcare settings involves effective communication, building relationships, self- confidence, self-development, team leadership, change leadership, accountability, collaboration, organizational development, performance measurements, financial skills, innovative thinking and strategic orientation. These are in alignment with the key elements identified in Oregon Tech's Institutional Student Learning Outcomes (ISLO). The MSAH curriculum



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emphasizes strong foundational course work and hands-on application through real life healthcare cases to prepare students to be effective professionals in their communities. The students in the program are already employed, some are graduates of Oregon Tech who are working to advance their degrees and career opportunities in leadership, management, and administration of public health systems, healthcare systems, hospitals, and hospital networks.

Boundary Spanning

Transformation

Action

Competency
Domains

Health System Awareness
& Business Literacy

Self-Awareness &
Self-Development

Enabling
Competency
Domains

FIGURE 1 | Health Leadership Competency Model 3.0

Oregon TECH

2017-2018 Assessment Report

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Learning experiences are designed to be interactive, scholarly, and practical with real life educational objectives and assignments. A broad offering of courses that include ethics, leadership, population health, healthcare financing, and inter-professional healthcare teams will enable graduates of this program to become leaders in their respective fields.

The MSAH program supports Oregon Tech's mission to provide educational opportunities to the residents of southern Oregon. Residents of southern Oregon who graduate with the MSAH degree can use their new skills to improve healthcare in their own southern Oregon rural communities. This degree will have a direct impact in southern Oregon by helping current practitioners advance their skills and career opportunities.

The MSAH program supports Oregon Tech's current strategic plan. Having a MSAH program will help Oregon Tech towards the goal of having more graduate programs. The MSAH program will be using a large number of Oregon Tech's current seasoned on-campus faculty to teach the majority of the courses plus recruiting/hiring content expert adjuncts from across the country for any remaining courses. Graduates will have an impact on healthcare in the Oregon and everywhere, striving to provide more medical care that is greatly needed.

Program Mission

The purpose of the program is to prepare students for advancement and additional career opportunities within their fields.

Section 2: Program Educational Objectives

Students will be able to:

- Demonstrate critical thinking abilities in order to assess and analyze, concepts, principles, research, clinical findings, and technologies; and evaluate outcomes in order to apply them to professional practice.
- 2. Analyze, interpret, and respond to the major factors influencing healthcare delivery and healthcare policy.
- 3. List and demonstrate basic administration/management and leadership skills.
- 4. Demonstrate quality in working as educators, team players and/or leaders in academic, clinical, or community healthcare settings.
- 5. Demonstrate competency skills in the 28 core competencies outlined by the National Center for Healthcare Leadership Model.

Program Faculty Review

Program Student Learning Outcomes and Objectives were reviewed by program faculty during Fall Convocation Program Assessment Meeting.

The faculty and advisory board meet in Sept. 2017-2018 and reviewed the MSAH program and courses, no changes were made this first year. The members of the committee are from the math, science, medical imaging, ultrasound, respiratory care, population health, library sciences and dental hygiene. There are currently 13 members of the MSAH advisory board and we began meeting 5 years ago to design the program and have continued meeting monthly eversince. The Advisory Board meets at least 1-2 times a quarter now that all courses have been launched to discuss continuous improvement of the program to ensure quality



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Showcase Learning Opportunities

Students will get an amazing learning opportunity with their final projects. They begin working on them and designing them in year one but they completed them the summer of their 2nd year in the program. Students are given an opportunity to develop projects that increase the quality of patient care in their own communities. They can do their projects with others or on their own. They have an opportunity to have an impact in their own communities. The students are taught across many disciplines striving to master the 28 core competencies outlined in the NCHL model.

Section 3: Program History & Vision

Program History

We have successfully launched the first two years of the program; all classes have been taught at least once and we have two graduates. The faculty is across many disciplines to bring in the expertise that is needed to educate these students in healthcare leadership skills.

Growth

There is a shortage of health services managers and a 23% prediction of growth over the next 7 years according to the US Department of Labor (see section 2d). Oregon State has unmet healthcare needs and not enough healthcare professionals especially in rural areas. The results are high preventable hospitalizations, high mortality rates and or above average low birth weights. The need for better healthcare and more healthcare professionals is real and this Master of Science in Allied Health program will begin to address this issue by training and providing much needed healthcare leadership training. In theory, the graduates of the MSAH program will team up with other healthcare experts to better address these concerns both locally and nationally.

Predicted Growth Needs Assessment Data

Projections from the United States Department of Labor Employment of medical and health services managers is projected to grow 23 percent from 2012 to 2022, much faster than the average for all occupations. As the large baby-boom population ages and people remain active later in life, the healthcare industry as a whole will see an increase in the demand for medical services (US Department of Labor, 2012). In particular, it is noted that the number of job openings is expected to exceed the number of MSAH graduates.

Current Student Survey including Alumni Needs Assessment Data

A consistent need has been established from students at Oregon Tech, Alumni and employers for a MSAH. A recent survey was sent to MIT current students, graduate students and employers in the Summer of 2017-2018. 146 students and 73 employers responded to the OIT survey. The survey results indicate that the students are interested in the MSAH program and have the following characteristics.



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- The average age is between 20 and 30 years old,
- 68% female,
- the majority of students have associate and bachelor degrees,
- 67% of the students have worked in the field less than 5 years,
- 89% stated they are working in the field in which they have their degree,
- 57% said they plan on going on to graduate school,
- 73% of those surveyed said they do have financial constraints for family obligations,
- 52% said their employers offer tuition assistance,
- 78% prefer to complete a master's degree completelyonline,
- 82% say they want to pursue a graduate degree on a part-time basis.

The students surveyed said they wanted degrees in their specialties and in education, administration and management.

In addition, 70% of students enrolled in the dental hygiene degree completion program indicate strong interest (rating of 4 or 5 on a 5-point scale) in enrolling in a master's degree program at Oregon Tech. The primary area of interest is in education.

Current Healthcare Employer Survey Needs Assessment Data

73 employers responded to the Oregon Tech Employer survey sent out Spring 2017-2018 and 79% of them said they offer tuition assistance programs for their employees.

- 82% of the employers said that their facility would benefit from their employees achieving an advanced degree. The employers said they had a high need for bachelors and master's degrees for their employees.
- 63% of employers said that they believe having career advancement and/or enhanced salary compensation tied to graduate education would lead to greater retention of healthcare employees.

Focus Group Data

During the fall 2017-2018 term, Dr. Janette Isaacson emailed current degree completion program students (approx. 100 students) in Vascular Technology and in the Echocardiography programs to gather information about their interest in having a MS degree offered. The response was supportive and positive with 21 returned emails from students asking for more information.

Letters of Support from the Healthcare Industry Leaders

Three leaders in the field of echocardiography and vascular technology (David Adams RDCS, Ann Marie Kupinski Ph.D, and Claudia Rumwell, RN) were sent this proposal and were asked for feedback including their opinion on how the MSAH program will be received in the field. These leaders were chosen based on their longevity in the field and expertise in training. All three responses were very positive, and all three healthcare leaders felt the MSAH program will be well received in the field and is very needed (letters appendix A8). Anne Marie Kupinski stated, "I like the idea of an Allied Health Master's program.



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It seems that it would benefit a number of individuals in multiple fields. Most of the courses are useful no matter what the discipline." David Adams said, "I like this pathway much more than the Advanced Cardiac Sonographer it's broader so will open more doors for those wanting to go beyond their current career choices." Claudia Rumwell, RN believes, "I am very excited about what this degree will provide the student who acquires it. It gives that student who wants to better themselves beyond what they already have... more of an edge in moving up into management and/or teaching."

"Although todays healthcare workforce is predominantly female, women continue to experience career advancement problems and remain significantly under-represented in CEO positions (NCHL survey)" A survey conducted by the National Center for Healthcare Leadership found that only 12% of CEOs are female. This MSAH program could effectively increase the role of women in healthcare executive positions and eliminate gender disparities in top executive positions.

Employment Rates and Salaries

Projections from the United States Department of Labor Employment of medical and health services managers is projected to grow 23 percent from 2012 to 2022, much faster than the average for all occupations. As the large baby-boom population ages and people remain active later in life, the healthcare industry as a whole will see an increase in the demand for medical services (US Department of Labor, 2012). In particular, it is noted that the number of job openings is expected to exceed the number of MSAH graduates.

The career data is not yet available on the MSAH students and neither is the exit survey data since we are a new graduate program.

According the Bureau of Labor Statistics the average salary for healthcare leaders is \$88,580 per year, typically \$42.59 per hour and the entry level education is a bachelor degree with advanced degrees being required by the employer. The number of jobs in 2012 was 315,500 and it is growing at a rate of 23%, which is much faster than the average growth.

Meeting with Advisory Board

The Advisory Board meets a couple times a quarter to discuss the continuous improvement of the quarter. There are 13 members of the board and continuous improvement and assessment are discussed at every board meeting. Assessment and alignment to the NCHL model is an agenda item at all meetings. We are tracking which courses are teaching the 28 core compenticies.

Advisory Board Review

The Advisory Board reviewed the Program Mission and Objectives during the academic year.

The advisory board for the MSAH program consists of the following people from across many disciplines. This group meets every month to discuss the implementation of courses, instructors and admission requirements. We implemented a rotating admissions committee to review applicants. Many meetings were spent discussing the GRE and it was decided that alumni with a 3.0 or higher do not have to take it. Non-alumni are now given a choice of taking the GRE, the MAT or doing a written essay. Much time was spent this year working on marketing strategies. The MSAH website was created and updated, a new video was developed and put on the site, along with student quotes, course descriptions and admission requirements. We hold an online webinar every week for potential new students. We developed a front and back glossy advertisement, along with an email ad, a geo-ad and a mailer. We mailed to alumni, licensed healthcare practitioners and graduating seniors. We have begun discussing how we are going to assess all 28 core competencies in the program. In addition, attendance at the national meetings happened this last year to let folks know about the degree and to recruit Page 6 of 26 students.



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Program Enrollment and Retention: We had three students start in the Fall of 2017-2018 as we had a delay with the approval from Northwest Accreditation which delayed the marketing efforts. We grew the first year adding several more students every quarter. We currently have 41 active students at the start of the third year of the program.

Fall 2018: 41 active students

Two total marketing pushes were done

Summer 2017 and Summer 2018

- Two graduates Summer 2018
- Received 73 applications, 16 are in process
- 6 cancelled before admitted
- 3 cancelled after admitted but before starting classes
- 1 switched to a doctorate program before starting
- 1 delayed start but started
- 1 student failed out
- 2 denied admissions because of quality of writing skills
- 2 stopped out-family and work issues

35 active students in the first two years (with only one summer marketing effort) plus 11 new students this fall (following the second marketing push) = **46 total students**

Every class has now been offered once and we have our first graduates.

Quarter	Year 1 2016-2017	Year 2 2017-2018	Year 3 2018-2019
Fall	3	14	11
Winter	2	7	
Spring	1	2	
Summer	5	1	



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Program Graduates

We will have two walk this June for the first time in this new master's degree. Quotes from our first two graduates

Oregon Tech's *Master of Science in Allied Health (MSAH)* program celebrated its first graduates at the end of summer term.



Comments regarding the overall program:

"The degree program affords working health professionals the opportunity to develop skills essential to thriving as a leader in the healthcare field."

"What I treasure most from the program is the application of Servant Leadership in the workplace. The concept of servant leadership would be beneficial to all workplace settings as it enhances employee satisfaction and reiterates the value each employee contributes to their individual place of work."

Comments regarding the Capstone project:

"The capstone project is a great opportunity for MSAH students to lead change in the workplace. The focus was to identify real problems in our departments and develop solutions that are backed with current research and data. This has great potential to change policy, save money, create awareness, and most importantly, impact patient care in a positive and efficient manner.



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Closing the Loop

We did not have any areas that we needed to close the loop on from last year. We had 4 core objectives we measured for assessment in 2016-2017. In 2017-2018, we began expanding our assessment cycle to evaluate 28 core competencies over the next 6 years, to ensure students master all the skills to be a competent healthcare leader. The MSAH is a brand-new program with 2 graduates in 2017-2018. All courses have been launched once and continuous improvement along with alignment to the NHCL model is under way. This will be a six-year process to evaluate all 28 competencies that students are mastering in this program. This is a big undertaking.

A big focus the first two years has been marketing and getting the word out so that enrollments can increase. We had our Statistics instructor rerouted to his department and hired a new statistics instructor that is a cancer research statistician. We developed a grading rubric for the final capstone classes and have given that to students upfront so they know how they will be graded. We had our first two students present and defend their capstone projects to their committees and successfully pass. We took away the licensing requirements for our degree because many in population health and health services in general are interested in gaining healthcare leadership skills. The 28 core competencies are not depending on having a healthcare license but are dependent on a desire to serve others and help their own communities.

I would like to use coursetune software to help ensure the Quality Matters in online teaching rubric. This is particularly important with 28 core competencies to master.

Section 4: Program Student Learning Outcomes Assessment Cycle
Planning 6-year cycle 2017-2023 with a new model NCHL 3.0

The MSAH program follows the NCHL model and it developed a new model in 2017-2018. 28 Core Competencies

	udents will demonstrate upon graduation that they have mastered ealthcare leadership skills in the following 28 core competencies.		2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022- 2023
Domain	/Competency						
BOUNDA Optimizir	COMPETENCY DOMAINS ARY SPANNING ng relationships between a leader's span of control and the departments, tions, communities, and/or broader networks within which it operates.		х				
1.	Community Collaboration - The ability to align one's own and the organization's priorities with the needs and values of the community, including its cultural and ethnocentric values, and to move health forward in line with population-based wellness needs and national health agenda.						
2.	Organizational Awareness - The ability to understand and learn the formal and informal decision-making structures and power relationships in an organization or industry (e.g., stakeholders, suppliers). This includes the ability to identify who the real decision makers are and the individuals who can influence them, and to predict how new events will affect individuals and groups within the organization.			х			
3.	Relationship & Network Development - The ability to establish, build, and sustain professional contacts for the purpose of building networks of people with similar goals and that support similar interests						х
EXECUTI Translation performa 4.	ing vision and strategy into actions supporting optimal organizational		х		Pa	ge 9 of 26	



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5.	Achievement Orientation - A concern for surpassing standards of excellence. Standards may involve past performance (striving for improvement); objective measures (results orientation); outperforming others (competitiveness); challenging goals, or redefining the nature of the standards themselves (innovation).			x			
6.	Analytical Thinking - Developing a deeper understanding of a situation, issue, or problem by breaking it down or tracing its implications step-bystep. It includes organizing the parts of a situation, issue, or problem systematically; making systematic comparisons of different features or aspects; setting priorities on a rational basis; and identifying time sequences, causal relationships, or if-then relationships.		х				
7.	Communication Skills 1 – Writing - The ability to use written communications in formal and informal situations to convey meaning, build shared understanding, and productively move agendas forward.		Х				
8.	Communication Skills 2 – Speaking & Facilitating - The ability to use spoken communications in formal and informal situations to convey meaning, build shared understanding, and productively move agendas forward.		х				
9.	Initiative - Identifying a problem, obstacle, or opportunity and taking action in light of this identification to address current or future problems or opportunities. Initiative emphasizes proactively doing things and not simply thinking about future actions. Levels of proficiency relate to the time scale of focus, moving from addressing current situations to acting on long-term future opportunities or problems.				х		
10.	and financial metrics and methods to set goals and measure clinical as well as organizational performance; commits to and deploys evidence-based techniques		Х				
11.	Process & Quality Improvement - The ability to analyze and design or improve an organizational process, including incorporating the principles of high reliability, continuous quality improvement, and user-centered design					х	
12.	Project Management - The ability to plan, execute, and oversee a multi-year, large-scale project involving significant resources, scope, and impact. Examples include the construction of a major building, implementation of a new enterprise-wide information system, or development of a new service line						x
employees	NS Arough example and actions, to create an organizational climate that values is from all backgrounds, provides a healthy and energizing environment in which and encourages everyone's ongoing development.						
13.	Collaboration - The ability to work cooperatively and inclusively with other individuals and/or teams they do not formally lead; working together, as opposed to working separately or competitively.and/or convince them to take a specific course of action	х					
	Impact & Influence - The ability to persuade, convince, influence, or impress others (individuals or groups) in order to get them to go along with or to support one's opinion or position. The "key" is understanding others' interests and motivations, in order to have a specific impact, effect, or impression on them			х			
15.	Interpersonal Understanding - The ability to accurately hear and understand the unspoken or partly expressed thoughts, feelings, and concerns of others, especially those who may represent diverse backgrounds and very different worldviews. Levels of proficiency relate to the increasing complexity and depth of understanding, as well as openness to perspectives very different from one's own.		х				
	Talent Development - The ability to build the breadth and depth of the organization's human capability and professionalism, including supporting top-performing people and taking a personal interest in coaching and mentoring high-potential leaders.				х		
17.	Team Leadership - The ability to lead groups of people toward shared visions and goals, from forming a team that possesses balanced capabilities, to setting its mission, values, and norms, and holding team members accountable individually and as a group for results.	х			Pac	e 10 of 26	



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,						
TRANSFORMATION						
Creating and implementing compelling and inclusive change processes in support of	Χ					
improving health quality, efficiency, and access.						
18. Change Leadership - The ability to energize stakeholders and sustain their						
commitment to changes in approaches, processes, and strategies.						
40 16 11 0 11 0 11 11 11		-	_		+	
19. Information Seeking - An underlying curiosity and desire to know more						
about things, people, and issues, including the desire for knowledge and				X		
staying current with health, organizational, industry, and professional trends						
and developments. It includes pressing for more precise information;						
resolving discrepancies by asking a series of questions; and scanning for						
potential opportunities or information that may be of future use, as well as						
staying current and seeking best practices for adoption.						
staying current and seeking sest practices for adoption.						
20. Innovation - The ability to approach one's work and the organization in						
new and breakthrough ways, including applying complex concepts,			X			
developing creative new solutions, or adapting previous solutions in						
promising new ways.						
21. Strategic Orientation - The ability to consider the business, demographic,		1			+	-
, , ,				1	1	,,
ethno-cultural, political, and regulatory implications of decisions and				1		Х
develop strategies that continually improve the long-term success and						
viability of the organization.						
ENABLING COMPETENCY DOMAINS					X	
VALUES					-	
Creating and implementing compelling and inclusive change processes in support of						
improving health quality, efficiency, and access.						
22. Professional & Social Responsibility - The demonstration of ethics, sound						
professional practices, social accountability, and community stewardship.						
Acting in ways that are consistent with one's values and what one says is						
important.						
HEALTH SYSTEM AWARENESS & BUSINESS LITERACY						
Understanding the health system's current business and operating frameworks as well as			Х			
the dynamic context within which they operate (e.g., community, competitive, human			^			
resources, financial, legal, policy, and environmental).						
23. Financial Skills - The ability to understand and explain financial and						
accounting information, prepare and manage budgets, and make sound						
long- term investment decisions.						
24. Human Resource Management - The ability to implement staff						
development and other management practices that represent				Х		
				^		
contemporary best practices, comply with legal and regulatory						
requirements, and optimize the performance of the workforce, including						
performance assessments, alternative compensation and benefit methods,						
and the alignment of human resource practices and processes to meet the						
strategic goals of the organization						
25. Information Technology Management - The ability to see the potential for						
administrative and clinical technologies to support process and performance				1	X	
improvement. Actively sponsors the continuous seeking of enhanced				1	^	
· · · · · · · · · · · · · · · · · · ·					İ	
technological capabilities.					1	
SELF-AWARENESS & SELF-DEVELOPMENT					İ	
Ongoing habits and actions taken to continuously improve self-knowledge,		Χ			İ	
interpersonal effectiveness, and well-being.					1	
26. Self-Awareness - The ability to have an accurate view of one's own				1	İ	
strengths and development needs, including the impact that one has on				1	İ	
others. A willingness to address development needs through reflective,				1	1	
self-directed learning, and by trying new approaches.					1	
27. Self-Confidence - A belief in one's own capability to successfully					+	1
, , ,				1	1	\ ,
				1	1	X
accomplish their work. This includes confidence in one's ability as	l			1	1	
expressed in increasingly challenging circumstances, and confidence in		1	1		1	ļ
expressed in increasingly challenging circumstances, and confidence in one's decisions or opinions.						
expressed in increasingly challenging circumstances, and confidence in						
expressed in increasingly challenging circumstances, and confidence in one's decisions or opinions.				x		
expressed in increasingly challenging circumstances, and confidence in one's decisions or opinions. 28. Well-Being - Establishes habits supporting well-being, and creates a work climate supportive of the total health of oneself and others. This includes				х		
expressed in increasingly challenging circumstances, and confidence in one's decisions or opinions. 28. Well-Being - Establishes habits supporting well-being, and creates a work				х		



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Section 5 – Essential Student Learning Outcomes

This program follows the Institutional Assessment Cycle for the 6 main ESLO. For the year 2017-2018, data was collected for Inquiry and Analysis and submitted Spring Ouarter 2018.

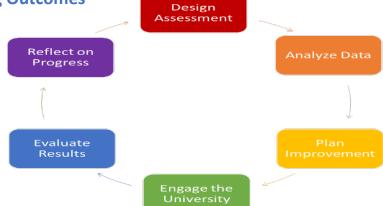


Figure A: The Cycle of Assessment

ESLO Assessment

Design Year: Ethical Reasoning ESLO & Drawing upon examples from previous years' data collection plans, the Ethical Reasoning ESLO committee and the Assessment Commission will draft a data collection plan for the Ethical Reasoning ESLO to be implemented in 2018-2019.

Collect Year: Inquiry & Analysis ESLO • The data collection plan developed during the previous year will be implemented, using Portfolium to collect and score student work from lower-division general education courses and upper-division disciplinary coursework that integrates inquiry & analysis.

Analyze Year: Communication ESLO & Data collected during 2016-2017 will be shared with faculty at convocation and discussed within the Executive Committee and the Communication ESLO Committee. & Themes in the data and faculty's reflection on it will be gathered and used to generate action plans to be implemented during 2018-2019.

Engage Year: Diverse Perspectives ESLO & Engage year activity will be a joint effort between the Executive Committee, the Diverse Perspectives ESLO Committee, and the Commission on College Teaching, centered on developing a broader understanding of this new outcome. A In addition to expanding the Diverse Perspectives committee's connection with Student Affairs through the inclusion of a new multicultural coordinator on the committee, the committee will work with student affairs staff and faculty to better highlight Diverse Perspectives events on the Klamath Falls campus. (Past NSSE results indicate students' perception that few opportunities to engage with Diverse Perspectives exist). The Diverse Perspectives ESLO committee will plan at least two workshops on use of the Diverse Perspectives rubric and on assignment design, to support faculty in understanding and integrating this outcome in their coursework.



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	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Communication		Design	Collect	Analyze	Engage	Evaluate	Reflect
Inquiry & Analysis			Design	Collect	Analyze	Engage	Evaluate
Ethical Reasoning				Design	Collect	Analyze	Engage
Teamwork					Design	Collect	Analyze
Quantitative Literacy						Design	Collect
Diverse Perspectives	Design	Collect	Analyze	Engage	Evaluate	Reflect	Design

Figure B: Institutional Cycle of Assessment

Results can be found on the Assessment Webpage https://www.oit.edu/faculty-staff/provost/academic-excellence/institutional-assessment/plansandreports

Data Collected on the MSAH Degree Completion Graduations regarding ESLO Data.



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Section 6: Measure

- F Foundation introduction of the learning outcome, typically at the lower-division level,
- P Practicing reinforcement and elaboration of the learning outcome, or
- C Capstone demonstration of the learning outcome at the target level for the degree

For each outcome, programs should identify at least 2 direct measures (student work that provides evidence of their knowledge and skills), and 1 indirect measure (student self-assessment of their knowledge and skills) for each outcome.

For every program, data from the Student Exit Survey will be an indirect measure at the capstone level.

The NSHL Model 3.0 did not come out until recently so only 3 outcomes were assessed in 2017-2018.

	Collaboration - The ability to work cooperatively and inclusively with other individuals and/or teams ag together, as opposed to working separately or competitively. and/or convince them to take a
Course/Event	ALH 555
Legend	F-Foundational
Assessment Measure	Direct – Assignment
Criterion	80% of students will score "proficient" or higher
Course/Event	ALH 525
Legend	F- Foundational
Assessment Measure	Direct – Assignment
Criterion	80% of students will score "proficient" or higher
Course/Event	Student Self-Assessment Score on Team Activity
Legend	F-Foundational
Assessment Measure	Indirect-Student Exit Survey
Criterion	80% of students will score "proficient" or higher

OIT-MSAH 2017-18.17 Team Leadership - The ability to lead groups of people toward shared visions and goals, from forming a team that possesses balanced capabilities, to setting its mission, values, and norms, and holding team members accountable individually and as a group for results.

Course/Event	ALH 555
Legend	F-Foundational
Assessment Measure	Direct – Assignment
Criterion	80% of students will score "proficient" or higher
Course/Event	ALH 525
Legend	F-Foundational
Assessment Measure	Direct – Assignment
Criterion	80% of students will score "proficient" or higher
Course/Event	Student Self-Assessment Scores
Legend	F-Foundational
Assessment Measure	Indirect – Student Exit Survey
Criterion	80% of students will score "proficient" or higher Page 14 of 26



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OIT-MSAH 2017-18.18 The Change Leadership - The ability to energize stakeholders and sustain their commitment to changes in approaches, processes, and strategies.

Course/Event	ALH 555
Legend	F-Foundational
Assessment Measure	Direct – Assignment
Criterion	80% of students will score "proficient" or higher
Course/Event	ALH 525
Legend	F-Foundational
Assessment Measure	Direct – Assignment
Criterion	80% of students will score "proficient" or higher
Course/Event	Student Self-Assessment Scores
Legend	C – Capstone
Assessment Measure	Indirect – Student Exit Survey
Criterion	80% of students will score "proficient" or higher



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Section 7: Assessment Summary Analysis

OIT-MSAH 2017-18.13 collaboration - The ability to work cooperatively and inclusively with other individuals and/or teams they do not formally lead; working together, as opposed to working separately or competitively. and/or convince them to take a specific course of action

Criterion	Met							
Summary	Three Direct Measur	es (Fall, Winter, Spring	g) in ALH 555 a	and ALH 525 on	19			
		ding rubric. Three Inc	direct Measure	s on 19 stude	nts by			
collaboratively on team	student self-assessm	ent scores.						
projects and discussion				Minimum				
threads in both classes and	Performance	Assessment	Measurement					
were scored on these	Criteria	Method	Scale	Performance	Results			
criteria. Accommodation								
skills, compromise skills,	Accommodation- seeking harmony	Grading Rubric	1 - 4 scale,	80% at 3 or 4	100%			
collaboration skills, dealing								
with conflict skills, ability to	Compromise	Grading Rubric	1 - 4 scale,	80% at 3 or 4	84%			
merge insights.	Bargaining to minimize losses							
	Collaboration	Grading Rubric	1 - 4 scale,	80% at 3 or 4	100%			
	Seeking solutions	Grading Rubiic	1 - 4 scale,	80% at 3 01 4	100%			
The students took self-	for mutual benefit							
assessment tests to evaluate	Dealing with							
their own team efforts and	conflict effectively	Grading Rubric	1 - 4 scale,	80% at 3 or 4	95%			
eadership skills. They then	,							
had to share their scores in	To merge insights	Grading Rubric	1 - 4 scale,	80% at 3 or 4	84%			
the discussions.				Minimum				
	Performance	Assessment	Measurement					
Collaboration working	Criteria	Method	Scale	Performance	Results			
together in pursuit of a	Accommodate							
common cause, cooperation.	others	Student Self-Assessment	1 - 4 scale,	80% at 3 or 4	84%			
Collaboration skills are used	Compromise well	S. I. S. I. A.		2004 1 2 4	1000/			
in teams and in conflict	·	Student Self-Assessment		80% at 3 or 4	100%			
management	Collaborate	Student Self-Assessment	1 - 4 scale,	80% at 3 or 4	100%			
	Manage conflict	Student Self-Assessment	1 - 4 scale,	80% at 3 or 4	95%			
	To see different	Student Self-Assessment	1 - 4 scale,	80% at 3 or 4	84%			
	view points							
	Character Charle							
	Strengths: Students performed at expectations in each performance							
		eeded the minimum	criteria.					
	Weakness: none	9						
	Action Taken: N	lo action taken						
Improvement Narrative	None currently no	eeded						
, ,								



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OIT-MSAH 2017-18.17 Team Leadership - The ability to lead groups of people toward shared visions and goals, from forming a team that possesses balanced capabilities, to setting its mission, values, and norms, and holding team members accountable individually and as a group for results.

Criterion	Met				
udents did assignments and self- sessment quizzes on team		es (Fall, Winter, Spring ding rubric. Three Inc es.			
ighly Effective Teams • Clear mission	Performance Criteria	Assessment Method	Measurement Scale	Minimum Acceptable Performance	Results
Informal	Clear Mission	Grading Rubric	1 - 4 scale,	80% at 3 or 4	100%
Atmosphere	Delegation	_	1 - 4 scale,	80% at 3 or 4	100%
 Lots of discussion 	Clarity of Assignments		1 - 4 scale,	80% at 3 or 4	95%
Active listeningTrust and OpennessDisagreement is OK	Disagreement is ok	Grading Rubric	1 - 4 scale,	80% at 3 or 4	95%
	Lots of Discussion	Grading Rubric	1 - 4 scale,	80% at 3 or 4	95%
 Criticism is issue oriented and never personal 	Performance Criteria	Assessment Method	Measurement Scale	Minimum Acceptable Performance	Results
 Consensus is the norm 	Lead with shared values and trust	Student Self-Assessment	1 - 4 scale,	80% at 3 or 4	89%
Effective leadership	Active Listener	Student Self-Assessment	1 - 4 scale,	80% at 3 or 4	89%
 Clarity of assignments 	Don't take it personally	Student Self-Assessment	1 - 4 scale,	80% at 3 or 4	84%
 Shared values and 	Enjoy Discussion	Student Self-Assessment	1 - 4 scale,	80% at 3 or 4	84%
norms of behavior Commitment	Clear and transparent	Student Self-Assessment	1 - 4 scale,	80% at 3 or 4	84%
	_		•	n each perfori	nance
Improvement Narrative	None currently ne	eeded			



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OIT-MSAH 2017-18.18 The Change Leadership - The ability to energize stakeholders and sustain their commitment to changes in approaches, processes, and strategies.

	nmary nts did assignments and self-		es (Fall, Winter, Spring ding rubric. Three Inc			
sess	ment quizzes on change ship based on these criteria and	student self-assessm	_		5 5 25 5 6 6 6 6 6	,
grad	es to Guide Leaders in	Performance Criteria	Assessment Method	Measurement Scale	Minimum Acceptable Performance	Results
mŗ	lementing Change	Urgency	Grading Rubric	1 - 4 scale,	80% at 3 or 4	95%
L.	Establishing a sense	Vision	-	1 - 4 scale,	80% at 3 or 4	89%
	of urgency	Short Term Wins	Grading Rubric	1 - 4 scale,	80% at 3 or 4	89%
2.	Creating the guiding coalition	Provide Training	Grading Rubric	1 - 4 scale,	80% at 3 or 4	100%
3.	Developing a vision	Communicate	Grading Rubric	1 - 4 scale,	80% at 3 or 4	95%
	and strategy Communicating the change vision	Performance Criteria	Assessment Method	Measurement Scale	Minimum Acceptable Performance	Results
5.	_	Establishing urgency	Student Self-Assessment	1 - 4 scale,	80% at 3 or 4	100%
5.	Generating Short Term Wins	Creating a good vision	Student Self-Assessment	1 - 4 scale,	80% at 3 or 4	95%
7.	Consolidating Gains and Producing More	Rewarding or Acknowledging others	Student Self-Assessment	1 - 4 scale,	80% at 3 or 4	95%
8.	Change Anchoring New	Give Training or support	Student Self-Assessment	1 - 4 scale,	80% at 3 or 4	95%
	Approaches in the Culture	Communicate the vision over and	Student Self-Assessment	1 - 4 scale,	80% at 3 or 4	100%
€.	Provide Training	_	ents performed at execution end of the minimum	•	n each perfor	mance
mr	provement Narrative	None currently ne	eeded			



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Section 8: Assessment Map

F – Foundation – introduction of the learning outcome, typically at the lower-division level, P – Practicing – reinforcement and elaboration of the learning outcome, or C – Capstone – demonstration of the learning outcome at the target level for the degree.

For each outcome, programs should identify at least 2 direct measures (student work that provides evidence of their knowledge and skills), and 1 indirect measure (student self-assessment of their knowledge and skills) for each outcome. The student exits survey was not collected for the MSAH as we had our first graduates at the end of summer quarter.

^{*}Choose your track and complete all core courses

ALH 506	Program Administration	FP
STAT 505	Biostatistics I	С
STAT 515	Epidemiology I	С
WRI 510	Grant Proposal Writing	С

Dental Hygiene Track in Allied Health

ALH 506	Program Administration	FP
ALH 508	Medical Education Theories and Methods	FP
STAT 505	Biostatistics I	С
WRI 510	Grant Proposal Writing	С

Respiratory Care Track in Allied Health

Total track credits	required	12
RCP 575	Accreditation Practicum	С
RCP 565	Clinical Preceptorship	FP
RCP 561	Individual Development Plan	FP
ALH 508	Medical Education Theories and Methods	FP

Allied Health Core

ALH 505	Introduction to Information Technology for Healthcare Leaders	FP
ALH 510	Science Review for Healthcare Leaders	FP
ALH 515	Scientific Writing and Healthcare Leadership Literature Review	FP
ALH 525	Effective Healthcare Leadership Teams	FP
ALH 535	Assessment, Planning, Implementation and Evaluation for Healthcare Leaders	FP
ALH 545	Pertinent Ethical and Legal Considerations for Healthcare Leaders	FP
ALH 555	Leadership Theory for Healthcare Leaders	FP
ALH 565	Population Health Issues for Allied Health Leaders	FP
ALH 575	Methods of Research for Allied Health Leaders	С
ALH 585	Financial Considerations and Political Strategies for Healthcare Leaders	С
ALH 595	Curriculum Design for Allied Health Leaders	FP
ALH 509	Master's Capstone Project Presentation/Defense or	С
ALH 599	Master's Thesis Presentation/Defense	C
Total core credits	required	37

Total required credits for Master of Science in Allied Health (MSAH)

19

All courses listed in the curriculum for the catalog year a student begins a program must be fulfilled. Seven years are



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allowed for the completion of the program under that catalog. Students must maintain a cumulative GPA of 3.5 or better in all graduate work to remain in good academic standing. A "B" or better is required in all program courses.



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Section 9. Evidence of Improvement in Student Learning

Student Learning Outcome #13

OIT-MSAH 2017-18.13 collaboration - The ability to work cooperatively and inclusively with other individuals and/or teams they do not formally lead; working together, as opposed to working separately or competitively. and/or convince them to take a specific course of action

Strengths: Both the students rated themselves high in collaboration skills after the ALH 555 and ALH 525 courses and the scored high on the grading rubric. The Faculty felt students were competent in collaboration skills.

Areas needing improvement: Currently none at this time

Student Learning Outcome #17:

OIT-MSAH 2017-18.17

Team Leadership - The ability to lead groups of people toward shared visions and goals, from forming a team that possesses balanced capabilities, to setting its mission, values, and norms, and holding team members accountable individually and as a group for results.

Strengths: The faculty felt students are proficient in team leadership skills based on scores on a grading rubric and self-assessment.

Areas needing improvement: Currently none at this time

Student Learning Outcome #18:

OIT-MSAH 2017-18.18 The change Leadership - The ability to energize stakeholders and sustain their commitment to changes in approaches, processes, and strategies.

Strengths: The faculty felt the students are proficient in knowledge of the approaches, processes and strategies of change leadership based on high scores on a grading rubric and self-assessment survey

Areas needing improvement: Currently none at this time



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Section 10. Data-driven Action Plans: Changes Resulting from Assessment

Changes Resulting from Assessment.

The goal will be to continue to assess students on the 28 core competencies to ensure that they have mastered every skill. In fall 2018, I am going to the National Center for Healthcare Leadership to get further training on this model.

About the Health Leadership Competency Model 3.0

The Health Leadership Competency Model 3.0 is comprised of seven domains containing four "action" domains and three "enabling" domain.

The Action Competency Domains describe leaders in the context of doing their work. These include:

- Execution
- Relations
- Transformation
- · Boundary Spanning

The Enabling Competency Domains describe preparation and development activities leaders need in order to effectively lead in the context of their preparation and development to effectively lead in their organization. These include:

- · Health System Awareness & Business Literacy
- Self-Awareness & Self-Development
- Values

Competencies under each domain are shown in Table 1. The definitions for each domain and the related competencies and competency levels are provided in the following pages.



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TABLE 1 | NCHL Competency Domains

		АСТІ	ON DOMAINS		E	NABLING DOMAINS
BOUNDARY SPANNING	EXECUTION	RELATIONS	TRANSFORMATION	VALUES	HEALTH SYSTEM AWARENESS & BUSINESS LITERACY	SELF-AWARENESS & SELF-DEVELOPMENT
Community Collaboration Organizational Awareness Relationship & Network Development	Accountability Achievement Orientation Analytical Thinking Communication Skills 1 – Writing Communication Skills 2 – Speaking Facilitating Initiative Performance Measurement Process & Quality Improvement Project Management	Collaboration Impact & Influence Interpersonal Understanding Talent Development TeamLeadership	Change Leadership Information Seeking Innovation Strategic Orientation	Professional & Social Responsibility	Financial Skills Human Resource Management Information Technology Management	Self-Awareness Self-Confidence Well-Being



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TABLE 2 | NCHL Competency Definitions

ACTION COMPETENCY DOMAINS

BOUNDARY SPANNING

Optimizing relationships between a leader's span of control and the departments, organizations, communities, and/or broader networks within which it operates

Community Collaboration - The ability to align one's own and the organization's priorities with the needs and values of the community, including its cultural and ethnocentric values, and to move health forward in line with population-based wellness needs and national health agenda.

Organizational Awareness - The ability to understand and learn the formal and informal decision-making structures and power relationships in an organization or industry (e.g., stakeholders, suppliers). This includes the ability to identify who the real decision makers are and the individuals who can influence them, and to predict how new events will affect individuals and groups within the organization.

Relationship & Network Development - The ability to establish, build, and sustain professional contacts for the purpose of building networks of people with similar goals and that support similar interests.

EXECUTION

Translating vision and strategy into actions supporting optimal organizational performance.

Accountability - The ability to hold people accountable to standards of performance or ensure compliance by effectively and appropriately using the power of one's position or personality, with the long-term good of the organization in mind.

Achievement Orientation - A concern for surpassing standards of excellence. Standards may involve past performance (striving for improvement); objective measures (results orientation); outperforming others (competitiveness); challenging goals, or redefining the nature of the standards themselves (innovation).

Analytical Thinking - Developing a deeper understanding of a situation, issue, or problem by breaking it down or tracing its implications step-by-step. It includes organizing the parts of a situation, issue, or problem systematically; making systematic comparisons of different features or aspects; setting priorities on a rational basis; and identifying time sequences, causal relationships, or if-then relationships.

Communication Skills 1 – Writing - The ability to use written communications in formal and informal situations to convey meaning, build shared understanding, and productively move agendas forward.

Communication Skills 2 – Speaking & Facilitating - The ability to use spoken communications in formal and informal situations to convey meaning, build shared understanding, and productively move agendas forward.

Initiative - Identifying a problem, obstacle, or opportunity and taking action in light of this identification to address current or future problems or opportunities. Initiative emphasizes proactively doing things and not simply thinking about future actions. Levels of proficiency relate to the time scale of focus, moving from addressing current situations to acting on long-term future opportunities or problems.

Performance Measurement - The ability to understand and use statistical and financial metrics and methods to set goals and measure clinical as well as organizational performance; commits to and deploys evidence-based techniques.

Process & Quality Improvement - The ability to analyze and design or improve an organizational process, including incorporating the principles of high reliability, continuous quality improvement, and user-centered design.

Project Management - The ability to plan, execute, and oversee a multi-year, large-scale project involving significant resources, scope, and impact. Examples include the construction of a major building, implementation of a new enterprise-wide information system, or development of a new service line.

RELATIONS

Leading, through example and actions, to create an organizational climate that values employees from all backgrounds, provides a healthy and energizing environment in which to work, and encourages everyone's ongoing development.

Collaboration - The ability to work cooperatively and inclusively with other individuals and/or teams they do not formally lead; working together, as opposed to working separately or competitively.

Impact & Influence - The ability to persuade, convince, influence, or impress others (individuals or groups) in order to get them to go along with or to support one's opinion or position. The "key" is understanding others' interests and motivations, in order to have a specific impact, effect, or impression on them and/or convince them to take a specific course of action.



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RELATIONS (con't)

Interpersonal Understanding - The ability to accurately hear and understand the unspoken or partly expressed thoughts, feelings, and concerns of others, especially those who may represent diverse backgrounds and very different worldviews. Levels of proficiency relate to the increasing complexity and depth of understanding, as well as openness to perspectives very different from one's own.

Talent Development - The ability to build the breadth and depth of the organization's human capability and professionalism, including supporting top-performing people and taking a personal interest in coaching and mentoring high-potential leaders.

Team Leadership - The ability to lead groups of people toward shared visions and goals, from forming a team that possesses balanced capabilities, to setting its mission, values, and norms, and holding team members accountable individually and as a group for results.

TRANSFORMATION

Creating and implementing compelling and inclusive change processes in support of improving health quality, efficiency, and access.

Change Leadership - The ability to energize stakeholders and sustain their commitment to changes in approaches, processes, and strategies

Information Seeking - An underlying curiosity and desire to know more about things, people, and issues, including the desire for knowledge and staying current with health, organizational, industry, and professional trends and developments. It includes pressing for more precise information; resolving discrepancies by asking a series of questions; and scanning for potential opportunities or information that may be of future use, as well as staying current and seeking best practices for adoption.

Innovation - The ability to approach one's work and the organization in new and breakthrough ways, including applying complex concepts, developing creative new solutions, or adapting previous solutions in promising new ways.

Strategic Orientation - The ability to consider the business, demographic, ethno-cultural, political, and regulatory implications of decisions and develop strategies that continually improve the long-term success and viability of the organization.

ENABLING COMPETENCY DOMAINS

VALUES

Creating and implementing compelling and inclusive change processes in support of improving health quality, efficiency, and access.

Professional & Social Responsibility - The demonstration of ethics, sound professional practices, social accountability, and community stewardship.

Acting in ways that are consistent with one's values and what one says is important.

HEALTH SYSTEM AWARENESS & BUSINESS LITERACY

 $Understanding \ the \ health \ system's \ current \ business \ and \ operating \ frameworks \ as \ well \ as \ the \ dynamic \ context \ within \ which \ they \ operate \ (e.g., \ community, \ competitive, \ human \ resources, \ financial, \ legal, \ policy, \ and \ environmental).$

Financial Skills - The ability to understand and explain financial and accounting information, prepare and manage budgets, and make sound long-term investment decisions.

Human Resource Management - The ability to implement staff development and other management practices that represent contemporary best practices, comply with legal and regulatory requirements, and optimize the performance of the workforce, including performance assessments, alternative compensation and benefit methods, and the alignment of human resource practices and processes to meet the strategic goals of the organization.

Information Technology Management - The ability to see the potential for administrative and clinical technologies to support process and performance improvement. Actively sponsors the continuous seeking of enhanced technological capabilities.

SELF-AWARENESS & SELF-DEVELOPMENT

Ongoing habits and actions taken to continuously improve self-knowledge, interpersonal effectiveness, and well-being.

Self-Awareness - The ability to have an accurate view of one's own strengths and development needs, including the impact that one has on others. A willingness to address development needs through reflective, self-directed learning, and by trying new approaches.

Self-Confidence - A belief in one's own capability to successfully accomplish their work. This includes confidence in one's ability as expressed in increasingly challenging circumstances, and confidence in one's decisions or opinions.

Well-Being - Establishes habits supporting well-being, and creates a work climate supportive of the total health of oneself and others. This includes role-modeling healthy habits and practices, and monitoring internal and external environments for opportunities to improve health.



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Section 11. Data-driven Action Plans: Changes Resulting from Assessment

Changes Resulting from Assessment.

The faculty felt the students were effective on all three assessed learning outcomes. No action taken. The action plan to implement alignment with the QM rubric using Coursetune software and increase efforts for online Instructor Presence / Connection to Students strategies to improve overall student satisfaction.

We are moving into assessing all 28 core competencies over a 6-year period to follow the 3.0 version of the NCHL model. Continued efforts in recruitment and retention will be taken.

A few Qualitative Quotes Fall 2017

- I really enjoyed the critical thinking involved with this class!
- Very well organized course. At first it was a little overwhelming but once I got down a system, it went really smooth. Great instructor who provides timely responses and thorough instructions.
- I really enjoyed the exercises and incorporating them into the discussion board to see how others think. An important part of being a leader is seeing others point of view and understanding it.
- I took this course because it was taught Janette Isaacson. She is the most outstanding, loving and caring Teacher. She is always available to help students achieve their dreams. I wish all the teachers were like you. You are my favorite teacher at OIT. Thank you so much for your amazing job.

Oregon Tech may grant conditional admission to candidates not meeting all of the minimum requirements. Your application will not be considered for admission until all required items are received. Some requirements are waived for Oregon Tech graduates, please see the Admission Requirements link above.

Nationally Recognized







Specific Review Standards from the Control Higher Education Rubric, Sixth Edition	•

General Standards	Specific Review Standards	D	oints
Course Overview and Introduction	 1.1 Instructions make clear how to get started and where to find various course components. 1.2 Learners are introduced to the purpose and structure of the course. 1.3 Communication expectations for online discussions, email, and other forms of interaction are clearly 1.4 Course and institutional policies with which the learner is expected to comply are clearly stated with link to current policies is provided. 1.5 Minimum technology requirements for the course are clearly stated, and information on how to obtain is provided. 1.6 Computer skills and digital information literacy skills expected of the learner are clearly stated. 1.7 Expectations for prerequisite knowledge in the discipline and/or any required competencies are clear 	stated. in the course, or a in the technologies	3 3 2 2 2
Learning Objectives (Competencies)	 The self-introduction by the instructor is professional and is available online. Learners are asked to introduce themselves to the class. The course learning objectives, or course/program competencies, describe outcomes that are measurable at the course-level learning objectives or competencies describe outcomes that are measurable at the course-level objectives or competencies. Learning objectives or competencies are stated clearly, are written from the learner's perspective, ar located in the course. The relationship between learning objectives or competencies and learning activities is clearly stated. The learning objectives or competencies are suited to the level of the course. 	nd consistent with	1 1 3 3 3 3
Assessment and Measurement	 3.1 The assessments measure the achievement of the stated learning objectives or competencies. 3.2 The course grading policy is stated clearly at the beginning of the course. 3.3 Specific and descriptive criteria are provided for the evaluation of learners' work, and their connection grading policy is clearly explained. 3.4 The assessments used are sequenced, varied, and suited to the level of the course. 3.5 The course provides learners with multiple opportunities to track their learning progress with timely 		3 3 3 2 2
Instructional Materials	 4.1 The instructional materials contribute to the achievement of the stated learning objectives or compe 4.2 The relationship between the use of instructional materials in the course and completing learning ac explained. 4.3 The course models the academic integrity expected of learners by providing both source references a use of instructional materials. 4.4 The instructional materials represent up-to-date theory and practice in the discipline. 4.5 A variety of instructional materials is used in the course. 	tivities is clearly	3 3 2 2 2 2
Learning Activities and Learner Interaction	 5.1 The learning activities promote the achievement of the stated learning objectives or competencies. 5.2 Learning activities provide opportunities for interaction that support active learning. 5.3 The instructor's plan for interacting with learners during the course is clearly stated. 5.4 The requirements for learner interaction are clearly stated. 		3 3 3 2
Course Technology	 6.1 The tools used in the course support the learning objectives or competencies. 6.2 Course tools promote learner engagement and active learning. 6.3 A variety of technology is used in the course. 6.4 The course provides learners with information on protecting their data and privacy. 		3 3 1 1
Learner Support	 7.1 The course instructions articulate or link to a clear description of the technical support offered and h 7.2 Course instructions articulate or link to the institution's accessibility policies and services. 7.3 Course instructions articulate or link to the institution's academic support services and resources the succeed in the course. 7.4 Course instructions articulate or link to the institution's student services and resources that can help 	at can help learners	3 3 3
Accessibility* and Usability	8.1 Course navigation facilitates ease of use. 8.2 The course design facilitates readability. 8.3 The course provides accessible text and images in files, documents, LMS pages, and web pages to me diverse learners.		3 3 3
	 8.4 The course provides alternative means of access to multimedia content in formats that meet the nee learners. 8.5 Course multimedia facilitate ease of use. 8.6 Vendor accessibility statements are provided for all technologies required in the course. 	as ot diverse	2 2 2

^{*} Meeting QM Specific Review Standards regarding accessibility does not guarantee or imply that the specific accessibility regulations of any country are met. Consult with an accessibility specialist to ensure that accessibility regulations are met.



Oregon Tech Graduate Outcome D	ata				_								
a=2014 / 2015 / 2016 combined	0/ 5		0/ 6	andra ed	0/ 6-	-1.1	0/ 81-4	C1:1	Succes		84-41-	. C-1	
b=2015 / 2016 / 2017 combined	% Em	ployed b	% Conti	nuing Ed b	% S E	eking b	% Not	Seeking b	a	s kate b	a	n Salary b	
% among those reporting outcomes	87.6	90.0	6.7	6.7	4.9	2.8	0.8	0.5	95.1	97.2	\$ 56,000	\$ 58,000	Notes
Biology-Health Sciences	38	41	62	59	0	0	0	0	100	100	\$ 33,000	\$ 34,500	
Civil Engineering	92	98	8	2	0	0	0	0	100	100	\$ 51,540	\$ 55,000	
Communication Studies	67	80	11	10	22	10	0	0	78	90	\$ 28,500	\$ 39,252	
Computer Engineering Technology	93	100	0	0	0	0	7	0	100	100	\$ 64,000	\$ 64,000	
Dental Hygiene	96	97	1	3	2	0	1	0	98	100	\$ 57,500	\$ 65,000	
Diagnostic Medical Sonography	98	100	2	0	0	0	0	0	100	100	\$ 60,868	\$ 63,000	
Echocardiography	93	100	3	0	3	0	0	0	97	100	\$ 64,000	\$ 62,000	
Electrical Engineering	83	86	10	13	7	2	0	0	93	98	\$ 60,000	\$ 61,200	
Electronics Engineering Technology	82	85	5	5	14	10	0	0	86	90	\$ 66,750	\$ 57,500	
Embedded Systems Engineering Technology	83	88	17	13	0	0	0	0	100	100	\$ 60,000	\$ 60,000	
EMT/Paramedic	100	95	0	5	0	0	0	0	100	100	\$ 52,000	\$ 54,762	
Environmental Sciences	76	88	18	12	6	0	0	0	94	100	\$ 40,000	\$ 39,800	
Geomatics: GIS	100	100	0	0	0	0	0	0	100	100	\$ 42,000	na	Salary sample size <3; Total samp
Geomatics: Surveying	64	90	9	10	27	0	0	0	77	100	\$ 43,000	\$ 50,000	, , , , , ,
Health Care Management	80	100	20	0	0	0	0	0	100	100	na	\$ 37,000	Total sample <10
Health Informatics	79	69	11	4	11	8	0	0	89	92	\$ 52,000	\$ 52,000	
Information Technology	88	89	2	3	10	5	0	0	90	95	\$ 55,000	\$ 53,500	
Management: Accounting	83	75	6	13	11	13	0	0	89	87	\$ 32,250	\$ 43,500	
Management: SmBus/Entrepreneurship	87	100	13	0	0	0	0	0	100	100	\$ 40,900	\$ 39,900	
Management: Marketing	93	94	0	0	7	6	0	0	93	94	\$ 48,500	\$ 48,000	
Manufacturing Engineering Technology	85	89	4	0	11	11	0	0	89	89	\$ 60,000	\$ 60,000	
Mathematics, Applied	71	70	29	30	0	0	0	0	100	100	na		Total sample <10
Mechanical Engineering	82	86	9	8	5	4	4	2	95	96	\$ 60,000	\$ 60,000	
Mechanical Engineering Technology	100	97	0	0	0	0	0	3	100	100	\$ 62,500	\$ 60,000	
Medical Laboratory Science	100	100	0	0	0	0	0	0	100	100	\$ 55,000	\$ 56,500	
Nuclear Medicine Technology	86	94	3	3	11	3	0	0	89	97	\$ 57,846	\$ 55,000	
Nursing													OHSU degree
Operations Management	83	89	14	9	3	2	0	0	97	98	\$ 63,000	\$ 59,900	
Polysomnographic Technology	100	100	0	0	0	0	0	0	100	100	\$ 40.500	\$ 40,500	Total sample <10
Population Health Management	75	60	25	30	0	10	0	0	100	90	\$ 42,000	\$ 42,000	Total sample <10
Psychology, Applied	66	73	26	22	5	3	3	2	95	97	\$ 30,000	\$ 31,200	
Radiologic Science	97	98	0	2	3	1	1	0	97	99	\$ 50,000	\$ 52,000	
Renewable Energy Engineering	83	85	8	8	9	8	0	0	91	92	\$ 56,500	\$ 59,300	
Respiratory Care	98	98	0	0	2	2	0	0	98	98	\$ 56,000	\$ 52,000	
Software Engineering Technology	91	93	0	0	7	5	3	2	93	95	\$ 66,750	\$ 65,000	
Technology and Management	88	85	0	8	12	8	0	0	88	92	na	\$ 48,000	
Vascular Technology	91	90	0	4	9	6	0	0	91	94	\$ 62,000	\$ 61,000	

Additional Notes:

Numbers may not add to 100 due to rounding

na=not reported, or not available due to small sample size

METHODOLOGY

Sample Frame 2017: 797 degrees awarded per FAST

Survey Response Rate: 60% Total Knowledge Rate 2016: 73%

Sources: Data collected from a variety of sources. Below, for 2017, in chronological order:

Grad Fair paper survey

Faculty senior exit survey

Career Services survey

Career Services followup with non-respondents

Faculty information from their contact with students

LinkedIn Profiles

Known Outcomes 2017: 582

Western Region NACE data: from National Association of College and Employers, 2017

Grad	Maior		Land	First	Salary	Me	Code	Response	Source	Company/School	Position/Degree	City	State
2016	Applied Mathematics		Last	FIRST	\$56,000	Wage	Lode 1	Employed F/T	Exit Survey	Company/school	Position/Degree Engineering Equipment Technician	Hillsboro	OR
2015	Applied Mathematics				\$47,000		1	Employed F/T	CS Survey	Intel Corporation	Manufacturing technician	Portland	OR
2017	Applied Mathematics		†		\$20,000		1	Employed F/T	Exit Survey	inci corporation	Employed freelance	Klamath Falls	OR
2017	Applied Mathematics				,		1	Employed F/T	Exit Survey				
2015	Applied Mathematics						1	Employed	LinkedIn	Gaucho Collective	Entrepreneur/Co-founder	Klamath Falls	OR
2015	Applied Mathematics						1	Employed	LinkedIn	FlowJo, LLC	Software Engineer	Ashland	OR
2015	Applied Mathematics						1	Employed F/T		Springfield Internatinal School	Teacher	West Jakarta	Indone
2017	Applied Mathematics						2	Continuing Ed: Planned	Exit Survey				
2017	Applied Mathematics						2	Continuing Ed: Planned	Exit Survey				
2016	Applied Mathematics						2	Continuing Ed: Enrolled	CS Survey				
			Employed		7		70%						
			Continuing Ed		3		30%						
			Seeking Emplo	syment	0		0%						
		Median	Not Seeking	Known	0		0%						
	Applied Mathematics	Salary	\$47,000	Outcomes	10	Success Rate:	100%						
Voor	Major		Last	First	Salary	Wage	Code	Response	Source	Company/School	Position/Degree	City	State
2017 Grad	Applied Behavior Analysis						1	Employed P/T	Faculty	Early Childhood Intervention Program	ABA	Klamath Falls	OR
	Major	в	Last	First	Salary	Wage	Code	Response	Source	Company/School	Position/Degree	City	State
2015	Applied Psychology				\$70,000		1	Employed	CS Survey Exit Survey	Catholic Health Initiatives	Registered Polysomnographer	Omaha	NE
2017	Applied Psychology Applied Psychology				\$55,000 \$54,000		1	Employed F/T Employed	CS Survey	Claims Solution	Appraiser	Amarillo	TX
2015	Applied Psychology		-		\$40,000		1	Employed	CS Survey	OCDC; Klamath Crisis Center	Family and Health Services Supervisor;	Allialillo	1.4
2015	Applied Psychology				\$38,000		1	Employed F/T	CS Survey	Coquille High School	Men's engagement Leader Special Education Teacher	Coquille	OR
2015	Applied Psychology				\$38,000		1	Employed F/T	CS Survey	LCS	Counselor	Klamath Falls	OR
2017	Applied Psychology				\$37,000		1	Employed F/T	CS Survey	Klamath community college	TRIO Student Advisor	Klamath Falls	OR
2016	Applied Psychology				\$32,000		1	Employed F/T	Exit Survey	-	Crisis Case Manager	Klamath Falls	OR
2015	Applied Psychology				\$32,000		1	Employed	CS Survey	Oregon Tech	Asst Academic Specialist	Klamath Falls	OR
2017	Applied Psychology				\$31,200		1	Employed F/T	Exit Survey	Lutheran Community Services	Recovery Mentor, Substance Abuse Cou		OR
2017	Applied Psychology				\$31,000		1	Employed F/T	Exit Survey	Elwood Staffing	Staffing Manager	Klamath Falls	OR
2015	Applied Psychology				\$30,000		1	Employed	CS Survey				
2017	Applied Psychology				\$29,581		1	Employed F/T	Exit Survey	Lutheran Community Services	Drug & Alcohol Outreach Worker	Klamath Falls	OR
2016	Applied Psychology				\$25,000		1	Employed F/T	CS Survey	Klamath Family Head Start	Assistant Teacher	Klamath Falls	OR
2016	Applied Psychology				\$25,000		1	Employed F/T	CS Survey	Sprint	Technical Support Specialist	Oklahoma City	ОК
2017	Applied Psychology				\$20,000		1	Employed F/T	Exit Survey	Head Start	Preschool teacher	Klamath Falls	OR
2015	Applied Psychology				\$20,000		1	Employed	CS Survey	Oregon Tech	Family Mentor	Klamath Falls	OR
2017	Applied Psychology		-		\$16,650		1	Employed F/T	Exit Survey	Follett Higher education Group/ The Tech Nest Boo	Assistant Store Manager	Klamath Falls	OR
2016 2017	Applied Psychology		-		\$10,000		1	Employed P/T	CS Survey	Air National Guard Basin United		Klamath Falls	OR OR
2017	Applied Psychology Applied Psychology		-			***	1	Employed	Faculty Exit Survey		Director Early Childhood Teachers Assistant	Klamath Falls Corvallis	OR
2017	Applied Psychology					\$11	1	Employed P/T Employed F/T	Exit Survey	Bright Beginnings Preschool Friend of the Children	Friend	Klamath Falls	OR
2017	Applied Psychology		-				1	Employed F/T	CS Survey	Kidco Head Start	Head Teacher	Convallis	OR
2017	Applied Psychology		-				1	Employed F/T	CS Survey	Klamath Co Community Corrections	Alcohol and Drug Counselor	Klamath Falls	OR
2017	Applied Psychology		-				1	Employed	Faculty	Oregon Tech	Administrative assistant/lead family mer		OR
2017	Applied Psychology		-				1	Employed	Staff	Preschool/Oregon Tech	Administrative assistancy read ranny men	Klamath Falls	OR
2017	Applied Psychology						1	Employed	CS Survey				
2017	Applied Psychology						1	Employed P/T	Exit Survey				
2017	Applied Psychology						1	Serving in the U.S. military	Exit Survey				
2016	Applied Psychology						1	Employed	Faculty	Klamath County School District	Paraprofessional	KF	OR
2016	Applied Psychology						1	Employed	Faculty	Reames Golf Club		KF	
2016	Applied Psychology						1	Employed	Faculty	Cascade Behavioral Intervention	Registered Behavioral Analysis Intervent	Bend	OR
2016	Applied Psychology						1	Employed	Faculty	кввн	Counselor	KF	
2016	Applied Psychology						1	Employed	Faculty	КВВН		KF	
2016	Applied Psychology						1	Employed	Faculty	КВВН		KF	
2016	Applied Psychology						1	Employed	Faculty	OIT	MSMFT	KF	OR
2016	Applied Psychology						1	Employed	Faculty	OIT	MSMFT	KF	OR
2016	Applied Psychology		<u> </u>			-	1	Employed F/T	CS Survey				-
2016	Applied Psychology						1	Employed P/T	Exit Survey	Oregon Institute of Technology - Relationship Build	Family Mentor	Klamath Falls	OR
2016	Applied Psychology		-			-	1	Employed P/T	Exit Survey	Fort St.		Klamath Falls	OR
2015	Applied Psychology		-				1	Employed	Faculty	Kingsley Field	Chille builder	KF	0.0
2015	Applied Psychology		-				1	Employed Employed	Faculty	Klamath Basin Behavioral Health (KBBH)	Skills builder	KF Klamath Falls	OR OR
2015	Applied Psychology			_			1	Employed	LinkedIn	Asurion	Customer Care Representative Graduate Program	Klamath Falls Perth	OR Australi
2015	Applied Psychology Applied Psychology		-			-	1	Employed	Survey	Mainfreight	Grauuate Program	reidi	-
2015	Applied Psychology Applied Psychology		-	-		-	1	Employed	Survey	<u> </u>			1
2015	Applied Psychology						1	Employed	Faculty	Deschutes County Child Welfare		Bend	OR
2017	Applied Psychology						2	Continuing Education	Faculty	Juvenile Detention Center/health care respite work	er	Klamath Falls	OR
2017	Applied Psychology						2	Continuing Ed: Enrolled/Wo	Exit Survey	Oregon Tech	Marriage and Family Therapy	Klamath Falls	OR
2017	Applied Psychology					\$20	2	Continuing Ed: Enrolled	Exit Survey	Oregon Tech/ Southern Oregon University	ABA/ASD	Wilsonville/Ashlan	OR
2017	Applied Psychology						2	Continuing Education	Faculty	Oregon Tech/Youth Rising	MFT	Klamath Falls	OR
2017	Applied Psychology						2	Continuing Ed: Enrolled	Exit Survey	Pacific University	Applied Psychological Science	Hillsboro	OR
2017	Applied Psychology						2	Continuing Ed: Enrolled	Exit Survey	Pacific University	Applied Psychological Science Emphasis	Hillsboro	OR
2017	Applied Psychology						2	Continuing Ed: Planned	Exit Survey				
2017	Applied Psychology						2	Continuing Education	CS Survey				
	Applied Psychology						2	Continuing Ed: Enrolled	Exit Survey	University of Mary		Billings	MT
2016	Applica i sychology						2	Continuing Ed: Enrolled	Exit Survey	Western Governors University	Masters in Teaching		
2016 2016	Applied Psychology			1			2	Planning to continue educat	CS Survey				
2016 2016	Applied Psychology Applied Psychology								Exit Survey	1			1
2016 2016 2016	Applied Psychology Applied Psychology Applied Psychology						2	Planning to continue educat					_
2016 2016 2016 2015	Applied Psychology Applied Psychology Applied Psychology Applied Psychology						2	Continuing Ed: Enrolled	Survey				
2016 2016 2016 2015 2017	Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology						2	Continuing Ed: Enrolled Seeking employment	Survey Exit Survey				
2016 2016 2016 2015 2017 2015	Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology						3	Continuing Ed: Enrolled Seeking employment Seeking employment	Survey Exit Survey Survey				
2016 2016 2016 2015 2017 2015	Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology						2 3 3 4	Continuing Ed: Enrolled Seeking employment	Survey Exit Survey				
2016 2016 2016 2015 2017 2015	Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology		Employed Continues of		47		2 3 3 4 75%	Continuing Ed: Enrolled Seeking employment Seeking employment	Survey Exit Survey Survey				
2016 2016 2016 2015 2017 2015	Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology		Continuing Ed		13		2 3 3 4 75% 21%	Continuing Ed: Enrolled Seeking employment Seeking employment	Survey Exit Survey Survey				
2016 2016 2016 2015 2017 2015	Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology		Continuing Ed Seeking Emplo		13 2		2 3 3 4 75% 21% 3%	Continuing Ed: Enrolled Seeking employment Seeking employment	Survey Exit Survey Survey				
2016 2016 2016 2015 2017 2015	Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology Applied Psychology	Medianto	Continuing Ed		13	Success Rate:	2 3 3 4 75% 21%	Continuing Ed: Enrolled Seeking employment Seeking employment	Survey Exit Survey Survey				

Grad	Major	D	Last	First	Salary	Wage	Code	Response	Source	Company/School	Position/Degree	City	State
2015	Biology-Health Sciences				\$55,000		1	Employed F/T	CS Survey	Sky Lakes/KF Schools	Medical Assistant/Coach	Klamath Falls	OR
2016	Biology-Health Sciences				\$37,000		1	Employed F/T	CS Survey	Emory University	Clinical Research Coordinator	Atlanta	GA
2017	Biology-Health Sciences				\$35,000		1	Employed F/T	Exit Survey	United Indian Health Services	Medical Assistant	Arcata	CA
2015	Biology-Health Sciences				\$34,000		1	Employed F/T	CS Survey		Financial Aid Representative	Klamath Falls	OR
2015	Biology-Health Sciences				\$32,000		1	Employed	CS Survey	Klamath Orthopedic and Sports Medicine	Medical assistant	Klamath Falls	OR
2015	Biology-Health Sciences				\$25,000		1	Employed	CS Survey LinkedIn	Self-Employed	Private Tutor	Klamath Falls	OR
2015	*Biology Biology-Health Sciences						1	Employed Employed F/T	CS Survey	Forest Service	Firefighter	Chiloguin	OR
2017	Biology-Health Sciences						1	Employed F/T	CS Survey	Precision Analytical	Specimen Processing	McMinnville	OR
2017	Biology-Health Sciences						1	Employed F/T	CS Survey	Shasta View Animal Clinic	Veterinary assistant	Klamath Falls	OR
2017	Biology-Health Sciences						1	Employed F/T	CS Survey	USDA	GS-0462-04	Klamath Falls	OR
2017	Biology-Health Sciences						1	Employed F/T	Exit Survey				
2017	Biology-Health Sciences						1	Employed F/T	Exit Survey				
2016	Biology-Health Sciences						1	Employed PT; Graduate Sch	Personal Kno	Klamath Basin Research & Extension Center; TBD M	Medicine		
2016	Biology-Health Sciences						1	Employed; Military	CS Survey				
2016	Biology-Health Sciences						1	Employed	Faculty	OSHU	Lab Tech	Portland	OR
2015	Biology-Health Sciences						1	Employed	Faculty	Asante	Medical Scribe	Medford	OR
2015	Biology-Health Sciences						1	Employed	Survey				
2015	Biology-Health Sciences						1	Employed; military	Faculty	US Air Force			
2015	Biology-Health Sciences				\$25,000		2	Continuing Ed: Enrolled	CS Survey				
2016	Biology-Health Sciences				\$13,000		2	Enrolling in additional educa	CS Survey	Kimberly Luna	Direct support professional	Klamath Falls	OR
2015	Biology-Health Sciences				\$7,000		2	Continuing Ed: Enrolled	CS Survey	Also: Everett's Veterinary Hospital	Vet Tech	Klamath Falls	OR
2017	Biology-Health Sciences						2	Continuing Ed: Enrolled	Exit Survey	OHSU	Physicians Assistant Program	Portland	OR
2017	Biology-Health Sciences						2	Continuing Ed: Enrolled	Exit Survey	Oregon State	Pharmacy	Corvallis	OR
2017	Biology-Health Sciences						2	Continuing Ed: Enrolled	Exit Survey	Roseman University of Health Sciences	Pharmacy	South Jordan	UT
2017	Biology-Health Sciences						2	Continuing Ed: Enrolled	Exit Survey	Southern College of Optometry	Optometry	Memphis	TN
2017	Biology-Health Sciences		-				2	Continuing Education	GradFair	National University of Health Sciences	Naturopathic Doctorate, Chiropractic D	loctorate	+
2017	Biology-Health Sciences						2	Continuing Ed: Planned	Exit Survey				+
2017	Biology-Health Sciences	-					2	Continuing Ed: Planned	Exit Survey				+
2017	Biology-Health Sciences	-					2	Continuing Ed: Planned	Exit Survey				+
2017	Biology-Health Sciences						2	Continuing Ed: Planned	Exit Survey			-	+
2017	Biology-Health Sciences Biology-Health Sciences						2	Continuing Ed: Planned Continuing Education	Exit Survey Faculty				+
2017	Biology-Health Sciences Biology-Health Sciences	<u> </u>	-				2	Applying to Med School	Faculty				+
2016	Biology-Health Sciences						2	Applying to Med School	Faculty			1	_
2016	Biology-Health Sciences						2	Continuing Ed: Enrolled	Email	Washington State College of Pharmacy	PharmD		WA
2016	Biology-Health Sciences						2	Planning to continue educat					
2016	Biology-Health Sciences						2	Planning to continue educat					
2015	Biology-Health Sciences						2	Applying to Med School	Faculty				
2015	Biology-Health Sciences						2	Applying to Med School	Faculty				
2015	Biology-Health Sciences						2	Continuing Ed: Enrolled	Faculty	Pharmacy School			
2015	Biology-Health Sciences						2	Continuing Ed: Enrolled	Faculty	Oregon State University	PharmD		
2015	Biology-Health Sciences						2	Continuing Ed: Enrolled	Faculty	Applying to med school			
2015	Biology-Health Sciences						2	Continuing Ed: Enrolled	Survey				
2015	Biology-Health Sciences						2	Continuing Ed: Enrolled	Survey				
2015	Biology-Health Sciences						2	Continuing Ed: Enrolled	Survey				
			Employed		19		41%						
			Continuing Ed		27		59%						
			Continuing Ed Seeking Emplo	yment	27 0		59% 0%						
		Madian	Continuing Ed Seeking Emplo Not Seeking		27 0 0		59% 0% 0%						
	Biology-Health Sciences	Median Salary	Continuing Ed Seeking Emplo	yment Known Outcomes	27 0	Success Rate:	59% 0%						
Grad	Major		Continuing Ed Seeking Emplo Not Seeking		27 0 0	Success Rate: Wage	59% 0% 0% 100%	Response	Source	Company/School	Position/Degree	City	State
2017			Continuing Ed Seeking Emplo Not Seeking \$34,500 Last	Known Outcomes First	27 0 0 46 Salary	Wage	59% 0% 0% 100% Code	Employed F/T	Source	Swanson Group Inc	HR Specialist	Glendale	OR
2017 Grad	Major Dispute Resolution Certificate Major		Continuing Ed Seeking Emplo Not Seeking \$34,500	Known Outcomes	27 0 0 46 Salary		59% 0% 0% 100% Code 1	Employed F/T Response	Source CS Survey Source	Swanson Group Inc Company/School	HR Specialist Position/Degree	Glendale	OR State
2017 Grad 2017	Major Dispute Resolution Certificate Major Communication Studies		Continuing Ed Seeking Emplo Not Seeking \$34,500 Last	Known Outcomes First	27 0 0 46 Salary Salary \$55,000	Wage	59% 0% 0% 100% Code 1 Code	Employed F/T Response Employed F/T	Source CS Survey Source Exit Survey	Swanson Group Inc Company/School BasinLife online Magazine	HR Specialist Position/Degree Writer	Glendale City Klamath Falls	OR State OR
2017 Grad 2017 2017	Major Dispute Resolution Certificate Major Communication Studies Communication Studies		Continuing Ed Seeking Emplo Not Seeking \$34,500 Last	Known Outcomes First	27 0 0 46 Salary Salary \$55,000 \$42,000	Wage	59% 0% 0% 100% Code 1 Code 1	Employed F/T Response Employed F/T Employed F/T	Source CS Survey Source Exit Survey CS Survey	Swanson Group Inc Company/School BasinLife online Magazine Boise State University	HR Specialist Position/Degree Writer Financial Aid counselor	Glendale City Klamath Falls Boise	OR State OR ID
2017 Grad V 2017 2017 2016	Major Dispute Resolution Certificate Major Communication Studies Communication Studies Communication Studies		Continuing Ed Seeking Emplo Not Seeking \$34,500 Last	Known Outcomes First	27 0 0 46 Salary \$55,000 \$42,000 \$36,504	Wage	59% 0% 0% 100% Code 1 Code 1	Employed F/T Response Employed F/T Employed F/T Employed F/T	Source CS Survey Source Exit Survey CS Survey CS Survey	Swanson Group Inc Company/School BasinLife online Magazine Boise State University Oregon Tech	HR Specialist Position/Degree Writer Financial Aid counselor Admissions Counselor	Glendale City Klamath Falls Boise Klamath Falls	OR State OR ID OR
2017 Grad 2017 2017 2016 2015	Major Dispute Resolution Certificate Major Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies		Continuing Ed Seeking Emplo Not Seeking \$34,500 Last	Known Outcomes First	27 0 0 46 Salary Salary \$55,000 \$42,000	Wage	59% 0% 0% 100% Code 1 Code 1 1	Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T	Source CS Survey Source Exit Survey CS Survey CS Survey CS Survey	Swanson Group Inc Company/School BasinLife online Magazine Boise State University Oregon Tech Basin Billing	HR Specialist Position/Degree Writer Financial Aid counselor Admissions Counselor Receptionist	Glendale City Klamath Falls Boise Klamath Falls Klamath Falls	OR State OR ID OR OR
2017 Grad 2017 2017 2016 2015 2017	Major Dispute Resolution Certificate Major Communication Studies Communication Studies Communication Studies		Continuing Ed Seeking Emplo Not Seeking \$34,500 Last	Known Outcomes First	27 0 0 46 Salary \$55,000 \$42,000 \$36,504	Wage	59% 0% 0% 100% Code 1 Code 1 1 1	Employed F/T Response Employed F/T Employed F/T Employed F/T Employed F/T Volunteer	Source CS Survey Source Exit Survey CS Survey CS Survey CS Survey Exit Survey	Swanson Group Inc Company/School BasinLiffe online Magazine Boise State University Oregon Tech Basin Billing AmeriCorps	HR Specialist Position/Degree Writer Financial Aid counselor Admissions Counselor Receptionist School Age Learning Center Mentor	Glendale City Klamath Falls Boise Klamath Falls	OR State OR ID OR OR ND
2017 Grad 2017 2017 2016 2015 2017	Major Dispute Resolution Certificate Major Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies		Continuing Ed Seeking Emplo Not Seeking \$34,500 Last	Known Outcomes First	27 0 0 46 Salary \$55,000 \$42,000 \$36,504	Wage	59% 0% 0% 100% Code 1 1 1 1 1	Employed F/T Response Employed F/T Employed F/T Employed F/T Employed F/T Volunteer Employed P/T	Source CS Survey Source Exit Survey CS Survey CS Survey CS Survey Exit Survey Exit Survey	Swanson Group Inc Company/School BasinLife online Magazine Boise State University Oregon Tech Basin Billing	HR Specialist Position/Degree Writer Financial Aid counselor Admissions Counselor Receptionist	Glendale City Klamath Falls Boise Klamath Falls Klamath Falls Klamath Falls	OR State OR ID OR OR
2017 2017 2017 2016 2015 2017 2017 2017	Misjor Dispute Resolution Certificate Misjor Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies		Continuing Ed Seeking Emplo Not Seeking \$34,500 Last	Known Outcomes First	27 0 0 46 Salary \$55,000 \$42,000 \$36,504	Wage	59% 0% 0% 100% Code 1 1 1 1 1	Employed F/T Response Employed F/T Employed F/T Employed F/T Employed F/T Volunteer Employed P/T Employed P/T Employed P/T	Source CS Survey Source Exit Survey CS Survey CS Survey CS Survey Exit Survey Exit Survey Exit Survey	Seanson Group Inc Company, School Baskuite Genier Magazine Boise State University Origon Tech Basin Billing AnnerCorps Kümath Falls City School District	IR Specialist Position (Degree Writer Financial Aid counselor Admissions Counselor Receptionist School Age Learning Center Mentor Career Pathways Navigator	Glendale City Klamath Falls Boise Klamath Falls Klamath Falls Fargo Klamath Falls	OR State OR ID OR OR OR OR OR
2017 2017 2017 2016 2015 2017 2017 2017 2017	Major Dispute Resolution Certificate Major Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies		Continuing Ed Seeking Emplo Not Seeking \$34,500 Last	Known Outcomes First	27 0 0 46 Salary \$55,000 \$42,000 \$36,504	Wage	59% 0% 0% 100% Code 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Response Employed F/T Employed F/T Employed F/T Employed F/T Volunteer Employed P/T Employed P/T Employed P/T Employed F/T Employed F/T	Source CS Survey Source Exit Survey CS Survey CS Survey Exit Survey Exit Survey Exit Survey Linkedin	Swanson Group Inc Company/School BasinLiffe online Magazine Boise State University Oregon Tech Basin Billing AmeriCorps	HR Specialist Position/Degree Writer Financial Aid counselor Admissions Counselor Receptionist School Age Learning Center Mentor	Glendale City Klamath Falls Boise Klamath Falls Klamath Falls Klamath Falls	OR State OR ID OR OR ND
2017 2017 2017 2016 2015 2017 2017 2017	Major Dispute Resolution Certificate Major Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies		Continuing Ed Seeking Emplo Not Seeking \$34,500 Last	Known Outcomes First	27 0 0 46 Salary \$55,000 \$42,000 \$36,504	Wage	59% 0% 0% 100% Code 1 1 1 1 1	Employed F/T Response Employed F/T Employed F/T Employed F/T Employed F/T Volunteer Employed P/T Employed P/T Employed P/T	Source CS Survey Source Exit Survey CS Survey CS Survey CS Survey Exit Survey Exit Survey Exit Survey	Seanson Group Inc Company, School Baskuite Genier Magazine Boise State University Origon Tech Basin Billing AnnerCorps Kümath Falls City School District	IR Specialist Position (Degree Writer Financial Aid counselor Admissions Counselor Receptionist School Age Learning Center Mentor Career Pathways Navigator	Glendale City Klamath Falls Boise Klamath Falls Klamath Falls Fargo Klamath Falls	OR State OR ID OR OR OR OR OR
2017 Grad 2017 2017 2016 2015 2017 2017 2017 2016 2017	Major Dispute Resolution Certificate Major Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies		Continuing Ed Seeking Emplo Not Seeking \$34,500 Last	Known Outcomes First	27 0 0 46 Salary \$55,000 \$42,000 \$36,504	Wage	59% 0% 0% 100% Code 1 Code 1 1 1 1 1 1 1 1 2	Employed F/T RESPONSE Employed F/T Employed F/T Employed F/T Employed F/T Volunteer Employed P/T Employed P/T Employed P/T Employed F/T Continuing Ed: Planned	Source CS Survey Source Exit Survey CS Survey CS Survey Exit Survey Exit Survey Exit Survey Exit Survey LinkedIn Exit Survey	Seanson Group Inc Company, School Baskuite Genier Magazine Boise State University Origon Tech Basin Billing AnnerCorps Kümath Falls City School District	IR Specialist Position (Degree Writer Financial Aid counselor Admissions Counselor Receptionist School Age Learning Center Mentor Career Pathways Navigator	Glendale City Klamath Falls Boise Klamath Falls Klamath Falls Fargo Klamath Falls	OR State OR ID OR OR OR OR OR
2017 Grad 2017 2017 2016 2015 2017 2017 2017 2016 2017	Major Dispute Resolution Certificate Major Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies		Continuing Ed Seeking Emplo Not Seeking \$34,500 Last	Known Outcomes First	27 0 0 46 Salary \$55,000 \$42,000 \$36,504 \$18,000	Wage	59% 0% 0% 100% Code 1 1 1 1 1 1 1 1 2 3	Employed F/T RESPONSE Employed F/T Employed F/T Employed F/T Employed F/T Volunteer Employed P/T Employed P/T Employed P/T Employed F/T Continuing Ed: Planned	Source CS Survey Source Exit Survey CS Survey CS Survey Exit Survey Exit Survey Exit Survey Exit Survey LinkedIn Exit Survey	Seanson Group Inc Company, School Baskuite Genier Magazine Boise State University Origon Tech Basin Billing AnnerCorps Kümath Falls City School District	IR Specialist Position (Degree Writer Financial Aid counselor Admissions Counselor Receptionist School Age Learning Center Mentor Career Pathways Navigator	Glendale City Klamath Falls Boise Klamath Falls Klamath Falls Fargo Klamath Falls	OR State OR ID OR OR OR OR OR
2017 Grad 2017 2017 2016 2015 2017 2017 2017 2016 2017	Major Dispute Resolution Certificate Major Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies Communication Studies		Continuing Ed Seeking Emplo Not Seeking Seeking Seeking Seeking \$34,500 Last Last	Known Outcomes First First	27 0 0 46 Salary \$55,000 \$42,000 \$36,504 \$18,000	Wage	59% 0% 0% 0% 100% Code 1 1 1 1 1 1 1 1 2 3 80%	Employed F/T RESPONSE Employed F/T Employed F/T Employed F/T Employed F/T Volunteer Employed P/T Employed P/T Employed P/T Employed F/T Continuing Ed: Planned	Source CS Survey Source Exit Survey CS Survey CS Survey Exit Survey Exit Survey Exit Survey Exit Survey LinkedIn Exit Survey	Seanson Group Inc Company, School Baskuite Genier Magazine Boise State University Origon Tech Basin Billing AnnerCorps Kümath Falls City School District	IR Specialist Position (Degree Writer Financial Aid counselor Admissions Counselor Receptionist School Age Learning Center Mentor Career Pathways Navigator	Glendale City Klamath Falls Boise Klamath Falls Klamath Falls Fargo Klamath Falls	OR State OR ID OR OR OR OR OR
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2017 2017 2017 2017 2016 2017 2017 2017 2017 2016 2017 2016 2015 2016 2015 2016 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2017 2017 2018 2018 2018 2018 2018 2018 2018 2018	Major Dispute Resolution Certificate Major Communication Studies Environmental Sciences	Salary o o Median Salary	Continuing 6d de Serining Employed Employed Employed Employed Employed Employed Employed Employed Employed	Known Outcomes First First yment Known Outcomes	27 0 0 46 Salary \$55,000 \$42,000 \$36,504 \$18,000 \$18,000 \$10,000 \$10,000 \$40,000 \$40,000 \$39,600	Wage Wage Success Rate Wage	\$996 on on one of one o	Employed F/T Response Imployed F/T Employed	Source CS Survey Dat Survey CS Survey East Survey CS Survey East Survey East Survey CS Survey East Sur	Swanson Group Inc Company (School Basinalite online Magazine Basical Evenire Magazine Basical Evenire Magazine Basical Evenire Magazine Basical Basica	HR Specialist Fostion/Degree Writer Financial Aid counselor Admissions Counselor Receptionist School Age Learning Center Mentor Caree Pathways Navigator Client Support Associate Fostion/Degree Intern, Teaching Assistant Gis Technician Independant Contractor/ Conservation Hydrologic Field Assistant Biological technician Full Time/Temporary position Full Time/Temporary position Field Biologist Biologic Science Technician Field Tech Social Enterprises Barista Masters in Geography	Glendale City Klamath Falls Boise Boise Klamath Falls Klamath Falls Klamath Falls Fargo Fortland City Prosser Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Columbia	OR ID OR ID OR ID OR ID OR ID OR OR OR OR OR OR OR OR OR OR OR OR OR
2017 2017 2017 2017 2016 2017 2017 2017 2017 2016 2017 2016 2015 2016 2015 2016 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2017 2017 2018 2018 2018 2018 2018 2018 2018 2018	Major Dispute Resolution Certificate Major Communication Studies Environmental Sciences	Salary o o Median Salary	Continuing of Section	Known Outcomes First First yment Known Outcomes	27 0 0 46 Salary \$55,000 \$42,000 \$36,504 \$18,000 \$1 \$0,000 \$50,000 \$50,000 \$40,000 \$35,000 \$35,000 \$35,000 \$35,000	Wage Wage Success Rate Wage	59%	Employed F/T Response Imployed F/T Employed	Source CS Survey Dat Survey CS Survey East Survey CS Survey East Survey East Survey CS Survey East Sur	Swanson Group Inc Company (School Basinalite online Magazine Basical Evenire Magazine Basical Evenire Magazine Basical Evenire Magazine Basical Basica	HR Specialist Fostion/Degree Writer Financial Aid counselor Admissions Counselor Receptionist School Age Learning Center Mentor Caree Pathways Navigator Client Support Associate Fostion/Degree Intern, Teaching Assistant Gis Technician Independant Contractor/ Conservation Hydrologic Field Assistant Biological technician Full Time/Temporary position Full Time/Temporary position Field Biologist Biologic Science Technician Field Tech Social Enterprises Barista Masters in Geography	Glendale City Klamath Falls Boise Boise Klamath Falls Klamath Falls Klamath Falls Fargo Fortland City Prosser Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Columbia	OR ID OR ID OR ID OR ID OR ID OR OR OR OR OR OR OR OR OR OR OR OR OR
2017 2017 2017 2017 2016 2017 2017 2017 2017 2016 2017 2016 2015 2016 2015 2016 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2017 2017 2018 2018 2018 2018 2018 2018 2018 2018	Major Dispute Resolution Certificate Major Communication Studies Environmental Sciences	Salary o o Median Salary	Continuing 6d de Serining Employed Employed Employed Employed Employed Employed Employed Employed Employed	Known First First Known Known Known First	27 0 0 46 Salary \$55,000 \$42,000 \$36,504 \$18,000 \$18,000 \$10,000 \$40,000 \$39,600 \$39,600 \$39,600 \$39,600	Wage Wage Success Rate Wage	\$995. Code 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Response Imployed F/T Employed	Source CS Survey Dat Survey CS Survey East Survey CS Survey East Survey East Survey CS Survey East Sur	Swanson Group Inc Company (School Basinalite online Magazine Basical Evenire Magazine Basical Evenire Magazine Basical Evenire Magazine Basical Basica	HR Specialist Fostion/Degree Writer Financial Aid counselor Admissions Counselor Receptionist School Age Learning Center Mentor Caree Pathways Navigator Client Support Associate Fostion/Degree Intern, Teaching Assistant Gis Technician Independant Contractor/ Conservation Hydrologic Field Assistant Biological technician Full Time/Temporary position Full Time/Temporary position Field Biologist Biologic Science Technician Field Tech Social Enterprises Barista Masters in Geography	Glendale City Klamath Falls Boise Boise Klamath Falls Klamath Falls Klamath Falls Fargo Fortland City Prosser Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Klamath Falls Columbia	OR ID OR ID OR ID OR ID OR ID OR OR OR OR OR OR OR OR OR OR OR OR OR
2017 2017 2017 2017 2016 2017 2017 2017 2017 2016 2017 2016 2015 2016 2015 2016 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2017 2017 2018 2018 2018 2018 2018 2018 2018 2018	Major Dispute Resolution Certificate Major Communication Studies Environmental Sciences	Median Salare	Continuing Continuing	Known Coulcomes First First Known Coulcomes First Known Coulcomes First	27 0 0 46 Salary \$55,000 \$42,000 \$36,504 1 1 2 3 0 0 550,000 \$50,000 \$30,000 \$30,000 \$30,000	Wage Wage Success Rate Wage	59% ON ON ON ON ON ON ON ON ON ON ON ON ON	Employed F/T Response Imployed F/T Employed	Source CS Survey Dat Survey CS Survey East Survey CS Survey East Survey East Survey CS Survey East Sur	Swanson Group Inc Company (School Basinalite online Magazine Basical Evenire Magazine Basical Evenire Magazine Basical Evenire Magazine Basical Basica	HR Specialist Fostion/Degree Writer Financial Aid counselor Admissions Counselor Receptionist School Age Learning Center Mentor Caree Pathways Navigator Client Support Associate Fostion/Degree Intern, Teaching Assistant Gis Technician Independant Contractor/ Conservation Hydrologic Field Assistant Biological technician Full Time/Temporary position Full Time/Temporary position Field Biologist Biologic Science Technician Field Tech Social Enterprises Barista Masters in Geography	Glendale City City Glendale Gl	OR ID OR ID OR ID OR ID OR ID OR OR OR OR OR OR OR OR OR OR OR OR OR
2017 2017 2017 2017 2017 2016 2017 2017 2017 2016 2016 2015 2015 2016 2016 2016 2017 2017 2017 2016 2017 2017 2017 2017 2017 2017 2017 2017	Major Dispute Resolution Certificate Major Communication Studies Environmental Sciences	Salary o o Median Salary	Continuing of the Seeking Employed Employed	Known First First Known Known Known First	27 0 0 46 Salary SSS,000 S42,000 S43,604 S18,000 S40,0	Wage Wage Success Rate Wage	\$995. ON ON ON ON ON ON ON ON ON ON ON ON ON O	Employed F/T Response Imployed F/T Employed	Source CS Survey Dat Survey CS Survey East Survey CS Survey East Survey East Survey CS Survey East Sur	Swanson Group Inc Company (School Basinalite online Magazine Basical Evenire Magazine Basical Evenire Magazine Basical Evenire Magazine Basical Basica	HR Specialist Fostion/Degree Writer Financial Aid counselor Admissions Counselor Receptionist School Age Learning Center Mentor Caree Pathways Navigator Client Support Associate Fostion/Degree Intern, Teaching Assistant Gis Technician Independant Contractor/ Conservation Hydrologic Field Assistant Biological technician Full Time/Temporary position Full Time/Temporary position Field Biologist Biologic Science Technician Field Tech Social Enterprises Barista Masters in Geography	Glendale City City Glendale Gl	OR ID OR ID OR ID OR ID OR ID OR OR OR OR OR OR OR OR OR OR OR OR OR

Grad	Major	В	Last	First	Salary	Wage	Code	Response	Source	Company/School	Position/Degree	City	State
2016	Population Health Management		2030		\$43,000	Wuge	1	Employed F/T	CS Survey	Klamath County Public Health	Tobacco Prevention and Education Proj		OR
2016	Population Health Management				\$42,000		1	Employed F/T	CS Survey	Klamath County Public Health	Program Coordibator	Klamath Falls	OR
2017	Population Health Management				\$31,000		1	Employed F/T	Exit Survey	RiverBend Correctional Facility	Group Life Coordinator 2	La Grande	OR
2017	Population Health Management				,	\$74	1	Employed F/T	CS Survey	Klamath Health Partnership, Inc.	Executive Administrative Assistant	Klamath Falls	OR
2017	Population Health Management						1	Employed	LinkedIn	Oregon Tech	Externship Liaison PHM	Klamath Falls	OR
2016	Population Health Management						1	Employed F/T	CS Survey	Cascade Health Alliance	Quality and Compliance Coordinator	Klamath Falls	OR
2016	Population Health Management				\$13,000		2	Enrolling in additional educ	a CS Survey	Kimberly Luna	Direct support professional	Klamath Falls	OR
2017	Population Health Management						2	Continuing Ed: Enrolled	Exit Survey	Liberty University College of Osteopathic Medicine	Medicine - Primary Care	Lynchburg	VA
2017	Population Health Management						2	Continuing Ed: Enrolled	Exit Survey	Pacific University- College of Health Professions	Athletic Training	Hillsboro	OR
2017	Population Health Management						3	Seeking Employment	Personal Kno	owledge			
			Employed		6		60%						
			Continuing Ed		3		30%						
			Seeking Emplo	yment	1		10%						
			Not Seeking		0		0%						
	Population Health Management	Median	\$42,000	Known	10	Success Rate:	90%						
Grad	Major	Salary	Last	Outcomes First	Salary	Wage	Code			Comment (Calendary)	D12 (D	674	Charles
2017	TVIO)O1		Last	FIISC		wage		Kesponse	Source	Granite Construction Company	Position/Degree	Anchorage	AK
2017	Civil Engineering Civil Engineering				\$75,000 \$75,000		1	Employed F/T Employed F/T	Exit Survey Exit Survey	Southeast Roadbuilders	Project Engineer Project Engineer/Operator	Haines	AK
2017								Employed F/T	CS Survey	Black & Veatch		Lake Oswego	OR
_	Civil Engineering Civil Engineering				\$70,176		1				Civil Design Engineer		OR
2017	Civil Engineering Civil Engineering				\$68,000		1	Employed F/T Employed F/T	Exit Survey Exit Survey	Black & Veatch Skanska Building Inc.	Civil/Structural Engineer I	Lake Oswego Portland	OR
_					,			1 - 1 - 1	-	-	Project Engineer		
2016	Civil Engineering				\$65,000		1	Employed F/T	CS Survey	TM Rippey Consulting Engineers	Design Engineer	Tigard	OR
2015	Civil Engineering				\$64,300		1	Employed	CS Survey	USDA Forest Service	Civil Engineer	Klamath Falls	OR
2016	Civil Engineering				\$61,000		1	Employed F/T	CS Survey	Kiewit Infrastructure Engineering	Civil Design Engineer	Denver	co
2017	Civil Engineering		1		\$60,000		1	Employed F/T	Exit Survey	Hamilton Construction	Project Engineer	Springfield	OR
2017	Civil Engineering		1		\$60,000		1	Employed F/T	Exit Survey	Kiewit	Engineer 1	Los Angeles	CA
2017	Civil Engineering		1		\$60,000		1	Employed F/T	Exit Survey	Knife River Materials	Project Engineer	Medford	OR
2017	Civil Engineering				\$60,000		1	Employed F/T	CS Survey	Oregon Department of Transportation	Qccs	Klamath Falls	OR
2015	Civil Engineering				\$60,000		1	Employed	CS Survey	Oregon Department of Transportation; OSU	Intern; Teaching Assistant		OR
2015	Civil Engineering				\$60,000		1	Employed	CS Survey				\perp
2017	Civil Engineering				\$57,000		1	Employed F/T	CS Survey	Granite construction	Project engineer	Yakima	WA
2016	Civil Engineering				\$56,000		1	Employed F/T	Email	Adkins Consulting Engineering		Klamath Falls	OR
2017	Civil Engineering				\$55,000		1	Employed F/T	Exit Survey	Barghausen	Design Engineer	Klamath Falls	OR
2017	Civil Engineering				\$55,000		1	Employed F/T	Exit Survey	Morrison Maierle	Bridge Engineer, EIT	Helena	MT
2017	Civil Engineering				\$55,000		1	Employed F/T	Exit Survey	Otak Inc.	Civil Engineer Designer, EIT	Vancouver	WA
2016	Civil Engineering				\$52,080		1	Employed F/T	CS Survey	WSDOT	Transportation engineer 1	Vancouver	WA
2017	Civil Engineering				\$52,000		1	Employed F/T	Exit Survey	AKS Engineering & Forestry	Construction Inspector	Tualatin	OR
2017	Civil Engineering				\$51,000		1	Employed F/T	Exit Survey	Structural Solutions Inc	Structural Designer	Jacksonville	OR
2015	Civil Engineering				\$51,000		1	Employed	CS Survey	Oregon Department of Transportation	Associate Engineer	LaGrande	OR
2017	Civil Engineering				\$50,000		1	Employed F/T	Exit Survey	Adkins Consulting Engineers LLP	Engineer	Klamath Falls	OR
2015	Civil Engineering				\$50,000		1	Employed F/T	CS Survey	ZCS Engineering, Inc.	Engineer Tech	Klamath Falls	OR
2015	Civil Engineering				\$50,000		1	Employed F/T	CS Survey	HGSI	Staff Engineer	Portland	OR
2015	Civil Engineering				\$50,000		1	Employed	CS Survey	WSDOT	Transportation Engineer	Yakima	WA
2015	Civil Engineering				\$50,000		1	Employed	CS Survey				
2016	Civil Engineering				\$48,000		1	Employed F/T	CS Survey	Adkins Consulting Engineering LLP	Engineering Technician	Klamath Falls	OR
2017	Civil Engineering				\$47,000		1	Employed F/T	Exit Survey	Adkins Consulting Engineering LLP	Drafting Intern	Klamath Falls	OR
2015	Civil Engineering						1	Employed F/T	CS Survey	US Army Corps of Engineers	Civil Engineer	Walla Walla	WA
2015	-				\$45,000		1	Employed	CS Survey	os a my corps or Engineers	Civil Engineer	***************************************	
2015	Civil Engineering Civil Engineering				\$45,000		1	Employed F/T	CS Survey	Mackenzie	Civil Designer I	Portland	OR
2010					\$43,000		1					Yreka	CA
_	Civil Engineering							Employed F/T	Exit Survey	E & S Engineers and Surveyors, Inc.	Engineer in Training		
2017	Civil Engineering						1	Employed F/T	CS Survey	Mountain View Window & Door	Sales associate	Medford Klamath Falls	OR
2017	Civil Engineering					\$33	1	Employed P/T	Exit Survey	Rocky Mountain Construction	QCT		OR
2017	Civil Engineering						1	Employed	LinkedIn	Shade10 Industries	Co-owner	Klamath Falls	OR
2017	Civil Engineering						1	Employed F/T	CS Survey	Tierra Group International	Staff Engineer I	Salt Lake City	UT
2017	Civil Engineering						1	Employed P/T	Exit Survey	Pending			
2017	Civil Engineering						1	Employed F/T	Exit Survey				
2016	Civil Engineering						1	Employed	LinkedIn	GHD	Staff Engineer	Eureka	CA
2016	Civil Engineering						1	Employed F/T	CS Survey				
2016	Civil Engineering						1	Employed F/T		Precision Structural Engineering	Engineering	Klamath Falls	OR
2016	Civil Engineering						1	Employed, Grad school	LinkedIn	Oregon State University		Corvallis	OR
2015	Civil Engineering						1	Employed	Faculty	Roseburg Forest Products	Environmental Technician	Springfield	OR
2015	Civil Engineering						1	Employed	Faculty	Washington Department of Transportation	Engineer I		WA
2015	Civil Engineering						1	Employed	Faculty	Black & Veatch	Engineering Intern	Lake Oswego	OR
2015	Civil Engineering						1	Employed	Faculty	Hardman Geotechnical Services	Engineering Intern	Portland	OR
2015	Civil Engineering						1	Employed	Faculty	PSEI	Engineering Intern	Klamath Falls	OR
2015	Civil Engineering						1	Employed	Faculty	PSEI	Engineering Intern	Klamath Falls	OR
2015	Civil Engineering						1	Employed	Faculty	Adroit Construction	Project Engineer	Ashland	OR
2015	Civil Engineering						1	Employed	Faculty	Goodfellow Bros	Project Engineer	Kailua-Kona	н
2015	Civil Engineering						1	Employed	Faculty	Summit Engineering Corporation	Project Manager	Reno	NV
2015	Civil Engineering						1	Employed F/T	TOS Survey	City of Dallas	Engineering Department	Dallas	OR
2017	Civil Engineering						1	Employed	Faculty	small structural engineering firm			OR
2016	Civil Engineering						2	Continuing Ed: Enrolled	LinkedIn	Oregon Institute of Technology	Civil Engineering	Klamath Falls	OR
			Employed		55		98%						
			Continuing Ed		1		2%						
			Seeking Emplo		0		0%						
			Not Seeking		0		0%						
	Civil Engineering	Median		Known									
Gradi		Salary	\$55,000	Outcomes	56	Success Rate		l					
Grad		ю	Last	First	Salary	Wage	Code	Response	Source	Company/School	Position/Degree	City	State
W	Major		1	1	\$63,600		1	Employed F/T	CS Survey	Wildish	Project Engineer	Newberg	OR
2017	Geomatics-option in GIS						1	Employed	Email	Bureau of Land Management		Portland	OR
W	·				\$35,000								
2017 2016 2015	Geomatics-option in GIS Geomatics-option in GIS Geomatics-option in GIS				\$35,000		1	Employed	LinkedIn	Harper Houf Peterson Righellis Inc.	Land Survey Technician	Portland	OR
2017	Geomatics-option in GIS Geomatics-option in GIS				\$35,000			Employed Employed	LinkedIn Faculty	Harper Houf Peterson Righellis Inc. OTAK	Land Survey Technician	Portland Gearhart	OR OR
2017 2016 2015	Geomatics-option in GIS Geomatics-option in GIS Geomatics-option in GIS		Employed		\$35,000		1				Land Survey Technician		
2017 2016 2015	Geomatics-option in GIS Geomatics-option in GIS Geomatics-option in GIS		Employed Continuing Ed				1				Land Survey Technician		
2017 2016 2015	Geomatics-option in GIS Geomatics-option in GIS Geomatics-option in GIS				4		1 1 100%				Land Survey Technician		
2017 2016 2015	Geomatics-option in GIS Geomatics-option in GIS Geomatics-option in GIS		Continuing Ed		4		1 1 100% 0%				Land Survey Technician		
2017 2016 2015	Geomatics-option in GIS Geomatics-option in GIS Geomatics-option in GIS	Median Salary	Continuing Ed Seeking Emplo	pyment	4 0 0	Success Rate:	1 1 100% 0% 0%				Land Survey Technician		

Grad	Major					Wage	Code				Position/Degree		State
2016	Geomatics-option in Surveying				\$72,000	- Woge	1	Employed	Email	Wildish	Land Surveyor and Geospatial Data Sper		OR
2017	Geomatics-option in Surveying				\$58,240		1	Employed F/T	Exit Survey	Hickman Williams & Associates	Survey Technician	Bend	OR
2017	Geomatics-option in Surveying	_			\$55,000		1	Employed F/T	Exit Survey	Parametrix	Surveyor I	Bend	OR
2017	Geomatics-option in Surveying				\$50,000		1	Employed F/T	GradFair	Azimuth Surveying	Rodman	Salem	OR
2016	Geomatics-option in Surveying				\$45,000		1	Employed F/T	CS Survey	Oregon Department of Transportation	Survey Technician	Bend	OR
2017	Geomatics-option in Surveying	T			\$40,000		1	Employed F/T	Exit Survey	BLM	Cadastral Land Surveyor	Reno	NV
2017	Geomatics-option in Surveying				\$11,000	\$11	1	Employed P/T	Exit Survey	Oregon Tech	Student worker/temp	Wilsonville	OR
2016	Geomatics-option in Surveying				***,***	*	1	Employed	LinkedIn	TO Engineers, Inc.	Land Surveying Technician	Nampa	ID
2015	Geomatics-option in Surveying						1	Employed	LinkedIn	Harper Houf Peterson Righellis Inc.	Land Survey Technician	Portland	OR
2016	Geomatics-option in Surveying						2	Continuing Ed: Enrolled	CS Survey			1	
1010	Geometics option in surveying		Employed		9		90%	Continuing Ed. Elifolica	cosurvey			1	-
			Continuing Ed		1		10%						
			Seeking Emplo		0		0%						
				yment	0		0%						
		Median	Not Seeking	Known									
	Geomatics-option in Surveying	Salary	\$50,000	Outcomes	10	Success Rate:	100%						
Grad	Major					Wage							
2017	Electrical Engineering				\$100,000		1	Employed F/T	Exit Survey	Intel Corporation	Hardware Engineer	Hillsboro	OR
2016	Electrical Engineering				\$100,000		1	Employed F/T	Exit Survey	Intel Corporation	D1C Technician	Hillsboro	OR
2015	Electrical Engineering				\$92,000		1	Employed	CS Survey	NW Custom Audio/Video	Varies	Vancouver	WA
2017	Electrical Engineering				\$84,000		1	Employed F/T	Exit Survey	Mentor Graphics	Associate Rotational Engineer	Wilsonville	OR
2017	Electrical Engineering		1		\$83,300		1	Employed F/T	Exit Survey	Columbus Technologies	Electrical Engineer II	Pasadena	CA
2015	Electrical Engineering				\$80,000		1	Employed	CS Survey	McDermond Aviation Consultants	Project Engineer	Portland	OR
2016	Electrical Engineering				\$78,000		1	Employed F/T	Exit Survey	POWER Engineers	Substation Engineer	Portland	OR
2017	Electrical Engineering				\$75,000		1	Employed F/T	CS Survey	John Deere	Product Engineer 1	Dubuque	IA
2016	Electrical Engineering				\$75,000		1	Employed F/T	Exit Survey		System Engineer I	Peyton	со
	Electrical Engineering				\$68,904		1	Employed F/T	CS Survey	Sargent and Lundy	Entry Level Electrical Engineering - Pow	Chicago	IL
2015	Electrical Engineering	_			\$68,900		1	Employed	CS Survey	Sargent and Lundy	Associate	Chicago	IL
2016	Electrical Engineering	1	t		\$66,000		1	Employed F/T	Exit Survey		Manufacturing Engineering	Corvallis	OR
2017	Electrical Engineering	1	t		\$65,000		1	Employed F/T	CS Survey	Rigado	Field Application Engineer	Portland	OR
2016	Electrical Engineering	_			\$65,000		1	Employed F/T	GradFair	Lucidyne Technologies	Systems Engineer	Corvallis	OR
2017	Electrical Engineering	+	+		\$63,000		1	Employed F/T	CS Survey	Bradford Consulting Engineers	Electrical Engineer	Tualatin	OR
2017	Electrical Engineering	+	+				1	Employed F/T	Exit Survey	POWER Engineers	Distribution Engineer	Portland	OR
	Electrical Engineering	-	+		\$62,400 \$60,000		1	Employed F/T	Exit Survey	Audix USA	Instrument Technician	Wilsonville	OR
2017		-	-				1			Addix 03A	Electrical Engineer	Merlin	OR
	Electrical Engineering	-	-		\$60,000		1	Employed F/T	Exit Survey		-		
2015	Electrical Engineering		_		\$60,000			Employed F/T	CS Survey	Microsemi	Test Engineer	Bend	OR
2017	Electrical Engineering		_		\$57,000		1	Employed F/T	CS Survey	Intel Corporation		Hillsboro	OR
2016	Electrical Engineering				\$56,000		1	Employed F/T	Exit Survey		Engineering Equipment Technician	Hillsboro	OR
2017	Electrical Engineering				\$55,000		1	Employed F/T	Exit Survey	Air Force Research Laboratory	Radiation Characterization Research Eng		NM
2015	Electrical Engineering				\$52,000		1	Employed	CS Survey	ElectroImpact	Electrical Engineer	Mukilteo	WA
2016	Electrical Engineering				\$51,000		1	Employed F/T	GradFair	Intel Corporation	FI-Tech	Hillsboro	OR
2016	Electrical Engineering				\$50,000		1	Employed F/T	Exit Survey		Electrical engineer	Redding	CA
2016	Electrical Engineering				\$47,000		1	Employed F/T	CS Survey	USACE	Computer Engineer	Portland	OR
2016	Electrical Engineering				\$45,000		1	Employed F/T	Exit Survey	Not provided	Electrical Engineer Trainee	Vancouver	WA
2017	Electrical Engineering				\$44,000		1	Employed F/T	Exit Survey	SpecWerkZ LLC.	Compliance Engineer	Hillsboro	OR
2017	Electrical Engineering				\$41,600		1	Employed F/T	CS Survey	Interstate Electric Supply	Quotations Specialist	Boise	ID
2016	Electrical Engineering				\$40,000		1	Employed F/T	Exit Survey		Eletrical Engineer	Redding	CA
2016	Electrical Engineering				\$40,000		1	Employed F/T	Exit Survey		Recent Graduates Pathways Electrical E	r Redding	CA
2016	Electrical Engineering				\$30,000		1	Employed F/T	CS Survey	lvgid	Snow maker	Incline Village	NV
2017	Electrical Engineering				GS-7-855		1	Employed F/T	Exit Survey	Bonneville Power Administration	Power Systems Control Field Engineer	Eugene	OR
2017	Electrical Engineering						1	Employed F/T	Exit Survey	Air Force Research Laboratory		Albuquerque	NM
2017	Electrical Engineering						1	Employed F/T	CS Survey	ArcSine Engineering	Staff Engineer	Redding	CA
2017	Electrical Engineering						1	Employed F/T	Exit Survey	Biamp Systems	Manufacturing Engineer	Tigard	OR
2017	Electrical Engineering												
2017		-				\$18		Employed F/T		FLIR		Wilsonville	OR
2017	Electrical Engineering					\$18	1	Employed F/T Employed F/T	Exit Survey CS Survey		Electronic Designer Field Service Engineer	Wilsonville	OR OR
	Electrical Engineering Electrical Engineering					\$18	1		Exit Survey	FLIR	Electronic Designer		_
2017	Electrical Engineering					\$18	1	Employed F/T Employed	Exit Survey CS Survey	FLIR FST Technical	Electronic Designer Field Service Engineer Electrical Engineer	Hillsboro	OR
	Electrical Engineering Electrical Engineering					\$18	1 1 1	Employed F/T Employed Employed	Exit Survey CS Survey Employer	FLIR FST Technical Industrial ENET Intel Corporation	Electronic Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer	Hillsboro Wilsonville	OR OR
2017	Electrical Engineering Electrical Engineering Electrical Engineering					\$18	1 1 1 1 1	Employed F/T Employed Employed Employed	Exit Survey CS Survey Employer LinkedIn LinkedIn	FUR FST Technical Industrial ENET Intel Corporation Intel Corporation	Electronic Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician	Hillsboro Wilsonville Beaverton Hillsboro	OR OR OR OR
2017 2017	Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering					\$18	1 1 1 1 1	Employed F/T Employed Employed Employed Employed Employed F/T	Exit Survey CS Survey Employer LinkedIn LinkedIn CS Survey	FUR PST Technical Industrial ENET Intel Corporation Intel Corporation POWER Engineers, Inc.	Electronic Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineer I	Hillsboro Wilsonville Beaverton Hillsboro Portland	OR OR OR OR OR
2017 2017 2017	Electrical Engineering Electrical Engineering Electrical Engineering					\$18	1 1 1 1 1	Employed F/T Employed Employed Employed Employed Employed Employed F/T Employed	Exit Survey CS Survey Employer LinkedIn LinkedIn CS Survey LinkedIn	FLIR FST Technical Industrial ENET Intel Corporation Intel Corporation Unitel Corporation Intel Corporation Tokyo Electron Tokyo Electron	Electronic Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineer I Field Engineer	Hillsboro Wilsonville Beaverton Hillsboro	OR OR OR OR
2017 2017 2017 2017	Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering					\$18	1 1 1 1 1 1 1 1 1	Employed F/T Employed Employed Employed Employed Employed F/T Employed Employed F/T	Exit Survey CS Survey Employer LinkedIn LinkedIn CS Survey LinkedIn Faculty	FUR PST Technical Industrial ENET Intel Corporation Intel Corporation POWER Engineers, Inc.	Electronic Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineer I	Hillsboro Wilsonville Beaverton Hillsboro Portland	OR OR OR OR OR
2017 2017 2017 2017 2017	Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1	Employed F/T Employed	Exit Survey CS Survey Employer LinkedIn LinkedIn CS Survey LinkedIn Faculty Exit Survey	FLIR FST Technical Industrial ENET Intel Corporation Intel Corporation Unitel Corporation Intel Corporation Tokyo Electron Tokyo Electron	Electronic Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineer I Field Engineer	Hillsboro Wilsonville Beaverton Hillsboro Portland	OR OR OR OR OR
2017 2017 2017 2017 2017 2017	Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1	Employed F/T Employed Employed Employed Employed Employed F/T Employed Employed F/T Employed F/T Employed F/T Employed F/T	Exit Survey CS Survey Employer LinkedIn LinkedIn CS Survey LinkedIn Faculty Exit Survey Exit Survey	FUR FST Technical Industrial ENET Intellection of FST Technical Industrial ENET Intellectory or FST Technical Intellectory or	Bectronic Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineer Field Engineer Software Engineer	Hillsboro Wilsonville Beaverton Hillsboro Portland Beaverton	OR OR OR OR OR OR OR
2017 2017 2017 2017 2017 2017 2017 2016	Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed Employed Employed Employed Employed Employed Employed Employed Employed Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T	Exit Survey CS Survey Employer LinkedIn LinkedIn CS Survey LinkedIn Faculty Exit Survey LinkedIn Exit Survey LinkedIn	FUR ST Technical Industrial ENET Intel Corporation Intel Corporation POWEL Engineers, Inc. Tokyo Electron Raytheon Grape Solar	Dectront Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineering Technician Engineer Software Engineer Tech Support	Hillsboro Wilsonville Beaverton Hillsboro Portland Beaverton Eugene	OR OR OR OR OR OR OR OR OR
2017 2017 2017 2017 2017 2017 2017 2016 2016	Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed Employed Employed Employed Employed Employed Employed F/T Employed Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T	Exit Survey CS Survey Employer LinkedIn LinkedIn CS Survey LinkedIn Faculty Exit Survey Exit Survey LinkedIn CS Survey	FUR ST Technical Industrial ENET Intel Corporation Intel Corporation POWER Engineers, Inc. Talya Electron Raytheon Grape Solar Digital Control Systems	Bectron Chesjaner Field Service Engineer Electrizal Engineer Guality And Reliability Engineer Engineering Technician Engineering Technician Engineer Software Engineer Tech Support Hardware / Software Engineer	Hillsboro Wilsonville Beaverton Hillsboro Portland Beaverton Eugene Portland	OR OR OR OR OR OR OR OR OR
2017 2017 2017 2017 2017 2017 2017 2016 2016	Dectrical Engineering Dectrical Engineering Electrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed Employed Employed Employed Employed Employed Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed	Exit Survey CS Survey Employer Linkedin Linkedin CS Survey Linkedin Faculty Exit Survey Exit Survey Linkedin CS Survey Linkedin CS Survey Linkedin CS Survey Linkedin	FUR FUR FORT Technical Industrial ENET Intel Corporation Intel Corporation POWER Engineers, Inc. Tolyo Electron Raytheon Grape Salar Digital Control Systems Black & Vestch	Electronic Designer Heid Service Engineer Diectrical Engineer Quality And Reliability Engineer Engineering Technician Engineeri Field Engineer Software Engineer Tech Support Hardware / Software Engineer Electrical Engineer	Hillsboro Wilsonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego	OR OR OR OR OR OR OR OR OR OR
2017 2017 2017 2017 2017 2017 2016 2016 2015	Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering Bectrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed	Exit Survey CS Survey Employer Linkedin Linkedin CS Survey Linkedin Faculty Exit Survey Exit Survey Linkedin CS Survey Linkedin CS Survey Linkedin Linkedin Linkedin Linkedin	FUR ST Technical Industrial ENET Intel Corporation Intel Corporation POWER Engineers, Inc. Tokyo Electron Raytheon Grape Solar Digital Control Systems Black & Venath Micron Later Technology	Dectronic Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineering Technician Engineering Field Engineer Software Engineer Tech Support Hardware / Software Engineer Laser Software Engineer Laser Software Developer	Hillsboro Wilsonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillsboro	OR OR OR OR OR OR OR OR OR OR OR OR
2017 2017 2017 2017 2017 2017 2016 2016 2015 2015	Bectrical Engineering Electrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed	Exit Survey CS Survey Employer LinkedIn LinkedIn CS Survey LinkedIn Faculty Exit Survey Exit Survey LinkedIn CS Survey LinkedIn CS Survey LinkedIn LinkedIn LinkedIn LinkedIn LinkedIn	EUR ST Technical Industrial ENET Intel Corporation Intel Corporation POWER Engineers, Inc. Talyo Bectron Raytheon Grape Solar Digital Control Systems Black & Vestech Micron Laser Enchology Mentor Graphics	Bectronic Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineering Technician Engineer Software Engineer Tech Support Hardware / Software Engineer Electrical Engineer Electrical Engineer Technical Writer Technical Writer	Hillsboro Wilsonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillsboro Wilsonville	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2016 2016 2015 2015 2015	Dectrical Engineering Dectrical Engineering Electrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed Employed Employed Employed Employed Employed Employed Employed Employed Employed Employed F/T Employed F/T Employed Employed Employed Employed Employed Employed Employed Employed Employed Employed Employed Employed Employed Employed Employed Employed Employed Employed	Exit Survey CS Survey Employer Linkedin Linkedin CS Survey Linkedin Faculty Exit Survey Linkedin CS Survey Linkedin CS Survey Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin	FUR FUR FOR Industrial ENET Intel Corporation Intel Corporation POWER Engineers, Inc. Tokyo Bectron Raytheon Grape Solar Opptal Control Systems Back & Vestach Micron Laser Technology Mentor Graphics Intel Corporation	Clectron Chesigner Field Service Engineer Clectrical Engineer Quality And Reliability Engineer Engineering Technician Engineer I Field Engineer Software Engineer Tech Support Hardware / Software Engineer Laser software Engineer Laser software Engineer Laser software Developer Technical Writter Firmware Engineer	Hillsboro Wilsonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillsboro Wilsonville Longmont	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2016 2016 2015 2015 2015 2015 2015	Bectrical Engineering Bectrical Engineering Bectrical Engineering Dectrical Engineering Dectrical Engineering Dectrical Engineering Bectrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed Employed Employed Employed Employed Employed Employed F/T Employed Employed F/T Employed F/T Employed Emplo	Exit Survey CS Survey Employer Linkedin Linkedin CS Survey Exit Survey Exit Survey Exit Survey Linkedin CS Survey Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin	EUR ST Technical Industrial ENET Intel Corporation Intel Corporation POWER Engineers, Inc. Tokyo Electron Raytheon Grape Solar Digital Control Systems Black & Vestach Micron Laser Technology Mentor Graphics Intel Corporation Intel Corporation POWERS Intelligence	Dectronic Designer Field Service Engineer Electrical Engineer Guality And Reliability Engineer Guality And Reliability Engineer Engineering Technician Engineer Field Engineer Software Engineer Tech Support Hardware / Software Engineer Electrical Engineer Laser Software Developer Technical Writter Firmware Engineer	Hillsboro Wilsonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillsboro Wilsonville Longmont Portland	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2017 2016 2016 2015 2015 2015 2015 2015 2015	Dectrical Engineering Electrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed	Exit Survey CS Survey Employer Linkedin CS Survey Linkedin CS Survey Linkedin Faculty Exit Survey Linkedin CS Survey Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin	FUR FUR FORT Technical Industrial ENET Intel Corporation Intel Corporation POWER Engineers, Inc. Tolyo Electron Raytheon Grape Solar Digital Control Systems Black & Vesteth Micron Laser Technology Method Corporation PLEXIS's Interface Products, Inc. Springfield Utility Board	Clectron Chesigner Field Service Engineer Clectrical Engineer Quality And Reliability Engineer Engineering Technician Engineer I Field Engineer Software Engineer Tech Support Hardware / Software Engineer Laser software Engineer Laser software Engineer Laser software Developer Technical Writter Firmware Engineer	Hillsboro Wissonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillsboro Wissonville Longmont Eugene	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2016 2016 2015 2015 2015 2015 2015 2015 2015 2015	Betrical Engineering Betrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed	Exit Survey CS Survey Employer Linkedin CS Survey Linkedin CS Survey Linkedin Faculty Exit Survey Exit Survey Linkedin CS Survey Linkedin CS Survey Linkedin Linkedin Linkedin Gradfair Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin	FUR ST Technical Industrial ENET Intel Corporation Intel Corporation POWER Engineers, Inc. Tokyo (Bectron Raytheon Grape Solar Digital Control Systems Black & Veath Micron Later Technology Mentod Craphics Intel Corporation PLEXIS Interface Products, Inc. Springfield Utility Board Oregon Tech	Dectrois Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineering Technician Engineering Technician Engineering Field Engineer Software Engineer Tech Support Hardware / Software Engineer Laser Software Engineer Laser Software Developer Technical Writer Firmware Engineer Junior Software Engineer Lander Software Engineer Junior Software Engineer Lander Software Engineer Lander Software Engineer Lander Software Engineer Lander Software Engineer Lander Software Engineer	Hillboro Wistonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillboro Wistonville Longmont Portland Longmont Wistonville Wistonville	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2016 2016 2015 2015 2015 2015 2015 2015 2015 2015	Dectrical Engineering Electrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed	Exit Survey CS Survey Employer Linkedin CS Survey Linkedin CS Survey Linkedin Faculty Exit Survey Linkedin CS Survey Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin	FUR FUR FORT Technical Industrial ENET Intel Corporation Intel Corporation POWER Engineers, Inc. Tolyo Electron Raytheon Grape Solar Digital Control Systems Black & Vesteth Micron Laser Technology Method Corporation PLEXIS's Interface Products, Inc. Springfield Utility Board	Dectronic Designer Field Service Engineer Electrical Engineer Guality And Reliability Engineer Guality And Reliability Engineer Engineering Technician Engineer Field Engineer Software Engineer Tech Support Hardware / Software Engineer Electrical Engineer Laser Software Developer Technical Writter Firmware Engineer	Hillsboro Wissonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillsboro Wissonville Longmont Eugene	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2016 2016 2015 2015 2015 2015 2015 2015 2015 2015	Betrical Engineering Betrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed	Exit Survey CS Survey Employer Linkedin Linkedin CS Survey Linkedin Faculty Exit Survey Linkedin CS Survey Linkedin CS Survey Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Exit Survey Exit Survey Exit Survey	FUR ST Technical Industrial ENET Intel Corporation Intel Corporation POWER Engineers, Inc. Tokyo (Bectron Raytheon Grape Solar Digital Control Systems Black & Veath Micron Later Technology Mentod Craphics Intel Corporation PLEXIS Interface Products, Inc. Springfield Utility Board Oregon Tech	Dectrois Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineering Technician Engineering Technician Engineering Field Engineer Software Engineer Tech Support Hardware / Software Engineer Laser Software Engineer Laser Software Developer Technical Writter Firmware Engineer Junior Software Engineer Junior Software Engineer Lingineering Technician	Hillboro Wistonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillboro Wistonville Longmont Portland Longmont Wistonville Wistonville	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2016 2016 2015 2015 2015 2015 2015 2015 2015 2015	Bectrical Engineering Electrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed Em	Exit Survey CS Survey Employer Linkedin Linkedin CS Survey Linkedin Faculty Exit Survey Linkedin CS Survey Linkedin CS Survey Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Exit Survey Exit Survey Exit Survey	FUR ST Technical Industrial ENET Intel Corporation Intel Corporation Intel Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Corporation Power Corporation Power Further Corporation	Dectrois Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineering Technician Engineering Technician Engineering Field Engineer Software Engineer Tech Support Hardware / Software Engineer Laser Software Engineer Laser Software Developer Technical Writter Firmware Engineer Junior Software Engineer Junior Software Engineer Lingineering Technician	Hillboro Wistonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillboro Wistonville Longmont Portland Longmont Wistonville Wistonville	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2017 2016 2016 2015 2015 2015 2015 2015 2015 2017 2017	Dectrical Engineering Dectrical Engineering Electrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed	Exit Survey CS Survey Employer Linkedin Linkedin CS Survey Linkedin Faculty Exit Survey Linkedin CS Survey Linkedin	FUR ST Technical Industrial ENET Intel Corporation Intel Corporation Intel Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Corporation Power Corporation Power Further Corporation	Dectrois Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineering Technician Engineering Technician Engineering Field Engineer Software Engineer Tech Support Hardware / Software Engineer Laser Software Engineer Laser Software Developer Technical Writter Firmware Engineer Junior Software Engineer Junior Software Engineer Lingineering Technician	Hillboro Wistonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillboro Wistonville Longmont Portland Longmont Wistonville Wistonville	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2017 2017 2016 2016 2015 2015 2015 2015 2015 2017 2017 2017 2017	Dectrical Engineering Dectrical Engineering Electrical Engineering Electrical Engineering Electrical Engineering Dectrical Engineering Dectrical Engineering Dectrical Engineering Electrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed	Exit Survey CS Survey Exit Survey Linkedin CS Survey Linkedin Faculty Exit Survey Linkedin CS Survey Linkedin CS Survey Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey	FUR ST Technical Industrial ENET Intel Corporation Intel Corporation Intel Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Corporation Power Corporation Power Further Corporation	Dectrois Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineering Technician Engineering Technician Engineering Field Engineer Software Engineer Tech Support Hardware / Software Engineer Laser Software Engineer Laser Software Developer Technical Writter Firmware Engineer Junior Software Engineer Junior Software Engineer Lingineering Technician	Hillboro Wistonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillboro Wistonville Longmont Portland Longmont Wistonville Wistonville	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2017 2017 2016 2016 2015 2015 2015 2015 2015 2017 2017 2017 2017	Dectrical Engineering Dectrical Engineering Dectrical Engineering Electrical Engineering Dectrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed	Exit Survey CS Survey Employer Linkedin Linkedin CS Survey Linkedin Faculty Exit Survey Exit Survey Linkedin Li	FUR ST Technical Industrial ENET Intel Corporation Intel Corporation Intel Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Corporation Power Corporation Power Further Corporation	Dectrois Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineering Technician Engineering Technician Engineering Field Engineer Software Engineer Tech Support Hardware / Software Engineer Laser Software Engineer Laser Software Developer Technical Writter Firmware Engineer Junior Software Engineer Junior Software Engineer Lingineering Technician	Hillboro Wistonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillboro Wistonville Longmont Portland Longmont Wistonville Wistonville	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2017 2016 2016 2016 2015 2015 2015 2015 2015 2017 2017 2017 2017 2017 2016	Bectrical Engineering Electrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed Emp	Exit Survey CS Survey Employer Linkedin Linkedin CS Survey Linkedin Faculty Exit Survey Linkedin CS Survey Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin SeradFair Linkedin Lin	FUR ST Technical Industrial ENET Intel Corporation Intel Corporation Intel Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Corporation Power Corporation Power Further Corporation	Dectrois Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineering Technician Engineering Technician Engineering Field Engineer Software Engineer Tech Support Hardware / Software Engineer Laser Software Engineer Laser Software Developer Technical Writter Firmware Engineer Junior Software Engineer Junior Software Engineer Lingineering Technician	Hillboro Wistonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillboro Wistonville Longmont Portland Longmont Wistonville Wistonville	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2016 2016 2016 2015 2015 2015 2015 2015 2017 2017 2017 2017 2017 2017 2016 2016 2016 2016	Dectrical Engineering Dectrical Engineering Electrical Engineering					\$18	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed	Exit Survey CS Survey Employer Linkedin Linkedin CS Survey Linkedin Exit Survey Linkedin CS Survey Linkedin CS Survey Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin CS Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey	FUR ST Technical Industrial ENET Intel Corporation Intel Corporation Intel Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Corporation Power Corporation Power Further Corporation	Dectrois Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineering Technician Engineering Technician Engineering Field Engineer Software Engineer Tech Support Hardware / Software Engineer Laser Software Engineer Laser Software Developer Technical Writter Firmware Engineer Junior Software Engineer Junior Software Engineer Lingineering Technician	Hillboro Wistonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillboro Wistonville Longmont Portland Longmont Wistonville Wistonville	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2016 2016 2016 2015 2015 2015 2015 2015 2017 2017 2017 2017 2017 2017 2016 2016 2016 2016	Bectrical Engineering Electrical Engineering		Emeksyst		54	518	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed Emp	Exit Survey CS Survey Employer Linkedin CS Survey Linkedin CS Survey Linkedin Faculty Exit Survey Linkedin CS Survey Linkedin CS Survey Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey	FUR ST Technical Industrial ENET Intel Corporation Intel Corporation Intel Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Corporation Power Corporation Power Further Corporation	Dectrois Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineering Technician Engineering Technician Engineering Field Engineer Software Engineer Tech Support Hardware / Software Engineer Laser Software Engineer Laser Software Developer Technical Writter Firmware Engineer Junior Software Engineer Junior Software Engineer Lingineering Technician	Hillboro Wistonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillboro Wistonville Longmont Portland Longmont Wistonville Wistonville	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2017 2016 2016 2016 2015 2015 2015 2015 2017 2017 2017 2017 2017 2017 2016 2016 2016 2016 2016	Dectrical Engineering Dectrical Engineering Electrical Engineering		Employed		54	\$18	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed	Exit Survey CS Survey Employer Linkedin Linkedin CS Survey Linkedin Exit Survey Linkedin CS Survey Linkedin CS Survey Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin CS Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey	FUR ST Technical Industrial ENET Intel Corporation Intel Corporation Intel Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Corporation Power Corporation Power Further Corporation	Dectrois Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineering Technician Engineering Technician Engineering Field Engineer Software Engineer Tech Support Hardware / Software Engineer Laser Software Engineer Laser Software Developer Technical Writter Firmware Engineer Junior Software Engineer Junior Software Engineer Lingineering Technician	Hillboro Wistonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillboro Wistonville Longmont Portland Longmont Wistonville Wistonville	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2016 2016 2016 2015 2015 2015 2015 2015 2017 2017 2017 2017 2017 2017 2016 2016 2016 2016	Dectrical Engineering Dectrical Engineering Electrical Engineering		Continuing Ed		8	518	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed	Exit Survey CS Survey Employer Linkedin Linkedin CS Survey Linkedin Exit Survey Linkedin CS Survey Linkedin CS Survey Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin CS Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey	FUR ST Technical Industrial ENET Intel Corporation Intel Corporation Intel Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Corporation Power Corporation Power Further Corporation	Dectrois Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineering Technician Engineering Technician Engineering Field Engineer Software Engineer Tech Support Hardware / Software Engineer Laser Software Engineer Laser Software Developer Technical Writter Firmware Engineer Junior Software Engineer Junior Software Engineer Lingineering Technician	Hillboro Wistonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillboro Wistonville Longmont Portland Longmont Wistonville Wistonville	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2016 2016 2016 2015 2015 2015 2015 2015 2017 2017 2017 2017 2017 2017 2016 2016 2016 2016	Dectrical Engineering Dectrical Engineering Electrical Engineering		Continuing Ed Seeking Emplo	yment	8	518	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed	Exit Survey CS Survey Employer Linkedin Linkedin CS Survey Linkedin Exit Survey Linkedin CS Survey Linkedin CS Survey Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin CS Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey	FUR ST Technical Industrial ENET Intel Corporation Intel Corporation Intel Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Corporation Power Corporation Power Further Corporation	Dectrois Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineering Technician Engineering Technician Engineering Field Engineer Software Engineer Tech Support Hardware / Software Engineer Laser Software Engineer Laser Software Developer Technical Writer Firmware Engineer Junior Software Engineer Lander Software Engineer Junior Software Engineer Lander Software Engineer Lander Software Engineer Lander Software Engineer	Hillboro Wistonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillboro Wistonville Longmont Portland Longmont Wistonville Wistonville	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2016 2016 2016 2015 2015 2015 2015 2015 2017 2017 2017 2017 2017 2017 2016 2016 2016 2016	Dectrical Engineering Electrical Engineering		Continuing Ed Seeking Emplo Not Seeking	yment	8 1 0		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed	Exit Survey CS Survey Employer Linkedin Linkedin CS Survey Linkedin Exit Survey Linkedin CS Survey Linkedin CS Survey Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin CS Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey	FUR ST Technical Industrial ENET Intel Corporation Intel Corporation Intel Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Corporation Power Corporation Power Further Corporation	Dectrois Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineering Technician Engineering Technician Engineering Field Engineer Software Engineer Tech Support Hardware / Software Engineer Laser Software Engineer Laser Software Developer Technical Writer Firmware Engineer Junior Software Engineer Lander Software Engineer Junior Software Engineer Lander Software Engineer Lander Software Engineer Lander Software Engineer	Hillboro Wistonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillboro Wistonville Longmont Portland Longmont Wistonville Wistonville	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2017 2017 2017 2017 2017 2016 2016 2015 2015 2015 2015 2015 2015 2017 2017 2017 2017 2017 2017 2016	Dectrical Engineering Dectrical Engineering Electrical Engineering	Median	Continuing Ed Seeking Emplo	yment	8	518	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed	Exit Survey CS Survey Employer Linkedin Linkedin CS Survey Linkedin Exit Survey Linkedin CS Survey Linkedin CS Survey Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin CS Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey	FUR ST Technical Industrial ENET Intel Corporation Intel Corporation Intel Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Further Corporation Power Corporation Power Corporation Power Further Corporation	Dectrois Designer Field Service Engineer Electrical Engineer Quality And Reliability Engineer Engineering Technician Engineering Technician Engineering Technician Engineering Field Engineer Software Engineer Tech Support Hardware / Software Engineer Laser Software Engineer Laser Software Developer Technical Writer Firmware Engineer Junior Software Engineer Lander Software Engineer Junior Software Engineer Lander Software Engineer Lander Software Engineer Lander Software Engineer	Hillboro Wistonville Beaverton Hillsboro Portland Beaverton Eugene Portland Lake Oswego Hillboro Wistonville Longmont Portland Longmont Wistonville Wistonville	OR OR OR OR OR OR OR OR OR OR OR OR OR O

Grad	Major	Last	First	Salary	Wage	Code	Response	Source	Company/School	Position/Degree	City	State
2016	Electronics Engineering Tech			\$92,000		1	Employed F/T	CS Survey	Industrial Electric Manufacturing	Electrical Design Engineer	Portland	OR
2015	Electronics Engineering Tech			\$88,000		1	Employed F/T	Email		Project Engineer		T
2016	Electronics Engineering Tech			\$78,000		1	Employed F/T	CS Survey	Intel Corporation	SI Engineer	Hillsboro	OR
2016	Electronics Engineering Tech			\$75,000		1	Employed F/T	CS Survey	Garmin AT	Test Process Engineer	Salem	OR
2015	Electronics Engineering Tech			\$75,000		1	Employed F/T	CS Survey	Maxim Integrated	Manufacturing Test Engineer	Hillsboro	OR
2016	Electronics Engineering Tech			\$72,000		1	Employed F/T	CS Survey	Intel Corporation	Technical Marketing Engineer	Hillsboro	OR
2017	Electronics Engineering Tech			\$60,000		1	Employed F/T	Exit Survey	Advantest America	Field Service Engineer	Hillsboro	OR
2016	Electronics Engineering Tech			\$55,000		1	Employed F/T	CS Survey	Tektronix	RF Technician	Beaverton	OR
2017	Electronics Engineering Tech			\$52,000		1	Employed F/T	Exit Survey	AudioControl	Engineering Technician	Seattle	WA
2016	Electronics Engineering Tech			\$50,000		1	Employed F/T	Exit Survey		Engineering Technician	Hillsboro	OR
2015	Electronics Engineering Tech			\$50,000		1	Employed	CS Survey	Intel Corporation	Engineering Technician	Hillsboro	OR
2016	Electronics Engineering Tech			\$47,000		1	Employed F/T	GradFair	Intel Corporation	Engineering Technician	Hillsboro	OR
2015	Electronics Engineering Tech			\$46,000		1	Employed F/T	CS Survey	Intel Corporation	Manufacturing tech	Hillsboro	OR
2016	Electronics Engineering Tech			\$41,000		1	Employed F/T	CS Survey	Vanguard EMS	Test Technician	Beaverton	OR
2017	Electronics Engineering Tech					1	Employed F/T	Exit Survey	Lam Research	Electrical Engineer	Tualatin	OR
2016	Electronics Engineering Tech					1	Employed	LinkedIn	AMD	Manufacturing Technician	Sunnyvale	CA
2015	Electronics Engineering Tech					1	Employed	LinkedIn	Simon Custom Musical Instruments	Self-employed	Cornelius	OR
2015	Electronics Engineering Tech					2	Continuing Ed: Enrolled	CS Survey				T
2015	Electronics Engineering Tech					3	Seeking employment	CS Survey				T
2015	Electronics Engineering Tech					3	Seeking employment	CS Survey				T
		Employed		17		85%		•				
		Continuing Ed		1		5%						
		Sanking Employ	oment	,		100						

Seeking Employment 2 10% Not Seeking 0 0%

2017 2017 2017	Electronics Engineering Tech Major Renewable Energy Engineering	Median Salary	\$57,500 Last	Known Outcomes First	20	Success Rate	90%						
2017	Major Penewahle Energy Engineering												
2017			Last	First	Salary	Wage	Code	Response	Source	Company/School	Position/Degree	City	State
					\$90,000			Employed F/T	_	Superior Group	Electrical Engineer	Tigard	OR
2017	Renewable Energy Engineering				\$76,300		1	Employed F/T	Exit Survey	Northrop Grumman	Electrical Engineer 1 - Electronics and Pa		CA
	Renewable Energy Engineering				\$72,000		1	Employed F/T	Exit Survey	Ecotope, Inc. US Army Corps of Engineers Hydroelectric Design	Research Engineer	Seattle	WA
2015	Renewable Energy Engineering				\$71,000		1	Employed	CS Survey	Center	Engineer in Training	Portland	OR
2017	Renewable Energy Engineering				\$70,000		1	Employed F/T	Exit Survey	Black & Veatch	Electrical Engineer 1	Portland	OR
2017	Renewable Energy Engineering				\$70,000		1	Employed F/T	CS Survey	Engineering Economics Inc	Project Engineer	Golden	co
2016	Renewable Energy Engineering				\$68,904		1	Employed F/T	CS Survey	Sargent and Lundy	Entry Level Electrical Engineering - Pow	Chicago	IL
2015	Renewable Energy Engineering				\$68,900		1	Employed	CS Survey	Sargent and Lundy	Associate	Chicago	IL
2017	Renewable Energy Engineering				\$68,000		1	Employed F/T	Exit Survey	Sargent & Lundy	Entry-Level Electrical Engineer - Power I	Chicago	IL
2017	Renewable Energy Engineering				\$66,000		1	Employed F/T	CS Survey	ECI	Design Engineer		MT
2016	Renewable Energy Engineering				\$66,000		1	Employed F/T	CS Survey	PGE	Service and Design Project Manager	Portland	OR
2017	Renewable Energy Engineering				\$65,000		1	Employed F/T	Exit Survey	Bonneville Power Administration	Electrical Effects Transmission Line Desi	Vancouver	WA
2017	Renewable Energy Engineering				\$65,000		1	Employed F/T	Exit Survey	HDR Inc	Engineer	Portland	OR
2017	Renewable Energy Engineering				\$65,000		1	Employed F/T	Exit Survey	MacDonald-Miller Facility Solutions	Estimator	Seattle	WA
2016	Renewable Energy Engineering				\$65,000		1	Employed F/T	Email	DNV GL		Portland	OR
2015	Renewable Energy Engineering				\$62,400		1	Employed	CS Survey				+
2016	Renewable Energy Engineering				\$60,000		1	Employed F/T	CS Survey	Leviton	Applications Engineer	Tualatin	OR
2016	Renewable Energy Engineering				\$60,000		1	Employed F/T	CS Survey	System Design Consultants	Energy Analyst/Mechanical Designer	Portland	OR
2015	Renewable Energy Engineering				\$60,000		1	Employed F/T	CS Survey	Leviton	Application Engineer	Tualatin	OR
2015							1	1 -1 1	CS Survey				OR
2015	Renewable Energy Engineering				\$58,600		1	Employed F/T	GradFair	Corbin consulting engineers	Electrical designer	Beaverton McMinnville	OR
	Renewable Energy Engineering				\$57,000			Employed F/T		Cascade Steel Rolling Mills	Process Engineer		
2015	Renewable Energy Engineering				\$56,000		1	Employed	CS Survey	JELD-WEN	Product Engineer	Klamath Falls	OR
2017	Renewable Energy Engineering				\$55,000		1	Employed F/T	Exit Survey	US Army Corps of Engineers, Hydroelectric Design C		Portland	OR
2016	Renewable Energy Engineering				\$55,000		1	Employed F/T	CS Survey	Reyes Engineering Inc	Electrical Design Engineer	Portland	OR
2016	Renewable Energy Engineering				\$55,000		1	Employed F/T	CS Survey	Reyes Engineering Inc	Electrical Design Engineer	Portland	OR
2016	Renewable Energy Engineering				\$55,000		1	Employed F/T	CS Survey	US Army Corps of Engineers	Electrical Engineer in Training	Portland	OR
2016	Renewable Energy Engineering				\$55,000		1	Employed	Email	LAM Research/Oregon Tech	Technician/Faculty	Tualatin/Wilsonvil	ill OR
2015	Renewable Energy Engineering				\$52,000		1	Employed F/T	CS Survey	Flux Resources/SSOE	Electrical Design Engineer	Hillsboro	OR
2015	Renewable Energy Engineering				\$52,000		1	Employed	CS Survey	ElectroImpact	Electrical Engineer	Mukilteo	WA
2015	Renewable Energy Engineering				\$50,000		1	Employed	CS Survey	Polaris Bettery Labs	Process Engineer	Beaverton	OR
2017	Renewable Energy Engineering				\$45,700		1	Employed F/T	Exit Survey	Polaris Battery Labs	Process Engineer	Beaverton	OR
2017	Renewable Energy Engineering				\$40,040		1	Employed F/T	Exit Survey	Willdan Energy Solutions (formerly Abacus Resource	Energy Engineer	Beaverton	OR
2017	Renewable Energy Engineering				\$40,000		1	Employed F/T	Exit Survey	Corbin Consulting Engineers	Electrical Design Intern	Beaverton	OR
2015	Renewable Energy Engineering				\$40,000		1	Employed F/T	CS Survey	Synchro Solar	Project Manager	Portland	OR
2016	Renewable Energy Engineering				\$36,500		1	Employed F/T	CS Survey	Nor Cal Products	Engineering Documentation Specialist	Yreka	CA
2017	Renewable Energy Engineering				\$35,000		1	Employed F/T	Exit Survey	Pacificorp	Protection and Controls Student Engine		OR
2016	Renewable Energy Engineering				\$30,000		1	Employed F/T	Exit Survey	Not provided	Contractor	Tualatin	OR
2016	Renewable Energy Engineering				\$30,000		1	Employed F/T	CS Survey	not provided	PV Engineer Intern	Roston	MΑ
2017	Renewable Energy Engineering				330,000		1	Employed	LinkedIn	Bonneville Power Administration	Electronics Engineer	Portland	OR
2017	Renewable Energy Engineering						1	Employed	LinkedIn	Bonneville Power Administration	Electrical Engineer	Vancouver	WA
2017	Renewable Energy Engineering						1	Employed	LinkedIn	Conti Solar	Field Engineer	Wakefield	RI
2017							1	1 - 1	LinkedIn		Project Coordinator-Renewable Energy	Portland	OR
2017	Renewable Energy Engineering						1	Employed	LinkedIn	Energy Trust of Oregon	Wind SCADA Engineer	Portland	OR
_	Renewable Energy Engineering							Employed					
2017	Renewable Energy Engineering						1	Employed	LinkedIn	Pacificorp	Electrical Engineer	Portland Portland	OR
	Renewable Energy Engineering						1	Employed F/T	CS Survey	Tokyo Electron America Inc.	Field Service Engineer		OR
2017	Renewable Energy Engineering						1	Employed	LinkedIn	TruNorth Solar	Installer	St. Cloud	MN
2017	Renewable Energy Engineering						1	Employed	Linkedin msg		Business Analyst		
2016	Renewable Energy Engineering						1	Employed	LinkedIn	Adams Homebuilding	Builder/Supervisor	Portland	OR
2016	Renewable Energy Engineering						1	Employed	LinkedIn	Tokyo Electron		Portland	OR
2016	Renewable Energy Engineering						1	Employed	LinkedIn	Grape Solar	Tech Support	Eugene	OR
2016	Renewable Energy Engineering						1	Employed	LinkedIn	OIT		Klamath Falls	OR
2016	Renewable Energy Engineering						1	Employed F/T	Exit Survey				
2016	Renewable Energy Engineering						1	Employed F/T	LinkedIn	PacifiCorp	Student Engineer	Portland	OR
2016	Renewable Energy Engineering						1	Employed P/T	CS Survey				
2015	Renewable Energy Engineering						1	Employed	LinkedIn	Hench Control	Sales Engineer	Portland	OR
2015	Renewable Energy Engineering						1	Employed	LinkedIn	Black & Veatch	Electrical Engineer	Lake Oswego	OR
2015	Renewable Energy Engineering						1	Employed	LinkedIn	UC Davis	Energy Project Engineer Hardware, Monitoring and Analysis	Davis	CA
2015	Renewable Energy Engineering						1	Employed	LinkedIn	Acadia Micro	Hardware, Monitoring and Analysis	Boston	MA
2015	Renewable Energy Engineering						1	Employed	LinkedIn	System Design Consultants	Mechanical Designer	Portland	OR
2015	Renewable Energy Engineering						1	Employed	LinkedIn	Stantec	Project Design Electrical Engineering	Seattle	WA
2015	Renewable Energy Engineering						1	Employed	Student:	Blount International	Machinist	Milwaukie	OR
2015	Renewable Energy Engineering						1	Employed	Student:	Port of Portland	Project Engineer	Portland	OR
2015	Renewable Energy Engineering						1	Employed	nrad fair Survey	Firon Associates	Electrical Engineering Intern	Portland	OR
2015	Renewable Energy Engineering						1	Employed F/T	Exit Survey	Not provided	Electrical Engineering Intern	Beaverton	OR
2015	Renewable Energy Engineering						1	Employed F/T	LinkedIn	Black & Veatch	Electrical Engineer	Portland	OR
2015	Renewable Energy Engineering						1	Employed F/T	LinkedIn	Springfield Utility Board	Engineering Technician	Eugene	OR
2015	Renewable Energy Engineering Renewable Energy Engineering						1	Employed F/T	TOS Survey	RRC Power and Energy	CAD Designer	Tualatin	OR
							2			inc. one: and energy		- Guiduii	China
2017	Renewable Energy Engineering						2	Continuing Education	Faculty Exit Survey		MBA	-	Lnina
	Renewable Energy Engineering							Continuing Ed: Planned		Constitute of Tab.	DO D. A		-
2016	Renewable Energy Engineering						2	Continuing Ed: Enrolled	Exit Survey	Georgia Institute of Technology	PhD Aerospace Engineering	Atlanta	GA
2016	Renewable Energy Engineering						2	Continuing Ed: Enrolled	Exit Survey	Portland State University	MS in Engineering and Technology Man	Portland	OR
2016	Renewable Energy Engineering						2	Continuing Ed: Enrolled	CS Survey	Oregon Institute of Technology	MSREE	Wilsonville	OR
2016	Renewable Energy Engineering						2	Continuing Ed: Enrolled	CS Survey				
2016	Renewable Energy Engineering						3	Seeking employment	CS Survey				
	Renewable Energy Engineering						3	Seeking employment	Survey				ш¯
2015							3	Seeking employment	Survey				
	Renewable Energy Engineering							accome & contract to the second					
2015							3	Seeking employment	Survey				I
2015 2015	Renewable Energy Engineering							Seeking employment Seeking employment	-				Ħ
2015 2015 2015	Renewable Energy Engineering Renewable Energy Engineering						3	Seeking employment	Survey				F

Renewable Energy Engineering	Median Salary		Known	79	Success Rate:	92%
		Not Seeking		0		0%
		Seeking Emplo	yment	6		8%
		Continuing Ed		6		8%
		Employed		67		85%

Grad	Major			Wage		Response	Source	Company/School	Position/Degree	City	State
2017	Manufacturing Engineering Tech		\$250,000		1	Employed F/T	CS Survey	Amazon	Senior engineer	Seattle	WA
2015	Manufacturing Engineering Tech		\$79,000		1	Employed	CS Survey	Boeing	Test Engineer	Huntington Beach	CA
2017	Manufacturing Engineering Tech		\$70,000		1	Employed F/T	CS Survey	Oeco, LLC.	Manufacturing Engineer	Milwaukie	OR
2015	Manufacturing Engineering Tech		\$70,000		1	Employed F/T	GradFair	Audix Corporation	Production Manager	Wilsonville	OR
2017	Manufacturing Engineering Tech		\$65,000		1	Employed F/T	Exit Survey	Advanced Precision Anodizing	manufacturing engineer	wood village	OR
2017	Manufacturing Engineering Tech		\$63,000		1	Employed F/T	Exit Survey	Nortek Air Solutions	Manufacturing Engineer	Tualatin	OR
2016	Manufacturing Engineering Tech		\$62,000		1	Employed F/T	Exit Survey		Validation and Process Engineer	Bend	OR
2017	Manufacturing Engineering Tech		\$60,000		1	Employed F/T	CS Survey	Intel Corporation	Manufacturing Engineering Technician	Hillsboro	OR
2016	Manufacturing Engineering Tech		\$60,000		1	Employed F/T	CS Survey		Quality engineer		
2016	Manufacturing Engineering Tech		\$58,000		1	Employed F/T	Exit Survey		Design Engineer	Klamath Falls	OR
2017	Manufacturing Engineering Tech		\$57,000		1	Employed F/T	Exit Survey	Exotic Metals Forming	Manufacturing Engineer	Kent	WA
2016	Manufacturing Engineering Tech		\$55,000		1	Employed F/T	CS Survey			Dammam	Inti
2017	Manufacturing Engineering Tech		\$50,000		1	Employed F/T	CS Survey	Ascentec Engineering	Manufacturing Engineer I	Tualatin	OR
2016	Manufacturing Engineering Tech		\$45,000		1	Employed F/T	CS Survey	Stahlbush Island Farms	Fabrication engineer	Corvallis	OR
2016	Manufacturing Engineering Tech		\$39,938		1	Employed F/T	Email	Highway Products and Pavati Marine	Design Engineer	White City	OR
2017	Manufacturing Engineering Tech		\$36,000		1	Employed F/T	Exit Survey	Fremont Millwork	Project Engineer	Klamath Falls	OR
2015	Manufacturing Engineering Tech		\$33,280		1	Employed F/T	CS Survey	Ozotech inc.	Manufacturing engineer	Yreka	CA
2017	Manufacturing Engineering Tech				1	Employed F/T	Exit Survey	JELD-WEN	Group manager	Klamath Falls	OR
2017	Manufacturing Engineering Tech				1	Employed	LinkedIn	Lam Research	Manufacturing Technician	Tualatin	OR
2017	Manufacturing Engineering Tech				1	Employed	Article	Shade10 Industries	Co-Owner	Klamath Falls	OR
2017	Manufacturing Engineering Tech				1	Employed F/T	Exit Survey				
2017	Manufacturing Engineering Tech				1	Employed F/T	Exit Survey				
2016	Manufacturing Engineering Tech				1	Employed F/T	Exit Survey		Owner	Klamath Falls	OR
2016	Manufacturing Engineering Tech				1	Employed F/T	CS Survey	Boeing	Engineer	Seattle	WA
2016	Manufacturing Engineering Tech				1	Employed F/T	CS Survey				
2015	Manufacturing Engineering Tech				1	Employed	LinkedIn	Boeing	Manufacturing Engineer	Auburn	WA
2015	Manufacturing Engineering Tech				1	Employed	Facebook;	Boeing		Everett	WA
2015	Manufacturing Engineering Tech				1	Employed	Faculty	Boeing		Everett	WA
2015	Manufacturing Engineering Tech				1	Employed	LinkedIn	Jeld-Wen	Engineer	Klamath Falls	OR
2015	Manufacturing Engineering Tech				1	Employed	LinkedIn	Sulzer Ltd	Manufacturing Engineer	Portland	OR
2015	Manufacturing Engineering Tech				1	Employed	Survey				
2015	Manufacturing Engineering Tech				1	Employed F/T	LinkedIn	Boeing	Structural and Payloads Design Engineer	Seattle	WA
2016	Manufacturing Engineering Tech				3	Seeking employment	CS Survey				
2015	Manufacturing Engineering Tech				3	Seeking employment	Survey				
2015	Manufacturing Engineering Tech				3	Seeking employment	Survey				
2017	Manufacturing Engineering Tech				3	Seeking employment	LinkedIn msg				
	•	Employed	32		89%						

Grad			Juliuty						•					
Voor	Major			Last	First	Salary	Wage	Code	Response	Source	Company/School	Position/Degree	City	State
2017	Mechanical Engineering					\$110,000		1	Employed F/T	CS Survey	Boeing	Design Engineer	Everett	WA
2017	Mechanical Engineering					\$93,500		1	Employed F/T	CS Survey	Boeing	Tool Engineer	Everett	WA
2016	Mechanical Engineering					\$89,000		1	Employed F/T	Exit Survey	Boeing	Stress Analyst	Everett	WA
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2017	Mechanical Engineering					\$83,668		1	Employed F/T	CS Survey	Boeing	Manufacturing Engineer II	Everett	WA
2016	Mechanical Engineering					\$80,000		1	Employed F/T	Exit Survey	Hewlett Packard	R&D Engineer	Corvallis	OR
2017	Mechanical Engineering					\$76,000		1	Employed F/T	CS Survey	MacDonald-Miller Facility Solutions	Project Manager	Seattle	WA
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2017	Mechanical Engineering					\$75,000		1	Employed F/T	CS Survey	Boeing	Design Engineer	Renton	WA
2015	Mechanical Engineering					\$72,000		1	Employed	CS Survey	Procter & Gamble	Engineering	Bear River City	UT
2016	Mechanical Engineering					\$70,000		1	Employed F/T	CS Survey	Ford Motor Company	Product Development/Safety CAE Engin	Dearborn	м
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2015	Mechanical Engineering					\$69,000		1	Employed	CS Survey	Boeing	Manufacturing Engineer	Everett	WA
2017	Mechanical Engineering					\$65,750		1	Employed F/T	CS Survey	Consolidated Metco, Inc.	Associate Design Engineer	Vancouver	WA
2017	Mechanical Engineering					\$65,000		1	Employed F/T	Exit Survey	Intel Corporation	Module engineer	Oregon	OR
											-	-		+
2017	Mechanical Engineering					\$65,000		1	Employed F/T	Exit Survey	Kiewit	Engineer 1		
2017	Mechanical Engineering					\$63,000		1	Employed F/T	CS Survey	IMI Logistics	Mechanical engineer	Phoenix	AZ
2017	Mechanical Engineering					\$63,000		1	Employed F/T	Exit Survey	Peterson Pacific Corp	Product Engineer	Eugene	OR
2016						\$62,000		1			Hewlett Packard		Convallis	OR
	Mechanical Engineering					400,000		_	Employed F/T	Exit Survey		Manufacturing Technician		
2015	Mechanical Engineering					\$62,000		1	Employed	CS Survey	Roseburg Forest Products	Capital Process Engineer	Roseburg	OR
2017	Mechanical Engineering					\$60,600		1	Employed F/T	Exit Survey	Pearl Harbor Naval shipyard and IMF	Mechanical Engineer	Honolulu	н
2017	Mechanical Engineering					\$60,000		1	Employed F/T	Exit Survey	British Petroleum	Mechanical Static Engineer	Jakarta	Indo
						,			1 - 1					
2016	Mechanical Engineering					\$60,000		1	Employed F/T	Exit Survey	Intel Corporation	D1C Technician	Hillsboro	OR
2016	Mechanical Engineering					\$60,000		1	Employed F/T	Exit Survey		Design Engineer		
						,			Employed		<u> </u>		-	+
2015	Mechanical Engineering					\$60,000		1		CS Survey		-	-	+
2017	Mechanical Engineering					\$58,000		1	Employed F/T	Exit Survey	Hyundai Motor Manufacturing Alabama	Engine Quality Specialist	Montgomery	AL
2017	Mechanical Engineering					\$56,000		1	Employed F/T	CS Survey	JELD-WEN	Product Engineer	Klamath Falls	OR
2016	Mechanical Engineering					\$56,000		1	Employed F/T	CS Survey	Bradley Wirth	product engineer	Klamath Falls	OR
	<u> </u>										annuncy worth	brooses cultures	resilida Falis	- OK
2015	Mechanical Engineering					\$56,000		1	Employed	CS Survey				
2015	Mechanical Engineering					\$56,000		1	Employed F/T	CS Survey				Т
2017	Mechanical Engineering					\$53,000		1	Employed F/T	Exit Survey	Intel Corporation	Manufacturing Technician	Hillsboro	OR
											-	-		_
2016	Mechanical Engineering					\$52,250		1	Employed F/T	CS Survey	Sapa Extrusions	Application Engineer	Portland	OR
2017	Mechanical Engineering					\$50,000		1	Employed F/T	Exit Survey	Sweed Machinery	Mechanical Engineer	Gold Hill	OR
2016	Mechanical Engineering					\$48,000		1	Employed F/T	Exit Survey		Engineering Intern	Tualatin	OR
						,				+				_
2017	Mechanical Engineering					\$45,000		1	Employed F/T	Exit Survey	Intel Corporation	Manufacturing Technician	Hillsboro	OR
2017	Mechanical Engineering					\$45,000		1	Employed F/T	Exit Survey	Techtronix	Intern	Beaverton	OR
2017	Mechanical Engineering					\$45,000		1	Employed F/T	CS Survey	Triad Magnetics	Design Engineer	Perris	CA
						,					-			_
2016	Mechanical Engineering					\$45,000		1	Employed F/T	CS Survey	Stahlbush Island Farms	Fabrication engineer	Corvallis	OR
2016	Mechanical Engineering					\$45,000		1	Employed F/T	Exit Survey		Intern	Medford	OR
2016	Mechanical Engineering					\$44,900		1	Employed F/T	Exit Survey		Manufacturing Technician	Hillsboro	OR
						. ,								_
2016	Mechanical Engineering					\$37,000		1	Employed F/T	Exit Survey		Manufacturing Engineer	Tualatin	OR
2017	Mechanical Engineering					\$31,000		1	Employed F/T	Exit Survey	Landscape	Supervisor	Klamath Falls	OR
2016	Mechanical Engineering					\$27,000		1	Employed F/T	Exit Survey		Engineering Intern	Eugene	OR
								_	1 - 1 - 1				-	
2017	Mechanical Engineering					\$26,000		1	Employed F/T	Exit Survey	Sanford Children's Clinic	Registrar	Klamath Falls	OR
2017	Mechanical Engineering						\$24	1	Employed F/T	CS Survey	Bend Research	Mechanical Engineer	Bend	OR
2017	Mechanical Engineering							1	Employed F/T	CS Survey	Intel Corporation	Manufacturing Technician	Hillshoro	OR
						-					-	-		
2017	Mechanical Engineering							1	Employed F/T	CS Survey	Boeing	Structural Design Engineer	Everett	WA
2017	Mechanical Engineering							1	Employed F/T	GradFair	IMI Logistics			
2017	Mechanical Engineering							1	Employed F/T	Exit Survey	Ingram Books	Warehouse worker	Roseburg	OR
													_	
2017	Mechanical Engineering							1	Employed	LinkedIn	JELD-WEN	Designer	Klamath Falls	OR
2017	Mechanical Engineering	П						1	Employed F/T	Exit Survey	JELD-WEN	Product engineer	Klamath Falls	OR
2017	Mechanical Engineering							1	Employed	LinkedIn	Northwest Design	Project Engineer	Grants Pass	OR
											-			
2017	Mechanical Engineering							1	Employed F/T	CS Survey	Teague	Principle Mechanical Designer	Everett	WA
2017	Mechanical Engineering							1	Employed	CS Survey				
2017	Mechanical Engineering							1	Employed F/T	Exit Survey				\top
2016	Mechanical Engineering							1	Employed	LinkedIn	Basina	Structural Design Engineer	Seattle	WA
											Boeing			_
2016	Mechanical Engineering							1	Employed	LinkedIn	ECS Case	Mechanical Engineer	Grants Pass	OR
2016	Mechanical Engineering							1	Employed	LinkedIn	PCC Structurals, Inc.	Chemical Milling Supervisor and Process	Portland	OR
								_	1 - 1 - 1			0.,		
2016	Mechanical Engineering							1	Employed	LinkedIn	Gro-Volution LLC	Owner	Klamath Falls	OR
2016	Mechanical Engineering							1	Employed	LinkedIn	A.K. Photography	Owner	Klamath Falls	OR
2016	Mechanical Engineering							1	Employed	LinkedIn	Allied Systems Company	Mechanical Engineer	Estacada	OR
2016										LinkedIn			Seattle	_
	Mechanical Engineering							1	Employed		Boeing Defense & Space	Manufacturing Engineer	seattle	WA
2016	Mechanical Engineering							1	Employed	LinkedIn	Custom Mechanical Solutions	Inside Sales Engineer	Spokane	WA
2016	Mechanical Engineering							1	Employed	LinkedIn	Boeing Commercial Airplanes	NC Programmer	Seattle	WA
						-			1 - 1 - 1					_
2016	Mechanical Engineering							1	Employed F/T	Exit Survey	Sweed Machinery	Mechanical Engineer	Gold Hill	OR
2016	Mechanical Engineering							1	Employed F/T	Exit Survey		Fabrication technician	Corvallis	OR
2016	Mechanical Engineering							1	Employed F/T	Exit Survey		1		+
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2016	Mechanical Engineering							1	Employed F/T	Exit Survey	<u> </u>	<u> </u>		
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2016 2016 2016 2016	Mechanical Engineering						1		LinkedIn		Professional Development Candidate	Sweet Home	
2016								Employed F/T		Weyerhaeuser			OR
	Mechanical Engineering						1	Employed F/T	CS Survey	Boeing	Design Engineering	Everett	WA
2016	Mechanical Engineering						1	Employed F/T	CS Survey	Boeing	Engineer	Everett	WA
	Mechanical Engineering						1	Employed F/T	CS Survey	Boeing	Manufacturing Engineer	Renton	WA
2015	Mechanical Engineering						1	Employed	Faculty	Jeld-Wen	Engineer		
							1	Employed	LinkedIn	Warn Industries	-	Clackamas	OR
2015	Mechanical Engineering	-									Contract Engineer		_
2015	Mechanical Engineering						1	Employed	LinkedIn	Boeing Commercial Airplanes	NC Programmer	Tukwila	WA
2015	Mechanical Engineering						1	Employed F/T	LinkedIn	Boeing	Manufacturing Engineer II	Bothell	WA
2015	Mechanical Engineering						1	Employed F/T	LinkedIn	Browns Machine & Hydraulic	Engineer	Eugene	OR
2015	Mechanical Engineering						1	Employed F/T	LinkedIn	Daimler Trucks North America	Powertrain Engineer	Portland	OR
2015	Mechanical Engineering						1	Employed F/T	LinkedIn	Invenergy LLC	Performance Analyst, Operations Engine	Chicago	IL
2015	Mechanical Engineering						1	Employed Full Time/Gradua		Boeing/Johns Hopkins Engineering for Professionals		Seattle	WA
2017	-	_					2		LinkedIn		MS. Unmanned Systems	Jeutee	***
	Mechanical Engineering							Continuing Education		Embry-Riddle Aeronautical University	.,		-
2016	Mechanical Engineering						2	Continuing Ed: Enrolled	Exit Survey	TUHH	MS Mechatronics	Hamburg	INTL
2016	Mechanical Engineering						2	Planning to continue educat	Exit Survey				
2015	Mechanical Engineering						2	Continuing Ed: Enrolled	Faculty	Graduate School			Finland
2015	Mechanical Engineering						2	Continuing Ed: Enrolled	Survey				
2015	Mechanical Engineering						2	Continuing Ed: Enrolled	Survey				
		_					2						Finland
2015	Mechanical Engineering							Enrolling in additional educa		Graduate School			Finland
2017	Mechanical Engineering						3	Seeking employment	Personal Kno	owledge			
2015	Mechanical Engineering						3	Seeking employment	Survey				
2015	Mechanical Engineering						3	Seeking employment	Survey				
2015	Mechanical Engineering						3	Seeking employment	Survey				
2016	Mechanical Engineering						4	Seeking employment Not seeking employment	Exit Survey				
							4	Not seeking employment	_				
2015	Mechanical Engineering							or continuing education	Survey				
			Employed		78		86%						
			Continuing Ed		7		8%						
			Seeking Emplo	yment	4		4%						
			Not Seeking		2		2%						
	**	Median		Known									
	Mechanical Engineering	Salary	\$60,000	Outcomes	91	Success Rate	96%						
Grad	Major		Last	First	Salary	Wage	Code	Response	Source	Company/School	Position/Degree	City	State
2016	Mechanical Engineering Tech				\$100,000		1	Employed F/T	CS Survey	Boeing	Tower operator	Seattle	WA
2015	Mechanical Engineering Tech	_			\$90,000		1	Employed F/T	CS Survey	Nike	Innovation Tooling Engineer	Beaverton	OR
2015	-	_					1			-	Test Engineer	Fairview	OR
	Mechanical Engineering Tech	1			\$80,000			Employed F/T	Exit Survey	Cascade Corporation			
2016	Mechanical Engineering Tech				\$80,000		1	Employed F/T	CS Survey	Blount International	CAD Administrator	Portland	OR
2017	Mechanical Engineering Tech				\$70,000		1	Employed F/T	CS Survey	MFC Netform	Engineer	Shelby	MI
2017	Mechanical Engineering Tech				\$70,000		1	Employed F/T	CS Survey	Wyatt Fire Protection Inc.	Fire Sprinkler Designer	Tigard	OR
2017	Mechanical Engineering Tech	_			\$67,000		1	Employed F/T	CS Survey	Bob's Red Mill	Plant and Operations Engineer	Milwaukie	OR
		_			,	-							_
2016	Mechanical Engineering Tech				\$66,000		1	Employed F/T	GradFair	Hewlett Packard	Manufacturing Technician	Corvallis	OR
2015	Mechanical Engineering Tech				\$66,000		1	Employed	CS Survey	Boeing	Tool Engineer	Auburn	WA
2016	Mechanical Engineering Tech				\$60,000		1	Employed F/T	Exit Survey	1	Test Engineer	Ashland	OR
2017	Mechanical Engineering Tech				\$58,000		1	Employed F/T	Exit Survey	Gerber Legendary Blades	Product Engineer	Portland	OR
2016	Mechanical Engineering Tech				\$55,000		1	Employed F/T	Exit Survey		manufactoring engineer	medford	OR
		_											_
2016	Mechanical Engineering Tech				\$55,000		1	Employed F/T	Exit Survey	Hood Technologies	Mechanical Engineer	Hood River	OR
2017	Mechanical Engineering Tech				\$51,168		1	Employed F/T	Exit Survey	HP	Manufacturing Technician	Corvallis	OR
2017	Mechanical Engineering Tech				\$49,920		1	Employed F/T	Exit Survey	MicroSystems Engineering	Production	Lake Oswego	OR
2017	Mechanical Engineering Tech				\$48,000		1	Employed F/T	CS Survey	Intel Corporation	Manufacturing Technician	Aloha/Beaverton	OR
2017	Mechanical Engineering Tech				\$45,000		1	Employed F/T	Exit Survey	Daimler Trucks North America	MECOP Project Engineer Intern	Portland	OR
2015	Mechanical Engineering Tech				\$45,000		1	Employed F/T	CS Survey	Wilf Scheuermann	Assistant/ Apprentice	Portland	OR
2015	Mechanical Engineering Tech				\$45,000		1	Employed	CS Survey				
2017	Mechanical Engineering Tech						1	Employed F/T	Exit Survey	Milwaukee Elictronics	Manufacturing Engineer	Canby	OR
2017	Mechanical Engineering Tech						1	Employed F/T	Exit Survey				
2017	Mechanical Engineering Tech						1	Employed F/T	Exit Survey				
2016		_					1		LinkedIn	Constitute of Provide Constitution	Advanturation Provinces	Portland	OR
	Mechanical Engineering Tech							Employed F/T		Specialized Bicycle Components	Mechanical Engineer		_
2016	Mechanical Engineering Tech						1	Employed P/T	Exit Survey	Oregon Tech Wilsonville	Adjunct Instructor	Wilsonville	OR
2015	Mechanical Engineering Tech						1	Employed	LinkedIn	Blount International	Manufacuring Engineer	Portland	OR
2015	Mechanical Engineering Tech						1	Employed	LinkedIn	Jesse Engineering	Process Engineer	Seattle	WA
2015	Mechanical Engineering Tech						1	Employed	LinkedIn	Rockwell Collins	Senior Mechanical Engineer	Tustin	CA
		_							LinkedIn			Hillsboro	_
2015	Mechanical Engineering Tech						1	Employed F/T		Intel	Manufacturing Technician		OR
2015	Mechanical Engineering Tech						1	Employed F/T	LinkedIn	Intel	Sustaining Specialist	Portland	OR
2017	Mechanical Engineering Tech						4	Not Seeking	Exit Survey				
			Employed		29		97%						
					0		0%						
			Continuing Ed										
			Continuing Ed Seeking Emplo	yment	0		0%						
			Seeking Emplo	yment									
		Marian	Seeking Emplo Not Seeking		1		3%						
	Mechanical Engineering Tech	Median Salary	Seeking Emplo	Known Outcomes		Success Rate							
Grad	Mechanical Engineering Tech Major	Median Salary	Seeking Emplo Not Seeking		1	Success Rate: Wage	3%	Response	Source	Company/School	Position/Degree	City	State
Grad Voor 2017	Major	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	30 Salary		3% 100%		Source Exit Survey	Company/School McAfee		City	State
2017	Major Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	30 Salary \$85,000		3% 100% Code 1	Employed F/T	Source Exit Survey	McAfee	Software Engineer in Test	Hillsboro	OR
2017 2016	Major Computer Engineering Tech Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	30 Salary \$85,000 \$85,000		3% 100% Code 1	Employed F/T Employed F/T	Exit Survey	McAfee Intel Corporation	Software Engineer in Test Software Engineer	Hillsboro Hillsboro	OR OR
2017 2016 2015	Major Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	30 Salary \$85,000		3% 100% Code 1 1 1	Employed F/T Employed F/T Employed F/T	Exit Survey CS Survey	McAfee Intel Corporation Biamp Systems	Software Engineer in Test	Hillsboro	OR OR OR
2017 2016	Major Computer Engineering Tech Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	30 Salary \$85,000 \$85,000		3% 100% Code 1	Employed F/T Employed F/T	Exit Survey	McAfee Intel Corporation	Software Engineer in Test Software Engineer	Hillsboro Hillsboro	OR OR
2017 2016 2015	Major Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	30 Salary \$85,000 \$85,000 \$75,000		3% 100% Code 1 1 1	Employed F/T Employed F/T Employed F/T	Exit Survey CS Survey	McAfee Intel Corporation Biamp Systems	Software Engineer in Test Software Engineer Software Engineer	Hillsboro Hillsboro	OR OR OR
2017 2016 2015 2016	Major Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	30 Salary \$85,000 \$85,000 \$75,000 \$70,000 \$68,000		3% 100% Code 1 1 1	Employed F/T Employed F/T Employed F/T Employed F/T	Exit Survey CS Survey CS Survey	McAfee Intel Corporation Biamp Systems	Software Engineer in Test Software Engineer Software Engineer	Hillsboro Hillsboro	OR OR OR
2017 2016 2015 2016 2016 2016 2017	Major Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	30 Salary \$85,000 \$85,000 \$75,000 \$70,000 \$68,000 \$67,000		3% 100% Code 1 1 1 1	Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T	Exit Survey CS Survey CS Survey Exit Survey Exit Survey	McAfee Intel Corporation Biamp Systems NCR	Software Engineer in Test Software Engineer Software Engineer Software Engineer	Hillsboro Hillsboro Beaverton Arlington	OR OR OR TX
2017 2016 2015 2016 2016 2016 2017 2015	Major Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	30 Salary \$85,000 \$85,000 \$75,000 \$70,000 \$68,000 \$67,000 \$66,000		3% 100% Code 1 1 1 1 1	Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T	Exit Survey CS Survey CS Survey Exit Survey Exit Survey CS Survey	McAfee Intel Corporation Bismap Systems NCR	Software Engineer in Test Software Engineer Software Engineer Software Engineer Hardware Design Engineer	Hillsboro Hillsboro Beaverton Arlington Olathe	OR OR OR TX
2017 2016 2015 2016 2016 2016 2017 2017	Major Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	30 Salary \$85,000 \$85,000 \$75,000 \$70,000 \$68,000 \$67,000 \$66,000		3% 100% Code 1 1 1 1 1 1	Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed E/T	Exit Survey CS Survey Exit Survey Exit Survey Exit Survey CS Survey CS Survey	McAfee Intel Corporation Blamp Systems NCR Garmin IGT	Software Engineer in Test Software Engineer Software Engineer Software Engineer Hardware Design Engineer	Hillsboro Hillsboro Beaverton Arlington Olathe	OR OR OR TX KS
2017 2016 2015 2016 2016 2016 2017 2015 2017 2015	Major Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	30 Salary \$85,000 \$85,000 \$75,000 \$70,000 \$68,000 \$67,000 \$66,000		3% 100% Code 1 1 1 1 1 1 1	Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T	Exit Survey CS Survey CS Survey Exit Survey Exit Survey CS Survey CS Survey Exit Survey	McAfee Intel Corporation Bamp Systems NCR Garmin IGT	Software Engineer in Test Software Engineer Software Engineer Software Engineer Hardware Design Engineer Software Engineer Enbedded Firmware Engineer	Hillsboro Hillsboro Beaverton Arlington Olathe Reno Reno	OR OR OR TX KS NV
2017 2016 2015 2016 2016 2016 2017 2017	Major Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	30 Salary \$85,000 \$85,000 \$75,000 \$70,000 \$68,000 \$67,000 \$66,000		3% 100% Code 1 1 1 1 1 1	Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed E/T	Exit Survey CS Survey Exit Survey Exit Survey Exit Survey CS Survey CS Survey	McAfee Intel Corporation Blamp Systems NCR Garmin IGT	Software Engineer in Test Software Engineer Software Engineer Software Engineer Hardware Design Engineer	Hillsboro Hillsboro Beaverton Arlington Olathe	OR OR OR TX KS
2017 2016 2015 2016 2016 2016 2017 2015 2017 2015	Major Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	30 Salary \$85,000 \$75,000 \$70,000 \$68,000 \$66,000 \$64,000		3% 100% Code 1 1 1 1 1 1 1	Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T	Exit Survey CS Survey CS Survey Exit Survey Exit Survey CS Survey CS Survey Exit Survey	McAfee Intel Corporation Bamp Systems NCR Garmin IGT	Software Engineer in Test Software Engineer Software Engineer Software Engineer Hardware Design Engineer Software Engineer Enbedded Firmware Engineer	Hillsboro Hillsboro Beaverton Arlington Olathe Reno Reno	OR OR OR TX KS NV
2017 2016 2015 2016 2016 2016 2017 2015 2017 2015 2017 2016	Mojor Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	1 30 \$85,000 \$85,000 \$75,000 \$70,000 \$68,000 \$67,000 \$64,000 \$64,000 \$64,000 \$60,000		3% 100% Code 1 1 1 1 1 1 1 1	Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T	Exit Survey CS Survey CS Survey Exit Survey Exit Survey CS Survey CS Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey	McAfe Intel Carporation Bamp Systems NCR Garmin IGT IGT Audis Microphones (audisvaa.com)	Software Engineer in Test Software Engineer Software Engineer Software Engineer Hardware Design Engineer Software Engineer Software Engineer Firmware Engineer Firmware Engineer	Hillsboro Hillsboro Beaverton Arlington Olathe Reno Reno Wilsonville	OR OR OR TX KS NV NV OR
2017 2016 2016 2016 2016 2017 2017 2017 2016 2017 2016 2017 2016 2017	Major Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	2 30 \$85,000 \$85,000 \$75,000 \$70,000 \$66,000 \$64,000 \$60,000 \$60,000		3% 100% Code 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T	Exit Survey CS Survey Exit Survey Exit Survey CS Survey CS Survey Exit Survey CS Survey Exit Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey	McAfee Intel Corporation Blamp Systems NCR Garmin IGT IGT Addis Microphones (audisusa.com) Antocrast Technologies	Software Engineer in Test Software Engineer Software Engineer Software Engineer Software Engineer Hardware Design Engineer Software Engineer Embedded Firmware Engineer Erimware Engineer Software Engineer Software Engineer	Hillsboro Hillsboro Beaverton Arlington Olathe Reno Reno Wilsonville Las Vegas	OR OR OR TX KS NV NV OR
2017 2016 2015 2016 2016 2016 2017 2015 2017 2016 2017 2016 2017 2016 2017 2016	Mojor Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	2 Salary \$85,000 \$85,000 \$75,000 \$66,000 \$60,000 \$60,000 \$54,000 \$60,0		3% 100% Code 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed F/T	Exit Survey CS Survey CS Survey Exit Survey Exit Survey Exit Survey CS Survey Exit Survey Exit Survey Exit Survey CS Survey Exit Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey	McAfee Intel Corporation Blamp Systems NCR Garmin IGT IGT Audis Microphones (audisusa.com) Aristocrat Technologies MeasureTek	Software Engineer Software Engineer Software Engineer Software Engineer Software Engineer Hardware Design Engineer Software Engineer Software Engineer Finnead Farmare Engineer Software Engineer Software Engineer Software Engineer	Hillsboro Hillsboro Beaverton Arlington Olathe Reno Reno Wilsonville Las Vegas	OR OR OR TX KS NV NV OR NV OR
2017 2016 2015 2016 2016 2017 2017 2015 2017 2016 2017 2016 2017 2016 2017 2016	Major Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	2 30 \$85,000 \$85,000 \$75,000 \$70,000 \$66,000 \$64,000 \$60,000 \$60,000		3% 100% Code 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed F/T	Exit Survey CS Survey CS Survey Exit Survey Exit Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey Exit Survey CS Survey Exit Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey	McAfee Intel Corporation Blamp Systems NCR Garmin IGT IGT Addis Microphones (audisusa.com) Antocrast Technologies	Software Engineer in Test Software Engineer Software Engineer Software Engineer Software Engineer Hardware Design Engineer Software Engineer Embedded Firmware Engineer Erimware Engineer Software Engineer Software Engineer	Hillsboro Hillsboro Beaverton Arlington Olathe Reno Reno Wilsonville Las Vegas	OR OR OR TX KS NV NV OR
2017 2016 2015 2016 2016 2017 2015 2017 2015 2017 2016 2017 2016 2017 2016 2015 2016	Mojor Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	2 Salary \$85,000 \$85,000 \$75,000 \$66,000 \$60,000 \$60,000 \$54,000 \$60,0		3% 100% Code 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed F/T	Exit Survey CS Survey CS Survey Exit Survey Exit Survey Exit Survey CS Survey Exit Survey Exit Survey Exit Survey CS Survey Exit Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey	McAfee Intel Corporation Blamp Systems NCR Garmin IGT IGT Audis Microphones (audisusa.com) Aristocrat Technologies MeasureTek	Software Engineer Software Engineer Software Engineer Software Engineer Software Engineer Hardware Design Engineer Software Engineer Software Engineer Finnead Farmare Engineer Software Engineer Software Engineer Software Engineer	Hillsboro Hillsboro Beaverton Arlington Olathe Reno Reno Wilsonville Las Vegas	OR OR OR TX KS NV NV OR NV OR
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2017 2016 2015 2016 2016 2017 2016 2017 2016 2017 2016 2017 2016 2015 2016 2015 2016 2015 2016	Major Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	2 30 \$85,000 \$85,000 \$75,000 \$68,000 \$67,000 \$64,000 \$64,000 \$60,000 \$60,000 \$54,000 \$54,000		3% Code 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Emplo	Exit Survey CS Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey CS Survey Exit Survey CS Survey CS Survey CS Survey CS Survey Exit Survey	McAfee Intel Corporation Bamp Systems NCR Garmin IGT IGT Addis Microphones (particus com) Aristocrat Technologies MeasureTek JED-WEN Intel Corporation	Software Engineer Software Engineer Software Engineer Software Engineer Software Engineer Hardware Design Engineer Software Engineer Software Engineer Firmberde Gef Firmware Engineer Firmware Engineer Software Engineer Software Engineer Software Engineer	Hillsboro Hillsboro Beaverton Arlington Olathe Reno Reno Wilsonville Las Vegas Albany Klamath Falls Hillsboro	OR OR OR TX KS NV NV OR NV OR OR OR
2017 2016 2015 2016 2016 2016 2017 2015 2017 2016 2017 2016 2017 2016 2015 2016 2015 2016 2017 2016 2016 2017 2016 2017 2016 2016 2017 2016 2017 2016 2016 2017 2016 2016 2017 2016 2016 2017 2016 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2017 2017 2017 2017 2017 2017 2017	Millor Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000	Known Outcomes	2 30 \$85,000 \$85,000 \$75,000 \$68,000 \$67,000 \$64,000 \$64,000 \$60,000 \$60,000 \$54,000 \$54,000		3% Code 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Emplo	Exit Survey CS Survey CS Survey Exit Survey Exit Survey Exit Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey	McAfee Intel Corporation Blamp Systems NCR Garmin IGT IGT Addis Microphones (audisusa.com) Aristocraf Technologies MessureTek JELD-WEN	Software Engineer Software Engineer Software Engineer Software Engineer Hardware Design Engineer Software Engineer Embedded Firmware Engineer Ermware Engineer Software Engineer Software Engineer Software Engineer Software Engineer	Hillsboro Hillsboro Beaverton Arlington Olathe Reno Reno Wilsonville Las Vegas Albany Klamath Falls	OR OR OR TX KS NV NV OR NV OR
2017 2016 2016 2016 2016 2016 2016 2017 2015 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2017 2016 2017 2017 2017 2017 2017 2017 2017 2017	Mojor Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000 Last	Known Outcomes	1 30 \$85,000 \$75,000 \$77,000 \$68,000 \$66,000 \$64,000 \$60,000 \$60,000 \$60,000 \$45,000 \$45,000		3% 100% Code 1	Employed F/T Employed F/T	Exit Survey CS Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey CS Survey Exit Survey CS Survey CS Survey CS Survey CS Survey Exit Survey	McAfee Intel Corporation Bamp Systems NCR Garmin IGT IGT Addis Microphones (particus com) Aristocrat Technologies MeasureTek JED-WEN Intel Corporation	Software Engineer Software Engineer Software Engineer Software Engineer Software Engineer Hardware Design Engineer Software Engineer Software Engineer Firmberde Gef Firmware Engineer Firmware Engineer Software Engineer Software Engineer Software Engineer	Hillsboro Hillsboro Beaverton Arlington Olathe Reno Reno Wilsonville Las Vegas Albany Klamath Falls Hillsboro	OR OR OR TX KS NV NV OR NV OR OR OR
2017 2016 2016 2016 2016 2016 2016 2017 2015 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2017 2016 2017 2017 2018 2019 2019 2019 2019 2019 2019 2019 2019	Millor Computer Engineering Tech	Salary	Seeking Employ Seo,000 Lost Employed	Known Outcomes	1 30 \$85,000 \$75,000 \$77,000 \$66,000 \$66,000 \$64,000 \$60,000 \$54,000 \$54,000 \$54,000		3% 100% Code 1	Employed F/T Emplo	Exit Survey CS Survey CS Survey Exit Survey Exit Survey Exit Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey	McAfee Intel Corporation Bamp Systems NCR Garmin IGT IGT Addis Microphones (particus com) Aristocrat Technologies MeasureTek JED-WEN Intel Corporation	Software Engineer Software Engineer Software Engineer Software Engineer Software Engineer Hardware Design Engineer Software Engineer Software Engineer Firmberde Gef Firmware Engineer Firmware Engineer Software Engineer Software Engineer Software Engineer	Hillsboro Hillsboro Beaverton Arlington Olathe Reno Reno Wilsonville Las Vegas Albany Klamath Falls Hillsboro	OR OR OR TX KS NV NV OR NV OR OR OR
2017 2016 2016 2016 2016 2016 2016 2017 2015 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2017 2016 2017 2017 2018 2019 2019 2019 2019 2019 2019 2019 2019	Millor Computer Engineering Tech	Salary	Seeking Emplo Not Seeking \$60,000 Last	Known Outcomes	1 30 \$85,000 \$75,000 \$77,000 \$68,000 \$66,000 \$64,000 \$60,000 \$60,000 \$60,000 \$45,000 \$45,000		3% 100% Code 1	Employed F/T Emplo	Exit Survey CS Survey CS Survey Exit Survey Exit Survey Exit Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey	McAfee Intel Corporation Bamp Systems NCR Garmin IGT IGT Addis Microphones (particus com) Aristocrat Technologies MeasureTek JED-WEN Intel Corporation	Software Engineer Software Engineer Software Engineer Software Engineer Software Engineer Hardware Design Engineer Software Engineer Software Engineer Firmberde Gef Firmware Engineer Firmware Engineer Software Engineer Software Engineer Software Engineer	Hillsboro Hillsboro Beaverton Arlington Olathe Reno Reno Wilsonville Las Vegas Albany Klamath Falls Hillsboro	OR OR OR TX KS NV NV OR NV OR OR OR
2017 2016 2015 2016 2016 2016 2016 2017 2015 2017 2016 2017 2016 2017 2016 2015 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2017 2017 2017 2017 2017 2017 2017	Millor Computer Engineering Tech	Salary	Seeking Employ Seo,000 Lost Employed	Known Outcomes: First	1 30 \$85,000 \$75,000 \$77,000 \$66,000 \$66,000 \$64,000 \$60,000 \$54,000 \$54,000 \$54,000		3% 100% Code 1	Employed F/T Emplo	Exit Survey CS Survey CS Survey Exit Survey Exit Survey Exit Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey	McAfee Intel Corporation Bamp Systems NCR Garmin IGT IGT Addis Microphones (particus com) Aristocrat Technologies MeasureTek JED-WEN Intel Corporation	Software Engineer Software Engineer Software Engineer Software Engineer Software Engineer Hardware Design Engineer Software Engineer Software Engineer Firmberded Firmware Engineer Firmware Engineer Software Engineer Software Engineer Software Engineer	Hillsboro Hillsboro Beaverton Arlington Olathe Reno Reno Wilsonville Las Vegas Albany Klamath Falls Hillsboro	OR OR OR TX KS NV NV OR NV OR OR OR
2017 2016 2015 2016 2016 2016 2016 2017 2015 2017 2016 2017 2016 2017 2016 2015 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2017 2017 2017 2017 2017 2017 2017	Millor Computer Engineering Tech	Salary	Seeking Employed S60,000 Last Employed Continuing Ed	Known Outcomes: First	1 30 \$85,000 \$85,000 \$75,000 \$77,000 \$68,000 \$67,000 \$64,000 \$64,000 \$60,000 \$60,000 \$45,000 \$45,000		3%	Employed F/T Emplo	Exit Survey CS Survey CS Survey Exit Survey Exit Survey Exit Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey Exit Survey	McAfee Intel Corporation Bamp Systems NCR Garmin IGT IGT Addis Microphones (particus com) Aristocrat Technologies MeasureTek JED-WEN Intel Corporation	Software Engineer Software Engineer Software Engineer Software Engineer Software Engineer Hardware Design Engineer Software Engineer Software Engineer Firmberded Firmware Engineer Firmware Engineer Software Engineer Software Engineer Software Engineer	Hillsboro Hillsboro Beaverton Arlington Olathe Reno Reno Wilsonville Las Vegas Albany Klamath Falls Hillsboro	OR OR OR TX KS NV NV OR OR OR
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	tware Engineering Tech		\$70,000		1	Employed F/T	CS Survey	NCR	Software Engineer	Arlington	TX
	tware Engineering Tech		\$70,000		1	Employed F/T	CS Survey	Viewpoint Construction Software	Software Dev Engineer	Portland	OR
	tware Engineering Tech tware Engineering Tech		\$72,000 \$70.000		1	Employed F/T	CS Survey GradFair	Esri Intel Corporation	Software Development Engineer Application Developer	Portland Hillsboro	OR OR
	tware Engineering Tech		\$72,000		1	Employed F/T	Exit Survey	CDK Global	Software Engineer 1	Portland	OR
	tware Engineering Tech tware Engineering Tech		\$73,000 \$72.000		1	Employed Employed F/T	Faculty Exit Survey	Intel Corporation	Firmware Engineer	Hillsboro Boise	OR ID
	tware Engineering Tech		\$75,000		1	Employed F/T	CS Survey	Biamp Systems	Software Engineer	Beaverton	OR
	tware Engineering Tech		\$75,000		1	Employed F/T	Exit Survey		Software Engineer	Albuquerque	NM
	tware Engineering Tech tware Engineering Tech		\$80,000		1	Employed Employed F/T	CS Survey Exit Survey	Fast Enterprises 3D Systems	Implementation Consultant Quality Analysis Software Engineer	Little Rock Wilsonville	AK OR
	tware Engineering Tech		\$84,000		1	Employed F/T	Exit Survey	McAfee	Software development engineer in test		OR
	tware Engineering Tech tware Engineering Tech		\$85,000		1	Employed F/T	CS Survey	Intel Corporation Seeq Corp	Software Engineer	Vancouver	WA
	tware Engineering Tech		\$85,000		1	Employed F/T Employed F/T	Exit Survey GradFair	Intel Corporation	Software Engineer Software Development Engineer	Hillsboro	OR OR
2016 Softv	tware Engineering Tech		\$88,600		1	Employed F/T	CS Survey	Graphic Products, Inc.	Lead Software Developer	Beaverton	OR
	tware Engineering Tech tware Engineering Tech		\$95,000		1	Employed F/T Employed F/T	CS Survey Exit Survey	Daimler Epic	Front end software engineer Software Developer	Portland Madison	OR WI
	tware Engineering Tech		\$96,000		1	Employed F/T	Exit Survey	Nordstrom	Security Engineer	Seattle	WA
	tware Engineering Tech tware Engineering Tech		\$100,000		1	Employed F/T Employed F/T	CS Survey	CD Baby Intel Corporation	Senior Software Developer Validation Engineer	Portland Folsom	OR CA

2016							1						
2016	Mgmt/Accounting Option Mgmt/Accounting Option						1	Employed F/T	LinkedIn LinkedIn	JSCO CPAs Jeld-Wen	Staff Accountant Financial Accountant	Klamath Falls Klamath Falls	OR OR
2016	Mgmt/Accounting Option						1	Employed F/T	LinkedIn Student:	Pit River Health Svc Inc	General Ledger Accountant	Fall River Mills	CA
2015	Mgmt/Accounting Option						1 2	Employed	email to	Jeld-Wen	Financial Statement Accountant	Klamath Falls	OR AZ
2017	Mgmt/Accounting Option Mgmt/Accounting Option						2	Continuing Ed: Enrolled Continuing Ed: Enrolled	Exit Survey Exit Survey	Northern Arizona University University of Oregon	MBA, Accounting Emphasis Accounting	Flagstaff Eugene	OR
2016	Mgmt/Accounting Option						3	Seeking employment	LinkedIn				+
2015	Mgmt/Accounting Option						3	Seeking employment	Survey				
			Employed Continuing Ed		12 2		75%						
			Seeking Emplo	pyment	2		13%						
			Not Seeking		0		0%						
	Mgmt/Accounting Option	Median Salary	\$43,500	Known	16	Success Rate	88%						
Grad	Major		Last	First	Salary	Wage	Code	Response	Source	Company/School	Position/Degree	City	State
2015	Mgmt/Marketing Option Mgmt/Marketing Option				\$56,160		1	Employed F/T Employed	CS Survey CS Survey	Insight Global	Interactive Research Operations Lead	Bellevue	WA
2015	Mgmt/Marketing Option				\$48,500 \$48,000		1	Employed	Faculty	Medford School District	IT Systems Analyst	Medford	OR
2017	Mgmt/Marketing Option				\$48,000		1	Employed	Faculty	Bend Bulletin	Multimedia Ad Executive	Bend	OR
2017	Mgmt/Marketing Option				\$40,000		1	Employed	Faculty Faculty	Running Y Discover Klamath	Sales Manager	Klamath Falls	OR OR
2017	Mgmt/Marketing Option Mgmt/Marketing Option				\$40,000 \$39,800		1	Employed F/T	CS Survey	Oregon Tech	Marketing Manager Annual Giving Manager	Klamath Falls Klamath Falls	OR
2017	Mgmt/Marketing Option				,		1	Employed	LinkedIn	Digital Specialist	AHM Brands	Klamath Falls	OR
2017	Mgmt/Marketing Option						1	Employed F/T	CS Survey	Mueller Custom Cuts	CNC Technical Lead	Charlotte	NC
2017	Mgmt/Marketing Option Mgmt/Marketing Option						1	Employed Employed	CS Survey LinkedIn	AmeriCorps VISTA	Veteran Outreach Officer	Klamath Falls	OR
2016	Mgmt/Marketing Option						1	Employed	LinkedIn	David's Bridal		Eugene	OR
2016	Mgmt/Marketing Option						1	Employed	LinkedIn	Mopro	Digital Marketing Consultant	Las Vegas	NV
2015	Mgmt/Marketing Option	-					1	Employed	LinkedIn LinkedIn	Klamath Medical Clinic F. Winsted Excavation	Patient Access Representative	Klamath Falls Harrisburg	OR OR
2015	Mgmt/Marketing Option Mgmt/Marketing Option						1	Employed Employed	LinkedIn	F. Winsted Excavation United Airlines	Equipment Operator Flight Attendant	New York	OR NY
2015	Mgmt/Marketing Option						1	Employed	LinkedIn	Insight Global	Project Lead Microsoft Interactive	Bellevue	WA
2015	Mgmt/Marketing Option		Emple :		17		3	Seeking employment	CS Survey				L
			Employed Continuing Ed		17 0		94% 0%						
			Seeking Emplo	pyment	1		6%	1					
			Not Seeking		0		0%						
	Mgmt/Marketing Option	Median Salary	\$48,000	Known Outcomes	18	Success Rate:	94%						
Voor	Major Manua (Small Bus Manua Casion		Last	First	Salary	Wage	Code	Response	Source	Company/School	Position/Degree	City	Sta
2016	Mgmt/Small Bus Mgmt Option Mgmt/Small Bus Mgmt Option	-			\$42,000 \$40,000		1	Employed F/T Employed	CS Survey Faculty	US Cellular State Farm	Sales Manager Account Associate	Klamath Falls Klamath Falls	OR
2016	Mgmt/Small Bus Mgmt Option				\$39,800		1	Employed F/T	CS Survey	Oregon Tech	Annual Giving Manager	Klamath Falls	OR
2017	Mgmt/Small Bus Mgmt Option				\$34,000		1	Employed F/T	CS Survey	Ed staub and sons	Cardlock administrator	Klamath Falls	OR
2016	Mgmt/Small Bus Mgmt Option Mgmt/Small Bus Mgmt Option						1	Employed Employed	Faculty Faculty	Family Farm FireServe		Klamath Falls Klamath Falls	OR OR
2016	Mgmt/Small Bus Mgmt Option						1	Employed	LinkedIn	Lithia Ford	Sales Consultant	Klamath Falls	OR
2016	Mgmt/Small Bus Mgmt Option						1	Employed	LinkedIn	Hewlett Packard Enterprise	Account Executive	Portland	OR
2016	Mgmt/Small Bus Mgmt Option						1	Employed F/T	LinkedIn	Bonzi	Client Support Associate	Portland	OR
2015	Mgmt/Small Bus Mgmt Option Mgmt/Small Bus Mgmt Option						1	Employed Employed	Faculty	Heligate Jetboat Excursions ATT	Marketing Technician	Grants Pass Dallas	OR TX
2017	Mgmt/Small Bus Mgmt Option						1	Employed	Faculty	El Palacio	Owner	Klamath Falls	OR
2017	Mgmt/Small Bus Mgmt Option						1	Employed	Faculty	Self-Employed	Marketing		
			Employed Continuing Ed		13		100%						
			Continuing Ed Seeking Emplo	ovment	0		0%						
			Continuing Ed	pyment	0								
	Mgmt/Small Bus Mgmt Option	Median	Continuing Ed	yment	0	Success Rate:	0% 0%						
Grad	Mgmt/Small Bus Mgmt Option Major	Median Salary	Continuing Ed Seeking Emplo Not Seeking \$39,900		0 0 0	Success Rate Wage	0% 0% 0%	Response	Source	Company/School	Position/Degree	City	Stat
2017			Continuing Ed Seeking Emplo Not Seeking	Known	0 0 0 13 Salary \$88,000		0% 0% 0% 100% Code	Employed F/T	Source Exit Survey	Cambia Health Solutions	Position/Degree Workforce Forecasting Analyst II	City Portland	OR
2017 2015	Major Operations Management Operations Management		Continuing Ed Seeking Emplo Not Seeking \$39,900	Known	0 0 0 13 Salary \$88,000 \$76,000		0% 0% 0% 100% Code 1	Employed F/T Employed	CS Survey	Cambia Health Solutions california resources corporation	Workforce Forecasting Analyst II plant operator	Portland Long Beach	OR CA
2017	Major Operations Management Operations Management Operations Management		Continuing Ed Seeking Emplo Not Seeking \$39,900	Known	0 0 13 Salary \$88,000 \$76,000		0% 0% 0% 100% Code	Employed F/T Employed Employed F/T	CS Survey Exit Survey	Cambia Health Solutions	Workforce Forecasting Analyst II plant operator Production Supervisor	Portland Long Beach Portland	OR CA OR
2017 2015 2017	Major Operations Management Operations Management		Continuing Ed Seeking Emplo Not Seeking \$39,900	Known Outcomes	0 0 0 13 Salary \$88,000 \$76,000		0% 0% 0% 100% Code 1 1	Employed F/T Employed	CS Survey	Cambia Health Solutions california resources corporation Precision Castparts	Workforce Forecasting Analyst II plant operator Production Supervisor Group Manager Technical Program Manager	Portland Long Beach	OR CA
2017 2015 2017 2017 2017 2017 2015	Major Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management		Continuing Ed Seeking Emplo Not Seeking \$39,900	Known Outcomes	9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9		0% 0% 0% 100% Code 1 1 1 1 1	Employed F/T Employed Employed F/T Employed F/T Employed F/T Employed F/T	CS Survey Exit Survey Exit Survey CS Survey CS Survey	Cambia Health Solutions california resources corporation Precision Castparts JELO-WEN Lam Research ABCT Inc, Infinity Electric	Workforce Forecasting Analyst II plant operator Production Supervisor Group Manager Technical Program Manager Facilities Project Manager; Signing	Portland Long Beach Portland Chiloquin Tualatin	OR CA OR OR
2017 2015 2017 2017 2017 2017 2015 2016	Major Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management		Continuing Ed Seeking Emplo Not Seeking \$39,900	Known Outcomes	0 0 0 13 \$38,000 \$76,000 \$65,000 \$65,000 \$65,000		0% 0% 0% 100% Code 1 1 1 1 1 1	Employed F/T Employed Employed F/T Employed F/T Employed F/T Employed F/T Employed Employed F/T	CS Survey Exit Survey Exit Survey CS Survey CS Survey CS Survey	Cambia Health Solutions california resources corporation Precision Catparts JELD-WEN Lam Research ABCT Inc; Infinity Electric Roseburg Forest Products	Workforce Forecasting Analyst II plant operator Production Supervisor Group Manager Technical Program Manager Facilities Project Manager; Signing Shipping/Finish End General Foreman	Portland Long Beach Portland Chiloquin Tualatin Coquille	OR CA OR OR
2017 2015 2017 2017 2017 2017 2015	Major Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management		Continuing Ed Seeking Emplo Not Seeking \$39,900	Known Outcomes	0 0 0 13 Salary \$88,000 \$76,000 \$65,000 \$65,000 \$65,000 \$62,000 \$61,000		0% 0% 0% 100% Code 1 1 1 1 1	Employed F/T Employed Employed F/T Employed F/T Employed F/T Employed F/T	CS Survey Exit Survey Exit Survey CS Survey CS Survey	Cambia Health Solutions california resources corporation Precision Castparts JELO-WEN Lam Research ABCT Inc, Infinity Electric	Workforce Forecasting Analyst II plant operator Production Supervisor Group Manager Technical Program Manager Facilities Project Manager; Signing	Portland Long Beach Portland Chiloquin Tualatin	OR CA OR OR OR OR
2017 2015 2017 2017 2017 2017 2015 2016 2017 2017 2017	Major Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management		Continuing Ed Seeking Emplo Not Seeking \$39,900	Known Outcomes	0 0 0 13 \$38,000 \$76,000 \$65,000 \$65,000 \$65,000		0% 0% 0% 100% Code 1 1 1 1 1 1 1	Employed F/T Employed Employed F/T Employed F/T Employed F/T Employed F/T Employed Employed F/T Employed F/T	CS Survey Exit Survey Exit Survey CS Survey CS Survey CS Survey Exit Survey CS Survey CS Survey CS Survey	Cambia Health Solutions california resources corporation Precision Castagarts IELD-WEN Lam Research ABCT Inc. Infinity Electric Research Research And The Cambia Cambia International Paper Anheuses Busch Index Columbia Forest Products	Workforce Forecasting Analyst II plant operator Production Supervivor Group Manager Technical Program Manager Fechical Pr	Portland Long Beach Portland Chiloquin Tualatin Coquille Beaverton Roseburg Klamath Falls	OR CA OR OR OR OR OR OR OR OR
2017 2015 2017 2017 2017 2017 2015 2016 2017 2017 2017 2017	Major Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management		Continuing Ed Seeking Emplo Not Seeking \$39,900	Known Outcomes	0 0 0 3 588,000 576,000 \$65,000 \$65,000 \$62,000 \$51,000 \$55,000 \$55,000		0% 0% 0% 100% Code 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T	CS Survey Exit Survey Exit Survey CS Survey CS Survey CS Survey Exit Survey Exit Survey CS Survey CS Survey CS Survey CS Survey CS Survey	Cambia health Solutions california resources corporation Precision Catasparts FILD-WEN Lam Research ABCT Inc. Infinity Electric Roseburg Forest Products International Paper Antheuser Busch Inliev Columbia Forest Products Enterprise Rent Actar	Workfore Forecasting Analyst II plant operator Production Supervivor Group Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Shipping Finish End General Foreman Production Supervivor Sales Representative Team Lead Management Assistant	Portland Long Beach Portland Chiloquin Tualatin Coquille Beaverton Roseburg Klamath Falls Redding	OR CA OR OR OR OR OR OR CA
2017 2015 2017 2017 2017 2017 2015 2016 2017 2017 2017	Mojor Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management		Continuing Ed Seeking Emplo Not Seeking \$39,900	Known Outcomes	0 0 0 13 \$88,000 \$75,000 \$65,000 \$65,000 \$61,000 \$57,000 \$57,000 \$57,000		0% 0% 0% 100% Code 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T	CS Survey Exit Survey Exit Survey CS Survey CS Survey CS Survey Exit Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey	Cambia Health Solutions california resources corporation Precision Cataparts JRLD-WEN Lam Research ABCT for, Infinity Electric Research Reseburg Forest Products international Paper Anhouser Busch Initiev Columbia Forest Products Enterprise Rents A.Car TriMete	Workfore Forecasting Analyst II plant operator Production Supervisor Group Manager Fechnical Program Manager Fechnical Program Manager Fechnical Program Manager Fechnical Program Manager Fechnical Program Manager Fechnical Program Manager Fechnical Foregam Manager Ferman Fer	Portland Long Beach Portland Chiloquin Tualatin Coquille Beaverton Roseburg Klamath Falls	OR CA OR OR OR OR OR OR OR OR
2017 2015 2017 2017 2017 2017 2015 2016 2017 2017 2017 2017 2017	Major Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management		Continuing Ed Seeking Emplo Not Seeking \$39,900	Known Outcomes	0 0 0 3 588,000 576,000 \$65,000 \$65,000 \$62,000 \$51,000 \$55,000 \$55,000		0% 0% 0% 100% Code 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T	CS Survey Exit Survey Exit Survey CS Survey CS Survey CS Survey Exit Survey Exit Survey CS Survey CS Survey CS Survey CS Survey CS Survey	Cambia health Solutions california resources corporation Precision Catasparts FILD-WEN Lam Research ABCT Inc. Infinity Electric Roseburg Forest Products International Paper Antheuser Busch Inliev Columbia Forest Products Enterprise Rent Actar	Workfore Forecasting Analyst II plant operator Production Supervivor Group Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Shipping Finish End General Foreman Production Supervivor Sales Representative Team Lead Management Assistant	Portland Long Beach Portland Chiloquin Tualatin Coquille Beaverton Roseburg Klamath Falls Redding Portland	OR CA OR OR OR OR OR OR OR OR OR OR
2017 2015 2017 2017 2017 2017 2015 2016 2017 2017 2017 2017 2017 2017 2017 2017	Major Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management Operations Management		Continuing Ed Seeking Emplo Not Seeking \$39,900	Known Outcomes	0 0 0 3 388,000 576,000 565,000 565,000 565,000 567,000 567,000 557,000 557,000 557,000 557,000 557,000 557,000		0% 0% 0% 100% Code 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed F/T	CS Survey Exit Survey Exit Survey CS Survey CS Survey CS Survey Exit Survey Exit Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey Exit Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey	Cambia Health Solutions california resources corporation Precision Castagars JELD-WEN Lam Research ABCT Inc. Infinity Electric Roseourg Forest Products International Paper Anheuses Busch Index Columbia Forest Products Enterprise Bents A-Car TriMet VA Portland Healthcare System Avisa Utilities Columbia Forest Products	Workfore Forecasting Analyst II plant operator Production Supervisor Group Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Management Assistant Managem	Portland Long Beach Portland Chiloquin Tualatin Coquille Beaverton Roseburg Klamath Falls Redding Portland Portland	OR CA OR OR OR OR OR OR OR OR OR OR OR OR OR
2017 2015 2017 2017 2017 2017 2015 2016 2017 2017 2017 2017 2017 2017 2017 2017	Major Operations Management		Continuing Ed Seeking Emplo Not Seeking \$39,900	Known Outcomes	0 0 13 \$88,000 \$76,000 \$75,000 \$65,000 \$62,000 \$57,000 \$57,000 \$57,000 \$57,000 \$57,000 \$57,000 \$57,000 \$57,000 \$57,000 \$57,000		0% 0% 0% 100% Code 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed F/T Employed F/T	CS Survey Exit Survey Exit Survey CS Survey CS Survey CS Survey CS Survey Exit Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey CS Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey	Cambia Health Solutions california resources corporation Precision Catagorts JELD-WEN Lam Research ABCT Inc, Infinity Electric Roseburg Forest Products International Paper Anheuser Busch Index Columbia Forest Products Enterprise Rent Actar TriMet Avista Utilities Columbia Forest Products Columbia Forest Products Enterprise Rent Actar TriMet Avista Utilities Columbia Forest Products Sandi Artifine Sandi Artifine	Workfore Forecasting Analyst II plant operator Production Supervisor Group Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Shipping Production Supervisor Sales Representative Team Lead Management Assistant Bus Operator Medical Equipment Repairer Gas Construction Tech Inside Sales Operation Manager	Portland Long Beach Portland Chiloquin Tualatin Coquille Beaverton Roseburg Klamath Falls Redding Portland Medford Klamath Falls	OR CA OR OR OR OR OR OR OR OR OR OR OR OR OR
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2017 2015 2017 2017 2017 2016 2017 2017 2017 2017 2017 2017 2017 2017	Mojor Operations Management		Continuing Ed Seeking Emplo Not Seeking \$39,900	Known Outcomes	0 0 0 3 388,000 576,000 565,000 565,000 565,000 567,000 567,000 557,000 557,000 557,000 557,000 557,000 557,000	Wage	0% 0% 0% 100% 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed FIT Employed Employed FIT Employed Empl	CS Survey Exit Survey Exit Survey Exit Survey CS Survey CS Survey Exit Survey Exit Survey Exit Survey CS Survey Exit Survey CS Survey Exit Survey Exit Survey Exit Survey Linkedin Linkedin Linkedin Linkedin Linkedin Linkedin	Cambia Neath Solutions california resources corporation Precision Catapatrs JELD-WEN Lam Research ABCT Inc, Infinity Electric Roseburg Forest Products International Paper Anheuser Busch InBee Columbia Forest Products Enterprise Rent A-Car TriMet VA Portland Healthcare System Avista Utilities Columbia Forest Products Interprise Rent A-Car TriMet Solumbia Forest Products Saudi Afrine Intel Corporation Kamanth & Lake Community Action Oregon Tech Porstand VA Medical Center Roseburg Forest Products	Workfore Forecasting Analyst II plant operator Production Supervisor Group Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Program Manager Facilities Production Supervisor Sales Representative Fam Lead Management Assistant Buu Operator Medical Equipment Repairer Gas Construction Tech Inside Sales Operation Manager Material Specialist Inventory Control Quality Assurance Specialist	Portland Long Beach Portland Chiloquin Tualatin Tualatin Beaverton Goquille Beaverton Forsburg Klamath Falls Redding Portland Portland Medford Klamath Falls Klamath Falls Klamath Falls Klamath Falls Redding Portland Redding Reddin	OR OR OR OR OR OR OR OR OR OR OR OR OR O
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2017 2017 2015 2017	Health Care Mgmt-Admin Mgmt												
2015					\$40,000		1	Employed F/T	CS Survey	Synergy Medical Systems	Territory Manager	Bend	OR
	Health Care Mgmt-Admin Mgmt				\$34,000		1	Employed F/T	Exit Survey CS Survey	Washington State Department of Transportation		Olympia	WA
	Health Care Mgmt-Admin Mgmt Health Care Mgmt-Admin Mgmt				\$22,800	\$12	1	Employed Employed F/T	CS Survey	Central Oregon Eyecare Sky Lakes Medical Center	Optometric Technician Quality Management Assistant/ Medical	Klamath Falle	OR
2017	Health Care Mgmt-Admin Mgmt					312	1	Employed F/T	Exit Survey	Vancouver Comfort Keepers	Client Care Management	Vancouver	WA
2016	Health Care Mgmt-Admin Mgmt						1	Employed F/T	CS Survey	SOSM	Referral Coordinator	Redding	CA
2015	Health Care Mgmt-Clinical Mgmt						1	Employed	LinkedIn	Veterans Administration	Medical Support Assistant	Walla Walla	WA
	Jones		Employed		8		100%						1
			Continuing Ed		0		0%						
			Seeking Emplo	yment	0		0%						
			Not Seeking		0		0%						
	Health Care Mgmt	Median Salary	\$37,000	Known	8	Success Rate	100%						
Grad	Major		Last	First	Salary	Wage	Code	Response	Source	Company/School	Position/Degree	City	State
2016	*IT Bus/Systems Analysis Opt				\$79,000		1	Employed F/T	CS Survey	Oregon Department of Education	Sr IT Business Systems Analyst	Salem	OR
2017	*IT Applications Dev Opt				\$74,500		1	Employed F/T	CS Survey	Intel Corporation	Application Developer	Hillsboro	OR
2017	*IT Applications Dev Opt				\$70,000		1	Employed F/T	CS Survey		Software Engineer	Portland	OR
2017	*IT Bus/Systems Analysis Opt				\$60,000		1	Employed F/T	Exit Survey	Veterans Administration	System Security Analyst	White City	OR
2015	IT Bus/Systems Analysis Opt				\$58,000		1	Employed	CS Survey	NW Regional ESD	Technical Engineer	Hillsboro	OR
2016	*IT Applications Dev Opt				\$55,000		1	Employed F/T	CS Survey	JELD-WEN	Technical Operations Analyst	Klamath Falls	OR
2016	*IT Bus/Systems Analysis Opt				\$52,000		1	Employed F/T	Email	Barnabas Real Estate Group		Portland	OR
2017	*IT Applications Dev Opt				\$50,000		1	Employed F/T	Exit Survey	Corbett School District	Technology Director	Corbett Klamath Falls	OR
2017	*IT Bus/Systems Analysis Opt *IT Applications Dev Opt				\$48,000		1	Employed F/T	CS Survey CS Survey	Stacy and Dennis IT Solutions	Network Engineer Analyst	Portland	OR OR
2015	*IT Applications Dev Opt				\$45,000 \$44,000		1	Employed F/T Employed F/T	CS Survey	Regence BCBS Oregon All tech 1	IT consultant	Tigard	OR
					. ,				CS Survey			-	_
2015	IT Applications Dev Opt Information Technology		-		\$30,000	-	1	Employed F/T	Exit Survey	Jagalee Nike, Inc - Contract ends when I graduate (it's been	Software Developer IT Person	Portland Beaverton	OR OR
2017	Information Technology						1	Employed F/ I	Linkedin ms	TechHeads	Help Desk Technician		- On
2017	*IT Applications Dev Opt		-			-	1	Employed	LinkedIn ms	Intel Corporation	Software Engineer	Hillsboro	OR
2017	*IT Applications Dev Opt						1	Employed F/T	CS Survey	JH Kelly	IT Technician	Longview	WA
2017	*IT Applications Dev Opt						1	Employed F/ I	LinkedIn	Self	Cryptocurrency Miner		OR
2016	*IT Applications Dev Opt					\$1150/mnth	1	Employed, Seeking	Email	Budget Taxi		Eugene	OR
2016	*IT Applications Dev Opt						1	Employed F/T	GradFair	Planar Systems	Enterprise Integration Architect	Beaverton	OR
2016	*IT Applications Dev Opt						1	Employed F/T	LinkedIn/Em		Business Analyst	Klamath Falls	OR
2015	*IT Applications Dev Opt						1	Employed	LinkedIn	Saudi Government	Executive Director at NCSC		INTL
2015	*IT Applications Dev Opt						1	Employed F/T	Personal Kno	Oregon Tech	Front Desk	Wilsonville	OR
2015	IT Bus/Systems Analysis Opt						1	Employed	LinkedIn	Oregon Tech	Adjunct Faculty		
2015	IT Bus/Systems Analysis Opt						1	Employed	LinkedIn	Point Monitor Corp	Data Security Technician	Beaverton	OR
2015	IT Bus/Systems Analysis Opt						1	Employed	LinkedIn	U.S Bank	IT Specialist	Portland	OR
2015	IT Bus/Systems Analysis Opt						1	Employed	GradFair		FT		
2017	*IT Bus/Systems Analysis Opt						1	Employed	LinkedIn	Fred Meyer	Bookkeeper PIC	Portland	OR
2017	*IT Bus/Systems Analysis Opt						1	Employed	LinkedIn	Portland Community College	IT Specialist	Portland	OR
2017	*IT Bus/Systems Analysis Opt						1	Employed F/T	CS Survey	Seattle Children's	Resp. Therapist	Seattle Children's	WA
2017	*IT Bus/Systems Analysis Opt	\square		\sqcup			1	Employed F/T	Exit Survey	Umpqua Bank	DBA	Portland	OR
2016	*IT Bus/Systems Analysis Opt					\$25	1	Employed	Email	Yahoo		Ephrata	WA
2016	*IT Bus/Systems Analysis Opt						1	Employed F/T	Email	Bonneville Power Administration		Portland	OR
2016	*IT Bus/Systems Analysis Opt						1	Employed F/T	CS Survey	Financial institution	IT Manager		+
2015	*IT Bus/Systems Analysis Opt						1	Employed F/T	LinkedIn	The Standard	Systems Analyst	Portland	OR
2016	*IT Bus/Systems Analysis Opt			_			2	Continuing Ed: Enrolled	Faculty	Georgia Institute of Technology	MS Computer Science	Atlanta	GA
2015	IT Applications Dev Opt						3	Seeking employment	Survey				+
2015	IT Applications Dev Opt		Employed		34		3 92%	Seeking employment	Survey	I.	<u> </u>		
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			Seeking Emplo		2		3% 5%						
				syment	0		5%						
			Not Seeking		U								
				Vacuum									
	Information Technology	Median Salary	\$53,500	Known Outcomes	37	Success Rate:	95%						
Grad	Information Technology Major	Salary	\$53,500 Last	Known Outcomes First	37 Salary	Success Rate: Wage		Response	Source	Company/School	Position/Degree	City	State
Grad V007 2015	Major IT Health Informatics Opt	Salary	,	Outcomes			95%	Response Employed	Source CS Survey		Position/Degree	City	State
Voor	Major	Salary	,	Outcomes	Salary		95% Code			Company/School Cambia Health Solutions	Position/Degree Data Reporting Analyst	Portland	State
2015 2015 2016	Major IT Health Informatics Opt "IT Health Informatics Opt "IT Health Informatics Opt	Salary	,	Outcomes	\$70,000 \$61,258 \$60,000		95% Code 1 1	Employed F/T Employed F/T	CS Survey CS Survey CS Survey				State OR OR
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2015 2015 2016 2016 2017	Major IT Health Informatics Opt "IT Health Informatics Opt "IT Health Informatics Opt IT Health Informatics Opt IT Health Informatics Opt "IT Health Informatics Opt	Salary	,	Outcomes	\$70,000 \$61,258 \$60,000 \$52,000		95% Code 1 1 1 1	Employed F/T Employed F/T Employed Employed Employed Employed	CS Survey CS Survey CS Survey CS Survey CS Survey	Cambia Health Solutions Huron Consulting Women's Care	Data Reporting Analyst Product Specialist Health Informatics Specialist	Portland Lake Oswego Eugene	OR OR
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2015												
	Dental Hygiene			\$78,000		1	Employed	CS Survey	Albright Family Dental	Dental Hygienist	Everett	WA
	Dental Hygiene			\$75,000		1	Employed F/T	CS Survey	Dentistry by design	Rdh	Elk grove	OR
2017	Dental Hygiene			\$75,000		1	Employed F/T	Exit Survey	Mountain View Dental	Dental Hygienist	Denver	co
2016	Dental Hygiene			\$73,122		1	Employed F/T	CS Survey	Cornelius Dental Clinic	Dental Hygienist	Beaverton	OR
2016	Dental Hygiene			\$70,000		1	Employed F/T	CS Survey	Advantage Dental	Dental hygienist	Medford	OR
2016	Dental Hygiene			\$70,000		1	Employed F/T	CS Survey	Not provided	EPDH	Albany	OR
2016	Dental Hygiene			\$70,000		1	Employed F/T	CS Survey	Bayside Dental	Registered Dental Hygienist	Anacortes	WA
2017	Dental Hygiene			\$68,000	\square	1	Employed F/T	Exit Survey	Dr. Perkiomaki	Dental Hygienist	Portland	OR
2016	Dental Hygiene			\$65,000		1	Employed F/T		Private Dental Office	Dental hygienist	Beaverton	OR
2016	Dental Hygiene			\$65,000		1	Employed F/T	CS Survey	Willamette dental	Hygienist	Springfield	OR
2016	Dental Hygiene			\$65,000		1	Employed F/T	CS Survey	Hunt Family Dental	Lead hygienist	McMinnville	OR
2017	Dental Hygiene			\$64,000		1	Employed F/T	Exit Survey	Private Dental practice	Dental hygienist	Bend	OR
2017	Dental Hygiene			\$62,400		1	Employed F/T	CS Survey	Carrington college	Dental hygiene instuctor	Boise	ID
2017	Dental Hygiene			\$60,000		1	Employed F/T	Exit Survey	Dentist Office	Dental Hygienist	Lake Oswego	OR
2016	Dental Hygiene			\$57,000		1	Employed F/T	CS Survey	Dental offices	Dental Hygienist	GrantsPass	OR
2016	Dental Hygiene			\$50,000		1	Employed P/T	CS Survey				
2015	Dental Hygiene			\$46,848		1	Employed F/T	CS Survey	One Community Health	Registered Dental Hygienist	Hood River	OR
2016	Dental Hygiene			\$45,000		1	Employed P/T	CS Survey				
2015	Dental Hygiene			\$40,000		1	Employed	CS Survey	Fort Union Dental	Dental Hygienist	Midvale	UT
2015	Dental Hygiene			\$40,000		1	Employed	CS Survey	Laurelhurst Dentistry, Wagner Dental Care	Dental Hygienist		
2015	Dental Hygiene			\$40,000		1	Employed	CS Survey				
2017	Dental Hygiene			\$40,000		1	Employed F/T	CS Survey	Contemporary family dentistry	Lead hygienist	Bend	OR
2017	Dental Hygiene			\$40,000	\$36	1	Employed P/T	Exit Survey		Dental Hygienist RDH, BS		
2017	Dental Hygiene			\$38,500	\$40	1	Employed P/T	Exit Survey	San Joaquin Valley College	Clinical Dental Hygiene Instructor	Visalia	CA
2017	Dental Hygiene			\$13,000	\$12	1	Employed P/T	Exit Survey		Retail Specialist	Klamath Falls	OR
2017	Dental Hygiene			L	\$90	1	Employed F/T	CS Survey	Millard Dental	Dental Hygienist	Klamath Falls	OR
2017	Dental Hygiene				\$45	1	Employed P/T	Exit Survey	Medical Dental Temping	Dental Hygienist	Quantico	VA
2016	Dental Hygiene			L	\$38	1	Employed	Faculty	Advantage Dental	RDH	Brookings	OR
2016	Dental Hygiene				\$38	1	Employed	Faculty	Timber Dental	RDH	Portland	OR
2016	Dental Hygiene				\$37	1	Employed	Faculty	Drs. Parsley & Cherryington	RDH	Redmond	OR
2016	Dental Hygiene				\$37	1	Employed	Faculty	Prue Care Dental	RDH	Bend	OR
2017	Dental Hygiene				\$36	1	Employed F/T	Exit Survey	Dr. Pratt Dentistry	Dental Hygiene	Penditon	OR
2016	Dental Hygiene				\$33	1	Employed	Faculty	Dental Studio	RDH	Lake Oswego	OR
2016	Dental Hygiene				\$33	1	Employed	Faculty	Dr. Linda Selby	RDH	Corvallis	OR
2016	Dental Hygiene				\$33	1	Employed	Faculty	Gentle Dental	RDH	Medford	OR
2016	Dental Hygiene		\Box		\$30	1	Employed	Faculty	Foothills Dental	RDH	Klamath Falls	OR
2017	Dental Hygiene				\$30	1	Employed F/T	CS Survey	Bao Pham DMD, Pham Dental Care	Dental Hygienist	Beaverton	OR
2017	Dental Hygiene				\$14	1	Employed P/T	Exit Survey	Boys and Girls Club	Dental Assistant	Salem	OR
2017	Dental Hygiene				\$10	1	Employed P/T	Exit Survey	Under Armour	Sales Associate	Woodburn	OR
2017	Dental Hygiene					1	Employed F/T	CS Survey	Dr. Mark E. Jensen	Dental Hygienist	Bend	OR
2017	Dental Hygiene					1	Employed F/T	CS Survey	Fountain Valley Dental	Dental Hygienist	Molalia	OR
2017	Dental Hygiene					1	Employed F/T	CS Survey	Keizer Family Dental	Dental Hygienist	Keizer	OR
2016	Dental Hygiene					1	Employed	Faculty				+
2016	Dental Hygiene	-				1	Employed	Faculty			Newport	OR
2016	Dental Hygiene					1	Employed	LinkedIn	Premier Care Dental	Hygienist	Klamath Falls	OR
2016	Dental Hygiene					1	Employed	Faculty	Capitol Dental	Dental Hygienist	Salem	OR
2016	Dental Hygiene					1	Employed	Faculty		.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		+
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2016	Dental Hygiene		\vdash			1	Employed	Faculty	Capitor Deritar		Juicin	
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2016	Dental Hygiene		\vdash			1	Employed	Faculty	Raman Open Door	Demaradoran	Kamani	
2016	Dental Hygiene		\vdash			1	Employed	Faculty			+	+
2016	Dental Hygiene		\vdash			1	Employed	LinkedIn	Matthew Liautaud, D.D.S	Dental hygienist	Concord	CA
2016	Dental Hygiene	_	\vdash			1	Employed P/T	CS Survey	matrice codeso, 5.53	Demanyacina	Concord	-
2016	Dental Hygiene	\vdash	\vdash	-	 	1	Employed	Faculty	Dallas Family Dentistry	Dental hygienist	Dallas	OR
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2016	Dental Hygiene		\vdash			1	Employed	Faculty	Dr. Sean Reisig		+	+
2016	Dental Hygiene	_	\vdash			1	Employed P/T	CS Survey	Dr. Jean reing		+	+
2016	Dental Hygiene	\vdash	\vdash		 	1	Employed P/T	TOS Survey			Klamath Falls	OR
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2016	Dental Hygiene Dental Hygiene		\vdash	 	\vdash		Employed P/T	Faculty				
2010						1	Employed P/T Employed	CS Survey	Seven Star Dental	Dental Hygienes+	Cincinnati	OH
2045	Dental Musican					1	Employed	CS Survey LinkedIn	Seven Star Dental	Dental Hygienest	Cincinnati	ОН
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2015	Dental Hygiene					1 1 1	Employed Employed Employed	CS Survey LinkedIn Faculty Faculty	Private Practice	Dental Hygienist Dental Hygienist	Cincinnati Washington	DC
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2015 2015 2015 2015 2015 2015 2015 2015	Dental hygiene Dental hygiene					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed Emp	CS Survey Faculty Faculty Faculty Faculty Faculty Faculty Faculty Faculty Faculty Faculty Faculty Faculty Faculty Faculty Faculty CS Survey CS Survey Est	Private Practice Private Practice US Airforce widedge Alder Family Dental Similerathers org and South Kitap Family Denistry Private Practice Smiles Dental White Bird Dental Clinic	Dental Hygienist Dental Hygienist Dental Hygienist Military Officer Registered Dental Hygienist Dental Hygienist Dental Hygienist Dental Hygienist Dental Hygienist Dental Hygienist Dental Hygienist Dental Hygienist Dental Hygienist Dental Hygienist Dental Hygienist Dental Hygienist	Washington Kamuela Weston Port Orchard Salem Eugene Bend Keizer Klämath Falls	DC CA AK HI OR WA OR OR OR OR OR OR
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2015 2015 2015 2015 2015 2015 2015 2015	Dental hygiene Dental hygiene	Employed Continuing 64		97		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employed Emp	CS Survey Faculty Facu	Private Practice Private Practice US Airforce wedge Alder Family Dental Similaratives ong and South Kitsap Family Denistry Private Practice Similaratives and South Kitsap Family Denistry White Bird Dental Clinic White Bird Dental Clinic State of Washington	Dental Hygienist Dental Hygienist Dental Hygienist Dental Hygienist Military Officer Registered Dental Hygienist	Washington Kamuela Weston Port Orchard Salem Eugene Bend Keizer Klämath Falls	DC CA AK HI OR WA OR OR OR IL OR WA WA WA WA WA WA WA WA

Grad Major		Last	First	Salary	Wage	Code
Dental Hygiene	Median Salary		Known Outcomes	101	Success Rate:	100%
		Not Seeking		1		1%
		Seeking Emplo	yment	0		0%
		Continuing Ed		3		3%

Voor	Major			Wage	Code			Company/School	Position/Degree		
2016	Diagnostic Medical Sonography		\$138,600		1	Employed F/T	CS Survey	Dignity Health	Diagtnostic Medical Sonographer	Red Bluff	CA
2015	Diagnostic Medical Sonography		\$110,000		1	Employed F/T	CS Survey	Cassia Regional	Sonographer/Mammographer	Burley	ID
2015	Diagnostic Medical Sonography		\$80,000		1	Employed	CS Survey	Imaging Associates of Providence	Sonographer	Palmer	AK
2016	Diagnostic Medical Sonography		\$69,000		1	Employed F/T	CS Survey	Legacy Health System -MFM	Maternal Fetal Medicine Diagnostic Medicine	Portland	OR
2015	Diagnostic Medical Sonography		\$68,000		1	Employed	CS Survey	Kadlec regional medical center	Diagnostic medical sonographer		

2015	Diagnostic Medical Sonography			\$67,000		1	Employed	CS Survey	Oregon Imaging Center	Sonographer	Eugene	OR
2015	Diagnostic Medical Sonography			\$61,000		1	Employed	CS Survey	Central Oregon Radiology Associates	Sonographer	Bend	OR
2016	Diagnostic Medical Sonography			\$60,736		1	Employed F/T	CS Survey	Providence Newberg Medical Center	Ultrasound Technologist	Newberg	OR
2016	Diagnostic Medical Sonography			\$60,000		1	Employed F/T	CS Survey	Willamette Valley Medical Center	Diagnostic medical sonographer	McMinnville	OR
2015	Diagnostic Medical Sonography			\$60,000		1	Employed	CS Survey	Mid Columbia Medical Center	Sonographer	The Dalles	OR
2015	Diagnostic Medical Sonography			\$60,000		1	Employed	CS Survey	Providence Alaska Medical Center	Sonographer	Anchorage	AK
2017	Diagnostic Medical Sonography			\$98,000		1	Employed F/T	CS Survey	Hitachi Healthcare	Clinical Application Specialist	South Texas, Louis	s TX
2017	Diagnostic Medical Sonography			\$75,000		1	Employed F/T	Exit Survey	Good Samaritan Regional Medical Center	Ultrasound Technician	Corvallis	OR
2017	Diagnostic Medical Sonography			\$74,000		1	Employed F/T	Exit Survey	Legacy Health	Sonographer	Portland	OR
2017	Diagnostic Medical Sonography			\$72,000		1	Employed F/T	Exit Survey	Legacy Emanuel Medical Center	Registered Diagnostic Medical Sonograp	Portland	OR
2017	Diagnostic Medical Sonography			\$72,000		1	Employed F/T	Exit Survey	Salem Radiology Consultants	Sonographer	Salem	OR
2017	Diagnostic Medical Sonography			\$70,000		1	Employed F/T	Exit Survey	Providence Portland Medical Center	Diagnostic Medical Sonographer	Portland	OR
2017	Diagnostic Medical Sonography			\$67,200		1	Employed F/T	Exit Survey	Grande Ronde Hospital	Sonographer	La Grande	OR
2017	Diagnostic Medical Sonography			\$65,280		1	Employed F/T	Exit Survey	Women's healthcare associates	Sonographer	Portland	OR
2017	Diagnostic Medical Sonography			\$65,000		1	Employed F/T	Exit Survey	Asante Rogue Regional Medical Center	Ultrasound Tech	Medford	OR
2017	Diagnostic Medical Sonography			\$60,000		1	Employed F/T	Exit Survey	Bay Area Hospital	Sonographer 1	Coos Bay	OR
2015	Diagnostic Medical Sonography			\$60,000		1	Employed	CS Survey	Samaritan Hospital	Sonographer	Albany	OR
2015	Diagnostic Medical Sonography			\$59,000		1	Employed	CS Survey				
2015	Diagnostic Medical Sonography			\$57,600		1	Employed	CS Survey	Yakima Memorial Hospital	Ultrasound Technologist	Yakima	WA
2015	Diagnostic Medical Sonography			\$48,000		1	Employed	CS Survey	St Patrick Hospital	Ultrasound Tech	Missoula	MT
2015	Diagnostic Medical Sonography			\$45,000		1	Employed	CS Survey	Structure respects	Ouradound recir	Missoula	-
2015	Diagnostic Medical Sonography			\$44,323		1	Employed	CS Survey	Skagit Valley Hospital	Ultrasonographer	Mt Vernon	WA
2017	Diagnostic Medical Sonography			\$46,000	\$37	1	Employed P/T	Exit Survey	Legacy Health	Diagnostic medical sonographer		OR
2017	Diagnostic Medical Sonography			\$32,000	\$33	1	Employed P/T	Exit Survey	Samaritan North Lincoln Hospital	Diagnostic Medical Sonographer		OR
2017	Diagnostic Medical Sonography			\$7,000	733	1	Employed F/T	Exit Survey	FUNTOM SPECIALIST MEDICAL DIAGNOSTIC CENTRI		ISOLO	Nigeria
2017	Diagnostic Medical Sonography			77,000	\$46	1	Employed F/T	CS Survey	OHSU	Ultrasound technician	Portland	OR
2017	Diagnostic Medical Sonography				\$43	1	Employed F/T	CS Survey	St. Joesph Hosptial	Ultrasound Technician		CA
2016	Diagnostic Medical Sonography				\$35	1	Employed	Fmail	Salem Radiology Consultans, Salem Hospital	Rad Tech		OR
2016	Diagnostic Medical Sonography				\$35	1	Employed	Email	Legacy Emanuel Medical Center/Randall's Children's			OR
2016	Diagnostic Medical Sonography				\$33	1	Employed	Fmail	Silverton Hospital Diagnostic Imaging	Diagnosia: Wedicar Sorrographics		OR
2017	Diagnostic Medical Sonography				\$33	1	Employed F/T	Exit Survey	Asante Rogue Regional Medical Center	Sonographer		OR
2017	Diagnostic Medical Sonography				\$32	1	Employed F/T	Exit Survey	Asante Three Rivers Medical Center	Ultrasound Technologist		OR
2017	Diagnostic Medical Sonography				\$30	1	Employed P/T	Exit Survey	Clement Zablocki VA Medical Center	Sonographer		WI
2017	Diagnostic Medical Sonography				\$30	1	Employed P/T	Exit Survey	Providence St. Mary Medical Center	Diagnostic Medical Sponographer		WA
2017	Diagnostic Medical Sonography					1	Employed F/T	Exit Survey	Renown Regional	Ultrasound Technologist		NV
2017	Diagnostic Medical Sonography					1	Employed F/T	Exit Survey	Samaritan Albany General Hospital	-		OR
2017	Diagnostic Medical Sonography					1	Employed F/T	Exit Survey	St. Charles Health System	Sonographer Ultrasound Tech	-	OR
2017	Diagnostic Medical Sonography					1	Employed P/T	Exit Survey	St. Charles Health System	Ultrasound Technologist		HI
2017	Diagnostic Medical Sonography					1	Employed F/T	Exit Survey		orrasounu reciniológist	-	-
2017						1	Employed P/T					-
2017	Diagnostic Medical Sonography Diagnostic Medical Sonography					1	Employed P/T	Exit Survey Exit Survey				-
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2016	Diagnostic Medical Sonography	-	-			1	Employed F/T	CS Survey			-	+
2016	Diagnostic Medical Sonography					1	Employed F/T	CS Survey	AB C I II No. I	Ubarra d'Trab	A.D	-
2017	Diagnostic Medical Sonography	-	-			1	Employed F/T	Exit Survey	Albany General Hospital	Ultrasound Tech		OR
2015	Diagnostic Medical Sonography					1	Employed	Survey		Sonographer		AK
2015	Diagnostic Medical Sonography					1	Employed	LinkedIn	Providence St. Vincent Medical Center	Sonographer		OR
2015	Diagnostic Medical Sonography					1	Employed	Survey	Fairchild Medical Center		Yreka	CA
2015	Diagnostic Medical Sonography					1	Employed	Survey		Medical Device Sales/Tech		\vdash
2015	Diagnostic Medical Sonography					1	Employed	LinkedIn	Synergy Medical Systems LLC	Representative	Bend	OR

Diagnostic Medical Sonography	Median Salary	\$63,000	Known	54	Success Rate:	100%
		Not Seeking		0		0%
		Seeking Emplo	yment	0		0%
		Continuing Ed		0		0%
		Employed		54		100%

	Diagnostic Medical Sonography	Salary	\$63,000	Outcomes	54	Success Rate:	100%						
Grad	Major		Last	First	Salary	Wage	Code	Response					
2015	Echocardiography				\$125,000		1	Employed F/T	CS Survey	Private Practice Physician	Cardiac Sonographer	Woodbridge	
2015	Echocardiography				\$120,000		1	Employed F/T	CS Survey	Philips healthcare	Product application specialist	Sacramento	CA
2015	Echocardiography				\$106,000		1	Employed F/T	CS Survey	Scripps Health	Cardiac Sonography Educator	La Jolla	CA
2016	Echocardiography				\$105,000		1	Employed F/T	CS Survey	rwjms/rutgers	program manager	New Brunswick	NJ
2015	Echocardiography				\$100,000		1	Employed	CS Survey	CareMore	Echo Technolobgist	Tucson	AZ
2015	Echocardiography				\$100,000		1	Employed F/T	CS Survey	OHSU	Echocardiographer	Portland	OR
2017	Echocardiography				\$91,250		1	Employed F/T	Exit Survey	University Hospital: University of New Mexico	Sonographer	Albuquerque	NM
2017	Echocardiography				\$90,000		1	Employed F/T	Exit Survey	Cleveland Clinic Children's	Supervisor of the Non-Invasive Lab in Pe	Cleveland	ОН
2015	Echocardiography				\$85,000		1	Employed F/T	CS Survey	Va palo alto	Cardiac sonographer	Palo Alto	
2015	Echocardiography				\$80,000		1	Employed	CS Survey	Hoag	Echocardiographer		
2015	Echocardiography				\$75,000		1	Employed F/T	Email	HSHS St. John's Hospital		Springfield	IL
2016	Echocardiography				\$74,000		1	Employed F/T	Exit Survey		Cardiac Sonographer	La Grande	OR
2017	Echocardiography				\$73,000		1	Employed F/T	Exit Survey	Centra	Echo Educator	Lynchburg	VA
2015	Echocardiography				\$73,000		1	Employed F/T	CS Survey	American Institute of Medical Technology	Echocardiography Instructor	Tulsa	ОК
2017	Echocardiography				\$68,640		1	Employed F/T	Exit Survey	Providence	Cardiac Sonographer	Portland	OR
2017	Echocardiography				\$67,226		1	Employed F/T	Exit Survey	Peacehealth	Cardiac Sonographer	Spingfield	OR
2017	Echocardiography				\$65,000		1	Employed F/T	Exit Survey	Peacehealth	Cardiac Sonographer	Vancouver	WA
2017	Echocardiography				\$65,000		1	Employed F/T	Exit Survey	Rogue Cardiac Studies	Registered Diagnostic Cardiac Sonograph		OR
2015	Echocardiography				\$65,000		1	Employed	CS Survey				+
2015	Echocardiography				\$65,000		1	Employed	CS Survey				+
2015	Echocardiography				\$65,000		1	Employed	CS Survey				
2016	Echocardiography				\$64,000		1	Employed F/T	Exit Survey		Echocardiographer	Portland	OR
2017	Echocardiography				\$62,920		1	Employed F/T	Exit Survey	Bay Area Hospital	Ultrasonographer I	Coos Bay	OR
2015	Echocardiography				\$62,780		1	Employed	CS Survey	buy Area rospital	On all only april 1	coos bay	
2015	Echocardiography				\$62,000		1	Employed F/T	Exit Survey		Cardiac Sonographer	Olympia	WΔ
2010	Echocardiography				\$60,000		1	Employed F/T	Exit Survey	Saint Mary's Regional Medical Center	Echocardiographer	Reno	NV
2017	Echocardiography				\$60,000		1	Employed F/T	CS Survey	St. Mary's Regional MC, Northern Nevada MC	Cardiac Sonographer	Reno	NV
2015					\$60,000		1	Employed F/1	CS Survey	St. Mai y s Regional Mic, Northern Nevada Mic	Cardiac soriographier	Kello	
2015	Echocardiography						1	1 - 1 - 1		Echovision Inc.	Education of the Company of the Comp	Portland	OR
2017	Echocardiography Echocardiography				\$59,520 \$58,240		1	Employed F/T Employed F/T	Exit Survey Exit Survey	Echovision Inc.	Echocardiographer Echocardiographer	Portland	OR
2017							1	Employed F/T	CS Survey	Medical Center		Boise	ID
	Echocardiography				\$58,000					Medical Center	Echocardiographer	Boise	ID
2016	Echocardiography				\$55,577		1	Employed F/T	Exit Survey		Echocardiographer	Boise	ID
2015	Echocardiography				\$55,000		1	Employed	CS Survey				+
2015	Echocardiography				\$52,000		1	Employed	CS Survey				+
2017	Echocardiography				\$50,000	\$32	1	Employed P/T	Exit Survey	Hoag Memorial Hospital	Cardiac Sonographer	Newport Beach	CA
2017	Echocardiography					\$48	1	Employed F/T	CS Survey	Providence Health and Services	Cardiac Sonographer	Everett	WA
2017	Echocardiography					\$48	1	Employed F/T	CS Survey	St. Lukes Health Network	Cardiac Sonographer	Boise	ID
2017	Echocardiography					\$34	1	Employed P/T	Exit Survey	Providence St Peter Hospital	Echocardiographer	Olympia	WA
2017	Echocardiography					\$32	1	Employed F/T	Exit Survey	Nationwide Children's Hospital	Pediatric cardiac sonographer	Columbus	ОН
2017	Echocardiography						1	Employed F/T	CS Survey	Hamilton Medical Center	Cardiac sonographer	Dalton	GA
2017	Echocardiography						1	Employed F/T	Exit Survey	Northeast Georgia Medical Center	CVT Technologist	Braselton	GA
2017	Echocardiography						1	Employed F/T	Exit Survey	Renown Regional Medical Center	Ultrasound Technician	Reno	NV
2017	Echocardiography						1	Employed F/T	Exit Survey	St Luke's Medical Center	Cardiac sonographer	Boise	ID
2017	Echocardiography						1	Employed F/T	Exit Survey				+
2017	Echocardiography						1	Employed F/T	Exit Survey				
2016	Echocardiography						1	Employed	Faculty	Baylor University Medical Center		Dallas	TX
2016	Echocardiography						1	Employed	Faculty	Bay Area Hospital		Coos Bay	OR
2016	Echocardiography						1	Employed	Faculty	Providence St. Peter Hospital		Olympia	WA
2016	Echocardiography						1	Employed	LinkedIn	Florida Hospital		Tampa	FL
2016	Echocardiography						1	Employed	LinkedIn	Kalispell Regional Healthcare	Cardiac Sonographer	Kalispell	MT
2016	Echocardiography						1	Employed	Personal Kno	Salem Hospital		Salem	OR
2016	Echocardiography						1	Employed F/T	Exit Survey		Cardiac Sonographer	Reno	NV
2016	Echocardiography						1	Employed F/T	CS Survey				
2016	Echocardiography						1	Employed P/T	Exit Survey	PeaceHealth	Echocardiographer	Springfield	OR

2016	Echocardiography						1	Employed P/T	Exit Survey	Portland VA Medical Center	Echocardiographer	Portland	OR
2016	Echocardiography						1	Employed P/T	Exit Survey	St. Charles Medical Center	Echocardiographer	Bend	OR
2016	Echocardiography Echocardiography						1	Employed, Self Employed Employed	LinkedIn	Ralls Construction Services Baylor University Medical Center	Cardiac Sonographer	Redding	CA TX
2015	Echocardiography						1	Employed	LinkedIn	Echo Vision	Cardiac Sonographer	Portland	OR
2015	Echocardiography						1	Employed	LinkedIn	St. Joseph's Hospital North	Manager Intervention Services	Tampa FL	
2015	Echocardiography						1	Employed	CS Survey CS Survey	Echovision Inc	Echocardiographer	Portland	OR
2015	Echocardiography Echocardiography						2	Employed Continuing Ed: Planned	Exit Survey				+
2017	Echocardiography						2	Continuing Education	CS Survey				+
2016	Echocardiography						2	Continuing Ed: Enrolled	LinkedIn	Baylor University Medical Center		Dallas/Fort Wort	h TX
2016	Echocardiography						2	Planning to continue educat	Exit Survey				
			Employed Continuing Ed		62		94% 6%						
			Seeking Emple		0		0%						
			Not Seeking		0		0%						
	Diagnostic Medical Sonography	Median Salary	\$65,000	Known Outcomes	66	Success Rate	100%						
Grad	Major	ю	Last	First	Salary	Wage	Code	Response	Source	Company/School	Position/Degree	City	Stat
2016	Nuclear Medicine Technology Nuclear Medicine Technology				\$80,000 \$64,500		1	Employed F/T Employed F/T	CS Survey Exit Survey	Providence Health and Services Renown	Nuclear Medicine Technologist Nuclear medicine technologist	Portland Reno	OR NV
2017	Nuclear Medicine Technology				\$60,000		1	Employed F/1	CS Survey	OHSU	Nuclear Medicine Technologist	Kello	144
2017	Nuclear Medicine Technology				\$59,000	\$38	1	Employed P/T	Exit Survey	OHSU	Nuclear medicine / CT technologist	Portland	OR
2016 2016	Nuclear Medicine Technology Nuclear Medicine Technology				\$55,692		1	Employed F/T Employed F/T	Exit Survey		PET/CT Technologist Nuclear Medicine Technologist	Anchorage Bryan	AK
2016	Nuclear Medicine Technology Nuclear Medicine Technology				\$55,000 \$51,000		1	Employed F/T	Exit Survey Exit Survey		PET Technologist	Roseburg	OR
2015	Nuclear Medicine Technology				\$47,000		1	Employed	CS Survey	Oregon Medical Group	Nuclear Medicine Technologist	Eugene	OR
2017	Nuclear Medicine Technology				\$45,000	\$33	1	Employed P/T	Exit Survey	NMCSI	Nuclear Medicine Technologist	Beaverton	OR
2017	Nuclear Medicine Technology				\$35,000	\$32	1	Employed P/T	Exit Survey	Asante Rogue Regional Medical Center	Nuclear Medicine Technologist	Medford	OR
2017	Nuclear Medicine Technology Nuclear Medicine Technology				\$30,000	\$33 \$57	1	Employed P/T Employed F/T	Exit Survey Exit Survey	PeaceHealth Medical Center RiverBend Eden Valley Medical Center	Nuclear Medicine Technologist Nuclear Medicine Technology	Springfield Castro Valley	OR CA
2017	Nuclear Medicine Technology					\$39	1	Employed P/T	Exit Survey	Parker Adventist Hospital	Nuclear Medicine Technologist	Parker	co
2017	Nuclear Medicine Technology					\$25	1	Employed P/T	Exit Survey	Carle Foundation Hospital	Nuclear Medicine Technologist	Urbana	IL
2017	Nuclear Medicine Technology Nuclear Medicine Technology						1	Employed F/T Employed P/T	Exit Survey Exit Survey	Cedars Sinai Medical Center	Nuclear Medicine Technologist	Los Angeles	CA
2017	Nuclear Medicine Technology						1	Employed P/T	Exit Survey				t
2016	Nuclear Medicine Technology						1	Employed	Email	Shasta Regional Medical Center		Redding	CA
2016 2016	Nuclear Medicine Technology Nuclear Medicine Technology						1	Employed P/T	Faculty Exit Survey	PET/CT Clinic Hospital	PET/CT Technologist Nuclear Medicine Technologist	Anchorage Sacramento	CA
2016	Nuclear Medicine Technology Nuclear Medicine Technology						1	Employed P/T	Exit Survey	Mckenzie Willamette Medical Center	Nuclear Medicine Technologist Nuclear Medicine Technologist	Springfield	OR
2016	Nuclear Medicine Technology						1	Employed P/T	Exit Survey	Providence	Nuclear Medicine Technologist	Missoula	МТ
2016	Nuclear Medicine Technology						1	Employed P/T Employed P/T	Exit Survey	Providence Sacred Heart Medical Center	Certified Nuclear Medicine Technologis	Spokane Bend	W
2016 2016	Nuclear Medicine Technology Nuclear Medicine Technology						1	Employed P/T Employed P/T	Exit Survey	St. Charles Medical System Cardiology Clinic	Nuclear Medicine Technologist	Redding	OR CA
2015	Nuclear Medicine Technology						1	Employed	Faculty		Per Diem		
2015	Nuclear Medicine Technology						1	Employed	Faculty	Kaiser Hospital		Clackamas	OR
2015	Nuclear Medicine Technology Nuclear Medicine Technology						1	Employed Employed	Faculty Faculty	Providence Hospital Sacred Heart		Medford Spokane	OR W/
2015	Nuclear Medicine Technology						1	Employed	Faculty	Sky Lakes Medical Center		Klamath Falls	OR
2015	Nuclear Medicine Technology						1	Employed	Faculty	St. Patrick Hospital		Missoula	МТ
2015	Nuclear Medicine Technology						1	Employed	Faculty	TRIOS		Kennewick Meridian	WA
	Nuclear Medicine Technology						1	Employed	Faculty	NAME OF THE OWNER OWNER OF THE OWNER		Meridian	ID
							1	Employed	CS Survey				
2015 2016	Nuclear Medicine Technology Nuclear Medicine Technology						1	Employed Planning to continue educat	CS Survey Exit Survey	Willamette valley medical center	nuclear medicine technologist		
2015	Nuclear Medicine Technology		Employed Continuing Ed Seeking Emplo	oyment	34		2 3 94% 3% 3%			Williamette Valley medical center	nuclear medicine technologist		
2015 2016	Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology	Median Salary	Continuing Ed Seeking Emplo Not Seeking \$55,000	Known Outcomes	1 1 0	Success Rate	2 3 94% 3% 3% 0% 97%	Planning to continue educat Seeking employment	Exit Survey CS Survey				
2015 2016 2015	Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Major	Median Salary	Continuing Ed Seeking Emplo Not Seeking		2 2 0 36 Salary	Success Rate. Wage	2 3 94% 3% 3% 0% 97% Code	Planning to continue educal Seeking employment	Exit Survey CS Survey Source	Company fished	Position/Degree	City Coos Bay	Sta
2015 2016	Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology	Mediany Salary	Continuing Ed Seeking Emplo Not Seeking \$55,000	Known Outcomes	1 1 0		2 3 94% 3% 3% 0% 97%	Planning to continue educat Seeking employment	Exit Survey CS Survey			City Coos Bay	Sta OR
2015 2016 2015 2015 2016 2016 2016 2017	Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Major Radiologic Science Radiologic Science Radiologic Science Radiologic Science	Mediany Salary	Continuing Ed Seeking Emplo Not Seeking \$55,000	Known Outcomes	1 0 36 Salary \$90,000		2 3 94% 3% 3% 0% 97% Code 1 1	Planning to continue educal Seeking employment Response Employed F/T Employed F/T Employed F/T	Source CS Survey Source CS Survey CS Survey CS Survey Exit Survey	Company/School Buy Area Worpital Renown Regional Medical Center	Position/Degree Cardiac Cathlab Tech Cardiac Cath Lab tech	Coos Bay Reno	OR NV
2015 2016 2015 2015 2016 2016 2016 2017 2017	Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Major Radiologis Science Radiologis Science Radiologis Science Radiologis Science	Mediany Salary	Continuing Ed Seeking Emplo Not Seeking \$55,000	Known Outcomes	1 0 36 Salary \$90,000 \$90,000 \$70,000		2 3 94% 3% 3% 0% 97% Code 1 1	Planning to continue educal Seeking employment Response Employed F/T Employed F/T Employed F/T Employed P/T	Exit Survey CS Survey Source CS Survey CS Survey Exit Survey Exit Survey	Company/school Bay Area Nospital Renown Regional Medical Center Sky Lakes Medical Center	Position/Degree Cardiac Cathlab Tech Cardiac Cathlab Tech MMI Technologist	Coos Bay Reno Klamath Falls	OR NV OR
2015 2016 2015 2015 2016 2016 2016 2017	Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Major Radiologic Science Radiologic Science Radiologic Science Radiologic Science Radiologic Science Radiologic Science Radiologic Science Radiologic Science	Median Salary	Continuing Ed Seeking Emplo Not Seeking \$55,000	Known Outcomes	1 0 36 Salary \$90,000 \$90,000 \$70,000	Wage	2 3 94% 3% 3% 0% 97% Code 1 1	Planning to continue educal Seeking employment Response Employed F/T Employed F/T Employed F/T	Source CS Survey Source CS Survey CS Survey CS Survey Exit Survey	Company/School Buy Area Worpital Renown Regional Medical Center	Position/Degree Cardiac Cathlab Tech Cardiac Cath Lab tech MMI Technologist CT Tech	Coos Bay Reno	OR NV
2015 2016 2015 2015 2016 2016 2016 2017 2017	Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Major Radiologis Science Radiologis Science Radiologis Science Radiologis Science	Median Salary	Continuing Ed Seeking Emplo Not Seeking \$55,000	Known Outcomes	36 Salary \$90,000 \$90,000 \$70,000 \$70,000	Wage	2 3 94% 3% 6% 97% Code 1 1 1	Ranning to continue educal Seeking employment Response Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T	Exit Survey CS Survey Source CS Survey CS Survey CS Survey Exit Survey Exit Survey CS Survey CS Survey CS Survey	Company/school Bay Area Nospital Senorum Regional Medical Center Say Lakes Medical Center Hospital	Position/Degree Cardiac Cathlab Tech Cardiac Cathlab Tech MMI Technologist	Reno Klamath Falls Denver	OR NV OR CO
2015 2016 2015 2015 2016 2016 2016 2017 2017 2016 2015 2015 2015	Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Major Radiologis Science	Median Salary	Continuing Ed Seeking Emplo Not Seeking \$55,000	Known Outcomes	36 Salary \$90,000 \$90,000 \$70,000 \$70,000 \$70,000 \$69,900 \$65,000	Wage	2 3 94% 3% 0% 97% Code 1 1 1 1 1	Reaning to continue educal Seeking employment Besponse Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed E/T Employed E/T Employed E/T Employed	Exit Survey CS Survey Source CS Survey CS Survey Exit Survey Exit Survey CS Survey CS Survey Exit Survey CS Survey Exit Survey EXIT Survey EXIT Survey EXIT Survey EXIT Survey EXIT Survey	Company/School Bay Area Hospital Renown Regional Medical Center Sky Lake Medical Center Hospital Swedish Medical Center Tuality Healthcare	Position/Degree Cardiac Cathlab Tech Cardiac Cathlab tech MBI Technologist CTTech Interventional Badiology Technologist Cardiac Cath Lab Tech Cardiac Cath Lab Tech Cardiac Cath Lab Tech	Reno Klamath Falls Denver Seattle Hillsboro Portland	OR NV OR CO W/ OR
2015 2016 2015 2015 2015 2016 2016 2017 2016 2015 2015 2016 2015	Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Malor Medi	Mediany Salary	Continuing Ed Seeking Emplo Not Seeking \$55,000	Known Outcomes	1 1 0 36 \$90,000 \$70,000 \$70,000 \$70,000 \$69,900 \$69,900 \$65,000 \$62,000	Wage	2 3 94% 3% 3% 0% 97% Code 1 1 1 1 1 1 1	Reaning to continue educat Seeking employment Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed Employed Employed Employed Employed Employed Employed Employed	Exit Survey CS Survey Source CS Survey CS Survey Exit Survey Exit Survey CS Survey CS Survey Exit Survey CS Survey CS Survey CS Survey CS Survey Exit Survey Exit Survey	Company Ji Chaol Bay Area Nopoltal Remove Regional Medical Center Sty Lakes Medical Center Hospital Swedish Medical Center	Position/Degree Cardiac Cathlab Tech Cardiac Cathlab tech Mill Technologist CT Tech Interventional Radiology Technologist Cardiac Cathlab Tech Cath Lab Tech Xaty,Mall Technologist	Reno Klamath Falls Denver Seattle Hillsboro Portland Dallas	OR OR CO W/ OR OR TX
2015 2016 2015 2015 2016 2016 2016 2017 2017 2016 2015 2015 2015	Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Major Radiologis Science	Median Salary	Continuing Ed Seeking Emplo Not Seeking \$55,000	Known Outcomes	36 Salary \$90,000 \$90,000 \$70,000 \$70,000 \$70,000 \$69,900 \$65,000	Wage	2 3 94% 3% 0% 97% Code 1 1 1 1 1	Reaning to continue educal Seeking employment Besponse Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed F/T Employed E/T Employed E/T Employed E/T Employed	Exit Survey CS Survey Source CS Survey CS Survey Exit Survey Exit Survey CS Survey CS Survey Exit Survey CS Survey Exit Survey EXIT Survey EXIT Survey EXIT Survey EXIT Survey EXIT Survey	Company/School Bay Area Hospital Renown Regional Medical Center Sky Lakes Medical Center Hospital Swedish Medical Center Tuality Healthcare	Position/Degree Cardiac Cathlab Tech Cardiac Cathlab tech MBI Technologist CTTech Interventional Badiology Technologist Cardiac Cath Lab Tech Cardiac Cath Lab Tech Cardiac Cath Lab Tech	Reno Klamath Falls Denver Seattle Hillsboro Portland	OR OR CO W/ OR OR TX
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2015 2016 2016 2016 2016 2016 2016 2017 2018 2018 2019 2019 2019 2019 2019 2019 2019 2019	Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Marchaer Medicine Technology Marchaer Medicine Technology Marchaer Medicine Technology Marchaer Medicine Technology Marchaer Medicine Technology Marchaer Medicine Technology Marchaer Medicine Technology Marchaer Medicine Technology Marchaer Medicine Technology Marchaer Medicine Technology Marchaer Medicine Technology Marchaer Medicine Technology Marchaer Medicine Technology Marchaer Medicine Technology Marchaer Marchaer Madiologic Science	Median	Continuing Ed Seeking Emplo Not Seeking \$55,000	Known Outcomes	1 2 36 Sallary 590,000 \$90,000 \$70,000 \$70,000 \$69,900 \$60,000 \$6	\$32 \$32 \$32 \$33 \$33 \$33 \$33 \$33 \$33 \$33	2 3 94% 97% Code 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Reaning to continue educal Seeking employment Seeking employment Seeking employment Seeking employment Seeking employment Seeking employment Seeking employment Seeking Seekin	East Survey Source CS Survey East Survey	Company / Ghood Bay Area Hospital Renown Regional Medical Center Sky Lake Medical Center Sky Lake Medical Center Hospital Swedish Medical Center Tuding Healthcare Mid Cities imaging University of Colorado Hospital Asante PeaceHealth Sacred Heart M.C. (RiverBend) PeaceHealth Sacred Heart McCid Center at Riverb Not provided Lebanon Community Hospital Netson Memorial Hospital Author provided Lebanon Community Hospital Netson Memorial Hospital Netson Memorial Hospital Author Riverb Not provided Allore Sacred Medical Center Providence Sate and radiology Providence Sate Marry Medical Center Not provided Adventish Health Medical Center Not provided Adventish Health Oregon Advanced Imaging and Asante Reque Region Asante Regue Regional Medical Center Legacy Emanuel Hospital Kallics Regional Medical Center Sacred Heart Riverbend Medical Center Sacred Heart Riverbend Medical Center Sacred Heart Riverbend Medical Center Sacred Heart Riverbend Medical Center Sacred Heart Riverbend Medical Center Sacred Heart Riverbend Medical Center Sacred Heart Riverbend Medical Center Sacred Heart Riverbend Medical Center Sacred Heart Riverbend Medical Center Sacred Heart Riverbend Medical Center Sacred Heart Riverbend Medical Center Sacred Heart Riverbend Medical Center Sacred Heart Riverbend Medical Center Sacred Heart Riverbend Medical Center	Fosition/Degree Cardiac Cathlab Tech Cardiac Cathlab Tech Cardiac Cathlab Tech Cardiac Cathlab Tech Cardiac Cathlab Tech Cardiac Cathlab Tech Cardiac Cathlab Tech Cathlab Tech Cathlab Tech Cathlab Tech Cathlab Tech Cathlab Tech Cathlab Tech Cathlab Radiologist CatTechnician Radiologist Technologist Cathlab Radiologist Technologist Cathlab Radiologist Technologist Cathlab Radiologist Technologist Radiologic Technologist Cathlab Radiologist Technologist Radiologic Technologist Radiologic Technologist Radiologist Technologist Radiologist Technologist Radiologist Technologist Radiologist Technologist Radiologist Technologist Radiologist Technologist Radiologist Technologist Radiologist Technologist Radiologist Technologist Per Dem CT Technologist Per Dem CT Technologist Per Dem CT Technologist Per Dem CT Technologist Per Dem CT Technologist Per Dem CT Technologist Per Dem CT Technologist Radiologist Technologist	Coos Bay Reno Kiamath Falls Denver Seattle Hillsboro Portland Dallas Medford La Grande Eugene Aurora Grants Pass Medford Kiamath Falls Salem Springfield Missoula Laramie Medford Kiamath Falls Lebanon Portland Missoula Albany Portland Portland Portland Portland Portland Portland Portland Portland Portland Portland Portland Missoula Missoula Albany Portland Reford Missoula Missoula Albany Reford Missoula Albany Reford Missoula Albany Reford Missoula Albany Reford Missoula Albany Reford Missoula Albany Reford Missoula Albany Reford Missoula Albany Reford Missoula Albany Reford Missoula Albany Reford Missoula Albany Reford Medford Medford Kamath Falls Portland Eureka Richland Springfield Medford Reford Reford Reford Reford Refords Recford Refords Recford Reford Refords Recford Recfords Recfords Recfords Recfords Recfords Recfords Recford Recford Recford Recford Recford Recford Recfords Recfords Recfords Recford Rec	OR OR OR OR OR OR OR OR OR OR OR OR OR O
2015 2016 2017 2016 2017 2016 2017 2016 2017 2016 2017 2017 2017 2017 2017 2017	Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Nuclear Medicine Technology Marchael Medicine Technology Marchael Medicine Technology Marchael Medicine Technology Marchael Medicine Technology Marchael Medicine Technology Marchael Medicine Technology Marchael Medicine Technology Marchael Medicine Technology Radiologic Science Radiologic	Median	Continuing Ed Seeking Emplo Not Seeking \$55,000	Known Outcomes	1 2 36 36 390,000 590,000 570,000 560,	\$320 \$320 \$320 \$320 \$320 \$320 \$320 \$320	2 3 394% 376 Code 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Reaning to continue educal Seeking employment Seeking employment Seeking employment Seeking employment Seeking employment Seeking employment Seeking employment Fir Employed F	East Survey Source CS Survey Lott Survey	Company/School Bay Area Hospital Renown Regional Medical Center Sky Lakes Medical Center Sky Lakes Medical Center Hospital Swedsh Medical Center Tuality Healthcare Mid Cities Imaging Mid Cities Imaging Mid Cities Imaging Mid Cities Imaging Mid Cities Imaging Mid Cities Imaging Mid Cities Imaging Mid Cities Imaging Mid Cities Imaging University of Cobrado Hospital Azante Pacceleath Sacred Heart M.C. (Novellend) Pacceleath Sacred Heart M.C. (Novellend) Pacceleath Sacred Heart Medical Center at Riverth Robert provided Lebanon Community Hospital Azante Black Oak Urgent Cire Unitogeac Per Mysicians or Archorage: Wowsence Askas Audical Center Providence Noveling Medical Center Providence Saint Marry's Medical Center Providence Saint Marry's Medical Center Not provided Adventis Health Oregon Advanced Imaging and Azante Rogue Regio Azante Rogue Regional Medical Center Legucy Emmanuel Hospital St. Joseph Ropital Kaller-Regional Medical Center Forvidence Medical Center Forviden	Floatium/Degree Cardiac Cath Lab tech Mill Technologist CT Tech Interventional Radiology Technologist Cardiac Cath Lab Tech CATh Lab Tech CATh Lab Tech CATh Lab Tech CATh Lab Tech CATh Lab Tech CATh Lab Tech CATh Lab Tech CATh Lab Tech CATh Lab Tech CATh Lab Tech CATh Lab Tech CATh Lab Tech CATh Lab Tech CATh Lab Tech CATh Lab Tech CATh Lab Tech CATh Lab Tech CATh Lab Radiologist Radiologist Technologist Radiologist Technologist CATh Lab Radiologist Technologist	Coos Bay Reno Reno Reno Reno Reno Reno Reno Reno Reno Reno Reno Reno Reno Reno Reno Reno Reno Reno Reno Redord Reno	OR OR OR OR OR OR OR OR OR OR OR OR OR O
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2017	Radiologic Science		\$28,000	\$30	1	Employed P/T	Exit Survey	Asante	ct tech	Medford	OR
2015	Radiologic Science		\$26,000		1	Employed	CS Survey				+
2015	Radiologic Science		\$25,000		1	Employed	CS Survey				+
2017	Radiologic Science			\$52	1	Employed F/T	CS Survey	Providence	MRI Technologist	Portland	OR
2017	Radiologic Science			\$40	1	Employed F/T	Exit Survey		Angiography Technologist		CA
2017	Radiologic Science			\$34	1	Employed F/T	Exit Survey	Providence Alaska Medical Group	Cardiovascular Technologist	Anchorage	AK
2017	Radiologic Science			\$32	1	Employed F/T	Exit Survey	Sutter Coast Hospital	Full Time Mammography Technologist	Crescent City	CA
2017	Radiologic Science			\$30	1	Employed P/T	Exit Survey	Skylakes	Rad tech	Klamath Falls	OR
2017	Radiologic Science			\$29	1	Employed P/T	Exit Survey	Kadlec Hospital	MRI Technologist	Richland	WA
2017	Radiologic Science			\$28	1	Employed P/T	Exit Survey	St. Charles Health System	Radiologic Technologist	Bend	OR
2017	Radiologic Science			\$26	1	Employed P/T	Exit Survey	Lebanon Community Hospital	Casual Radiologic Technologist	Lebanon	OR
2017	Radiologic Science			\$24	1	Employed P/T	Exit Survey	Providence medford oregon	X-ray technologist	Medford	OR
2017	Radiologic Science			\$23	1	Employed P/T	Exit Survey	St. Charles Health System	Per Diem Radiologic Technologist	Redmond and Ben	n OR
2017	Radiologic Science				1	Employed F/T	CS Survey	Asante	Ct technologist	Medford	OR
2017	Radiologic Science				1	Employed F/T	Exit Survey	Grande Ronde Hospital	Radiologic Technologist	La Grande	OR
2017	Radiologic Science				1	Employed F/T	Exit Survey	OHSU	Cardiac cath lab tech	Portland	OR
2017	Radiologic Science				1	Employed F/T	CS Survey	Providence	On call radiologic technologist	Medford	OR
2017	Radiologic Science				1	Employed F/T	Exit Survey	St. Charles Health System	Radiology Technologist	Bend	OR
2017	Radiologic Science				1	Employed F/T	Exit Survey	University of Washington Medical Center	CT Technologist	Seattle	WA
2017	Radiologic Science				1	Employed F/T	Exit Survey				+
2017	Radiologic Science				1	Employed F/T	Exit Survey				+
2017	Radiologic Science				1	Employed P/T	Exit Survey			-	+
2017	Radiologic Science				1	Employed P/T	Exit Survey				+-
2017	Radiologic Science				1	Employed F/T	Exit Survey		Radiologic Technologist/ Mammograph	Dichlood	WA
2016	-				1		LinkedIn	DMS Health Technologies	MRI Technologist Mammograph	Duluth	MN
	Radiologic Science				1	Employed F/T					
2016	Radiologic Science					Employed P/T	Exit Survey	Adventist Health	Radiology Tech	Tillamook	OR
2016	Radiologic Science				1	Employed P/T	Exit Survey	ALASKA NATIVE MEDICAL CENTER	RADIOLOGY TECHNOLOGIST	Anchorage	AK
2016	Radiologic Science				1	Employed P/T	Exit Survey	Asante	Xray Technologist	Grants Pass	OR
2016	Radiologic Science				1	Employed P/T	Exit Survey	Asante	radiologic technologist	Medford	OR
2016	Radiologic Science				1	Employed P/T	Exit Survey	CORA	Mammo tech (not official yet)	Bend	OR
2016	Radiologic Science				1	Employed P/T	Exit Survey	Good Shepherd Medical Center	Radiologist Technologist	Hermiston	OR
2016	Radiologic Science				1	Employed P/T	Exit Survey	Hospital	Radiology technologist	Portland	OR
2016	Radiologic Science				1	Employed P/T	Exit Survey	Legacy Health	Radiologic Technologist	Portland	OR
2016	Radiologic Science				1	Employed P/T	Exit Survey	Legacy Health	Radiology Imaging Technologist	Tualatin	OR
2016	Radiologic Science				1	Employed P/T	Exit Survey	Mercy Medical Center	Special Procedures Technologist	Roseburg	OR
2016	Radiologic Science				1	Employed P/T	Exit Survey	Oregon Imaging Centers	Radiologic Technologist	Eugene	OR
2016	Radiologic Science				1	Employed P/T	Exit Survey	Peacehealth	Xray technologist	Springfield	OR
2016	Radiologic Science				1	Employed P/T	Exit Survey	providence hospital	radiology technologist/ interventional te	Seattle	WA
2016	Radiologic Science				1	Employed P/T	Exit Survey	Samaritan	Radiologic Technologist	Albany	OR
2016	Radiologic Science				1	Employed P/T	Exit Survey	Skylakes medical center	radiologic technologist	Klamath Falls	OR
2016	Radiologic Science				1	Employed P/T	Exit Survey	Swedish Medical Center	x-ray technologist	Seattle	WA
2016	Radiologic Science				1	Employed P/T	Exit Survey		Interventional Technologist	Seattle	WA
2016	Radiologic Science				1	Employed P/T	Exit Survey		mer ventional recimologist	Jeure	
2016					1		,				+
	Radiologic Science					Employed P/T	CS Survey				+
2016	Radiologic Science				1	Employed P/T	CS Survey				+
2015	Radiologic Science				1	Employed	Faculty	OHSU	MRI Technologist	Portland	OR
2015	Radiologic Science				1	Employed	Faculty	Salem hospital	Cardiac Cath Lab	Salem	OR
2015	Radiologic Science				1	Employed	Faculty	Salem Hospital	Staff technologist	Salem	OR
2015	Radiologic Science				1	Employed	Faculty	Salem hospital	Staff Technologist & Mammo	Salem	OR
2015	Radiologic Science				1	Employed	Faculty		ст	Redding	CA
2015	Radiologic Science				1	Employed	Faculty	Sky Lakes	CT technologist	Klamath Falls	OR
2015	Radiologic Science				1	Employed	Faculty	Salem Hospital	Cardiac cath lab and interventional	Salem	OR
2015	Radiologic Science				1	Employed	Faculty	Radiology Associates Salem Ore	mammography and general radiology	Salem	OR
2015	Radiologic Science				1	Employed	Faculty	Providence	Staff technologist	Portaind	OR
2015	Radiologic Science				1	Employed	Faculty	Mercy Medical outpatient clinic	Mammography and general radiology		
2015	Radiologic Science				1	Employed	Faculty	Samaritan Health		Lebanon	OR
2015	Radiologic Science				1	Employed	Faculty	Asante Health Three Rivers	CT and general radiology	Grants Pass	OR
2015	Radiologic Science				1	Employed	Faculty	Swedish Prov Cherry Hill	MRI and general	Seattle	WA
2015	Radiologic Science				1	Employed	Faculty	MRI	VA	Portland	OR
2015	Radiologic Science				1	Employed	Faculty	River Bend Sacred Heart	Staff technologist	Eugene	OR
2015	Radiologic Science				1	Employed	Faculty	Staff tech Schryver Medical		8	+
2015	-				1	Employed				Reaverton	OR
2015	Radiologic Science						Faculty	Epic Imaging			-
	Radiologic Science				1	Employed	Faculty	CORA – Central Oregon Radiology Associates		Bend	OR
2015				1	1	Employed	LinkedIn LinkedIn/Fac	Good Smaritan Regional Medical Center	Radiologic Technologist	Corvallis	OR
2015	Radiologic Science										
2015 2015	Radiologic Science				1	Employed	ultv	UW Medical	MRI Technologist	Seattle	WA
2015 2015 2015	Radiologic Science Radiologic Science				1	Employed	CS Survey	Asante Ashland Community Hospital	Radiologic Technologist	Seattle Ashland	OR
2015 2015 2015 2015	Radiologic Science Radiologic Science Radiologic Science				1	Employed Employed	CS Survey	Asante Ashland Community Hospital Legacy-Gohealth Urgent Care; Providence	Radiologic Technologist Radiology Technologist	Ashland	OR
2015 2015 2015 2015 2017	Radiologic Science Radiologic Science Radiologic Science Radiologic Science				1 1 2	Employed Employed Continuing Ed: Enrolled	CS Survey Exit Survey	Asante Ashland Community Hospital	Radiologic Technologist		
2015 2015 2015 2015	Radiologic Science Radiologic Science Radiologic Science				1	Employed Employed	CS Survey	Asante Ashland Community Hospital Legacy-Gohealth Urgent Care; Providence	Radiologic Technologist Radiology Technologist	Ashland	OR

Radiologic Science	Median Salary	\$52,000	Known	122	Success Rate:	99%
		Not Seeking		0		0%
		Seeking Emplo	yment	1		1%
		Continuing Ed		2		2%
		Employed		119		98%

	iviajor			Salary	wage	Code	Kesponse	Source	Company/School	Position/ Degree		State
2017	Vascular Technology			\$133,120		1	Employed F/T	Exit Survey	Regional Medical Center of San Jose	Vascular sonographer supervisor	San Jose	CA
2017	Vascular Technology			\$100,000		1	Employed F/T	Exit Survey	Catawba Valley Medical Center	Director of the cardiovascular lab, sono	Hickory	NC
2015	Vascular Technology			\$100,000		1	Employed	CS Survey	Scripps Health	Sonographer	La Jolla	CA
2016	Vascular Technology			\$98,000		1	Employed F/T	CS Survey	Umass medical center	Vascular technologist	Worcester	MA
2017	Vascular Technology			\$90,000		1	Employed F/T	Exit Survey	Cone Health	Chief Tech Cardiovascular Imaging	Greensboro	NC
2015	Vascular Technology			\$90,000		1	Employed	CS Survey	Memorial Hospital	Ultrasound Technologist	Katy	TX
2015	Vascular Technology			\$85,000		1	Employed	Personal Kno	UMass Memorial Hospital			MA
2016	Vascular Technology			\$80,000		1	Employed F/T	Exit Survey		Vascular Technologist	Napa	CA
2016	Vascular Technology			\$80,000		1	Employed F/T	Exit Survey		Vascular Ultrasound Technologist	Walnut Creek	CA
2016	Vascular Technology			\$68,000		1	Employed F/T	CS Survey	Spartanburg Medical Center	Technical Director	Spartanburg	SC
2016	Vascular Technology			\$68,000		1	Employed F/T	CS Survey	Franciscan Vascular Associates	Vascular Tech	Tacoma	WA
2017	Vascular Technology			\$65,000	\$34	1	Employed P/T	Exit Survey	Franciscan Vascular Associates	Vascular Technologist	Tacoma	WA
2015	Vascular Technology			\$64,704		1	Employed	CS Survey	University of Washington Medical Center	Vascular Technologist	Seattle	WA
2017	Vascular Technology			\$63,000		1	Employed F/T	CS Survey	Pacific Vascular Inc.	Registered Vascular Technologist	Seattle	WA
2017	Vascular Technology			\$61,000		1	Employed F/T	Exit Survey	MD Imaging	Vascular Technologist	Redding	CA
2016	Vascular Technology			\$61,000		1	Employed F/T	Exit Survey		Vascular Technologist	Reno	NV
2017	Vascular Technology			\$60,000		1	Employed F/T	Exit Survey	Pacific vascular	vascular technologist	Yakima	WA
2017	Vascular Technology			\$60,000		1	Employed F/T	Exit Survey	UVMC	RVT	Burlington	VT
2016	Vascular Technology			\$60,000		1	Employed F/T	Exit Survey		Vascular Ultrasound Technologist	Reno	NV
2015	Vascular Technology			\$60,000		1	Employed	CS Survey	Franciscan Vascular Associates	Vascular Technologist	Tacoma	WA
2015	Vascular Technology			\$60,000		1	Employed	CS Survey	Hoag Hospital	Vascular Technologist	Newport Beach	CA
2016	Vascular Technology			\$57,000		1	Employed F/T	Exit Survey	Not provided	Vascular Technologist	San Antonio	TX
2016	Vascular Technology			\$56,160		1	Employed F/T	CS Survey	Big Sky Ultrasound	Vascular Ultrasound Technologist	Great Falls	MT
2017	Vascular Technology			\$56,000		1	Employed F/T	Exit Survey	St Luke's Medical Center	RVT	Boise	ID
2015	Vascular Technology			\$56,000		1	Employed	CS Survey	Specialist in Vascular Ultrasound; Peripheral	Vascular Technologist		
2017	Vascular Technology			\$55,536		1	Employed F/T	Exit Survey	St. Luke's Health System	Vascular Technologist	Boise	ID
2016	Vascular Technology			\$54,000		1	Employed F/T	Exit Survey		Registered Vascular Technologist	Reno	NV
2015	Vascular Technology			\$53,000		1	Employed	CS Survey	The Cardiovascular Center	Regsitered Vascular Technologist	Redding	CA
2017	Vascular Technology			\$50,000		1	Employed F/T	Exit Survey	Renown Regional Health	Vascular Technologist	Reno	NV
2015	Vascular Technology			\$48,000		1	Employed	CS Survey				
2015	Vascular Technology			\$43,000		1	Employed	CS Survey				
2017	Vascular Technology				\$45	1	Employed F/T	CS Survey	UC Health	Diagnostic Medical Sonographer	Colorado Springs	co
2017	Vascular Technology					1	Employed F/T	Exit Survey	Lake Washington vascular	Vascular technologist	Bellevue	WA
2017	Vascular Technology					1	Employed F/T	CS Survey	Massachusetts Genaral Hospital	Sonographer	Boston	MA
2017	Vascular Technology					1	Employed F/T	Exit Survey	Periphereal vascular assosciates	Vascular technologist	San antonio	TX
2017	Vascular Technology					1	Employed F/T	Exit Survey				1
	Vascular Technology	_	 			- 1	Employed F/T	Exit Survey				+

2016	Vascular Technology						1	Employed F/T	Exit Survey		Vascular Technologist Assistant Team N	/ Portland	OR
2016	Vascular Technology						1	Employed F/T	CS Survey				I
2016 2016	Vascular Technology Vascular Technology						1	Employed P/T Employed P/T	Exit Survey Exit Survey	Hoag Hospital University of Utah	Vascular ultrasound technologist Vascular Tech	Newport Beach Salt Lake City	CA UT
2015	Vascular Technology						1	Employed P/ I	Exit Survey	Sirona Vascular Center	Vascular Sonographer	Greenbrae	CA
2015	Vascular Technology						1	Employed	CS Survey	PeaceHealth	Vascular Technologist	Springfield	OR
2017	Vascular Technology Vascular Technology						2	Continuing Ed: Planned Continuing Ed: Planned	Exit Survey Exit Survey				+
2017	Vascular Technology						3	Seeking employment	CS Survey				+
2015	Vascular Technology						3	Seeking employment	CS Survey				$^{+}$
2015	Vascular Technology						3	Seeking employment	CS Survey				
			Employed		43		90%						
			Continuing Ed Seeking Employ	vment	3		4% 6%						
			Not Seeking		0		0%						
	Vascular Technology	Median	\$61,000	Known	48	Success Rate:	94%						
Grad	Major	Salary	Last	First	Salary	Wage	Code	Response	Source	Company/School	Position/Degree	City	Sta
2017	Sleep Health-Polysom Tech Opt					\$25	1	Employed F/T		Legacy Good Samaritan	Polysomnographic technologist	Portland	OR
2017	Sleep Health-Polysom Tech Opt					\$18	1	Employed P/T	Exit Survey	CarDon and Associates	Corporate Billing Associate	Bloomington	IN
2017	Sleep Health-Polysom Tech Opt Sleep Health-Polysom Tech Opt					\$16	1	Employed P/T Employed F/T	CS Survey Exit Survey	Good Samaritan Medical Center	RPSGT	Portland	OR
2016	Sleep Health-Polysom Tech Opt						1	Employed P/T	CS Survey				$^{+}$
2016	Polysomnographic Technology				\$45,000		1	Employed F/T	CS Survey	Mid Columbia Medical Center - The Dalles, OR	RPSGT	The Dalles	OR
2016	Polysomnographic Technology				\$40,500		1	Employed F/T	CS Survey	The Oregon Clinic Kaiser Permanente	Polysomnography Technician	Portland	OR
2016	Polysomnographic Technology Polysomnographic Technology				\$3,000	\$21	1	Employed F/T Employed F/T	CS Survey Email	Midwest Center for Sleep Disorders	CNA2	Aurora/Yorkville	: IL
2010	Polysomnographic Technology	1	\vdash			\$12	1	Employed F/T	CS Survey	Emerald Sleep Disorder Center	Polysomnographer	Eugene	OR
2017	Polysomnographic Technology						1	Employed F/T	Exit Survey	Prohealth Care	Sleep tech	Lake Success	NY
2016	Polysomnographic Technology						1	Employed F/T	CS Survey	Character			Ŧ
2017	Polysomnographic Technology		Employed		13		1	Employed F/T	Faculty	Sleep Diagnostic Services		Columbia	MC
			Continuing Ed		0		0%	1					
			Seeking Emplo	yment	0		0%						
			Not Seeking		0		0%]					
	Sleep Health-Polysom Tech	Median Salary	\$40,500	Known Outcomes	13	Success Rate:	100%						
Grad	Major	В	Last	First	Salary	Wage	Code	Response	Source	Company/School	Position/Degree	City	Sta
2015	Respiratory Care				\$137,000		1	Employed	CS Survey	CMHS	Respiratory Care Manager	Ventura	CA
2017	Respiratory Care Respiratory Care				\$115,000 \$110,000		1	Employed F/T Employed	CS Survey	Kaiser Permanente	Respiratory Care Practitioner II	Santa Clara	CA
2015	Respiratory Care Respiratory Care				\$110,000		1	Employed F/T	Exit Survey	Kaiser Permanente	Respiratory therapist	Vallejo	CA
2017	Respiratory Care				\$65,000		1	Employed F/T	Exit Survey	Harborview Medical Center	Respiratory Care Practitioner	Seattle	W.
2015	Respiratory Care		\Box		\$64,000		1	Employed	CS Survey				Ţ
2017	Respiratory Care				\$52,000		1	Employed F/T Employed	Exit Survey	Department of Veterans Affairs	Registered Respiratory Therapist	Roseburg	OF
2015	Respiratory Care Respiratory Care				\$52,000 \$50,000		1	Employed F/T	CS Survey CS Survey	OHSU St charles hospital	Respiratory Therapist Respiratory Therapist	Portland Bend	OF
2015	Respiratory Care				\$50,000		1	Employed	CS Survey	Samaratin Health System	Respiratory Therapist	Corvallis	OF
2016	Respiratory Care				\$45,000		1	Employed F/T	Exit Survey		Respiratory Therapist	Corvallis	OF
2015	Respiratory Care				\$45,000		1	Employed	CS Survey				_
2016	Respiratory Care				\$44,000	***	1	Employed F/T	Exit Survey	Daniel Britania (Martin Control	Registered Respiratory Therapist 2 Respiratory therapist	Medford Medford	OF
2017	Respiratory Care Respiratory Care	<u> </u>				\$52 \$26	1	Employed P/T Employed F/T	CS Survey Exit Survey	Rogue Regional Medical Center Asante Three Rivers (hopefully)	Respiratory therapist Respiratory Therapist	Grants Pass	OF
2017	Respiratory Care					\$20	1	Employed P/T	Exit Survey	Sky lakes	RRT	Klamath Falls	OF
2017	Respiratory Care					\$11	1	Employed F/T	Exit Survey	Safeway	Bakery clerk	Eugene	OF
2017	Respiratory Care						1	Employed F/T	Exit Survey	Asante Billings Clinic	Respiratory Care Practitioner 1	Medford	OF
2017	Respiratory Care Respiratory Care		\vdash				1	Employed Employed F/T	Faculty Exit Survey	Home Sweet Home LLC	Managment staff/care staff	Billings	OF
2017	Respiratory Care						1	Employed	Faculty	Legacy Hospital		Portland	OF
2017	Respiratory Care						1	Employed P/T	CS Survey	Providence	Respiratory Therapist	Medford	OR
2017	Respiratory Care						1	Employed F/T	Exit Survey	Rogue Regional Medical		Medford	OR
2017	Respiratory Care Respiratory Care						1	Employed F/T Employed	Exit Survey Faculty	Rogue Regional Medical Center Sky Lakes Medical Center	Respiratory Therapist	Medford Klamath Falls	OR
2017	Respiratory Care						1	Employed P/T	Exit Survey	Sky Lakes Medical Center	Respiratory Therapist	Klamath Falls	OR
2017	Respiratory Care						1	Employed	Faculty	Univ of WA Medical Center			W
2017	Respiratory Care						1	Employed F/T	CS Survey		Supervisory	Chicago	IL
2017	Respiratory Care						1	Employed	Faculty				4
2017	Respiratory Care Respiratory Care						1	Employed F/T Employed F/T	Exit Survey Exit Survey				+
2017	Respiratory Care						1	Employed F/T	Exit Survey				+
2017	Respiratory Care						1	Employed P/T	Exit Survey				T
2016	Respiratory Care						1	Employed	Faculty	Good Samaritan		Corvallis	OF
2016 2016	Respiratory Care		\vdash				1	Employed	Faculty	Legacy Mt. Hood Gresham		Gresham Klamath Falls	OF
2016	Respiratory Care Respiratory Care	-	\vdash				1	Employed F/T	Faculty Exit Survey	Sky Lakes Medical Center	Registered Respiratory Therapist	Klamath Falls Medford	OF
2016	Respiratory Care						1	Employed P/T	Exit Survey	Asante	Respiratory Therapist	medford	OF
2016	Respiratory Care						1	Employed P/T	Exit Survey	Asante Rogue Regional Medical Center	Respiratory Therapist	Medford	OF
2016	Respiratory Care		\Box				1	Employed P/T	Exit Survey	Asante Three rivers	Respiratory therapist	Grants Pass	OF
2016	Respiratory Care Respiratory Care						1	Employed P/T Employed P/T	Exit Survey Exit Survey	Kalispel Medical center Providence Health & Services	Respiratory therapist Respiratory Therapist	Kalispell The Dalles	M1
2016	Respiratory Care	1					1	Employed P/T	CS Survey		pyapax		+
2016	Respiratory Care						1	Employed P/T	CS Survey				I
2016	Respiratory Care		\Box				1	Employed P/T	CS Survey				Ţ
2016	Respiratory Care						1	Employed P/T Employed	CS Survey	Asante: Posus Posional Madi:-15		Madford	-
2015	Respiratory Care Respiratory Care	1					1	Employed Employed	Faculty Faculty	Asante: Rogue Regional Medical Center Asante: Three Rivers MC and Gold Hill		Medford Grants Pass	OF
2015	Respiratory Care						1	Employed	Faculty	St. Vincent Hospital (Providence)		Hillsboro	OF
2015	Respiratory Care						1	Employed	Faculty			Boston	M
2015	Respiratory Care		\vdash			I I	1	Employed	CS Survey	Sky Lakes	Respiratory Therapist	Klamath Falls	OF
2015	Respiratory Care Respiratory Care	-					1	Employed Employed	CS Survey CS Survey	Mercy Medical Center		Roseburg Boise	OF ID
2015	Respiratory Care	1					1	Employed	CS Survey			1	10
2015	Respiratory Care						1	Employed	CS Survey				I
2015	Respiratory Care						3	Seeking employment	CS Survey				┸
			Employed Continuing Ed		55 0		98%						
			Continuing Ed Seeking Employ	yment	0		0% 2%	1					
			Not Seeking		0		0%	1					
	Respiratory Care	Median	\$52,000	Known		Success Rate:	98%	1					
orad	Major	Salary	Last	Outcomes First	Salary	Wage	Code	Response	Source	Company/School	Position/Degree	City	Sta
	EMT - Paramedic				\$90,000	wage	1	Employed F/T	CS Survey	Hillsboro Fire Dept.	Lieutenant	Hillsboro	OF
Vaar	EMT - Paramedic				\$76,000		1	Employed F/T	CS Survey	City of Hillsboro	Paramedic Firefighter	Hillsboro	OF
2017	EMT - Paramedic				\$75,000		1	Employed F/T	CS Survey	Clark County Fire District 3	Firefighter/Paramedic	Brush Prairie	w.
2017 2017 2017					\$75,000		1	Employed F/T	CS Survey	Tualatin Valley Fire and Rescue	Firefighter Paramedic	Tigard	OF
2017 2017 2017 2017 2015	EMT - Paramedic	1			\$66,000		1	Employed F/T	Email	Clackamas Fire		Clackamas	OF
2017 2017 2017 2017 2015 2015	EMT - Paramedic	_	1		\$61,810		1	Employed F/T	CS Survey	City of Eugene- Eugene Springfield Fire	Firefighter/ paramedic	Eugene	OF
2017 2017 2017 2017 2015 2015 2017	EMT - Paramedic EMT - Paramedic		_					Employed F/T	CS Survey	Metro West Ambulance	Paramedic	Hillsboro	OF
2017 2017 2017 2017 2015 2015 2017 2015	EMT - Paramedic EMT - Paramedic EMT - Paramedic				\$60,000				CS 5	Convellie Fire Deportment	Eirafiehter / Daramadir	Convellie	- n
2017 2017 2017 2017 2015	EMT - Paramedic EMT - Paramedic				\$54,762		1 1	Employed F/T Employed F/T	CS Survey CS Survey	Corvallis Fire Department American Medical Response	Firefighter / Paramedic Paramedic	Corvallis	OF
2017 2017 2017 2015 2015 2017 2015 2017 2015	EMT - Paramedic EMT - Paramedic EMT - Paramedic EMT - Paramedic				\$54,762 \$52,000		1	Employed F/T	CS Survey CS Survey CS Survey				-
2017 2017 2017 2015 2015 2015 2017 2015 2015 2015	EMT - Paramedic EMT - Paramedic EMT - Paramedic EMT - Paramedic EMT - Paramedic EMT - Paramedic				\$54,762		1	Employed F/T Employed F/T	CS Survey	American Medical Response	Paramedic	Portland	OF
2017 2017 2017 2015 2015 2015 2015 2015 2015 2015 2015	EMT - Paramedic EMT - Paramedic EMT - Paramedic EMT - Paramedic EMT - Paramedic EMT - Paramedic EMT - Paramedic				\$54,762 \$52,000 \$51,000		1 1 1	Employed F/T Employed F/T Employed F/T	CS Survey CS Survey	American Medical Response Canyon County Paramedics	Paramedic Paramedic	Portland Nampa	OI ID

2015	EMT - Paramedic	T			\$38,000		1	Employed F/T	CS Survey	Woodburn Ambulance	Paramedic	Woodburn	OR
2015	EMT - Paramedic				\$30,000		1	Employed F/T	CS Survey	Richmond Rescue Inc.; Vermont State Departme			VT
2017	EMT - Paramedic						1	Employed F/T	CS Survey	Sandy Fire District 72	Firefighter/Paramedic	Sandy	OR
2017	EMT - Paramedic EMT - Paramedic						1	Employed/Now Deceased Employed	Faculty LinkedIn	Metro West Ambulance		Portland	OR
2015	EMT - Paramedic						1	Employed F/T	Email	American Medical Reseponse		Portland	OR
2017	EMT - Paramedic						2	Continuing Education	CS Survey				I
			Employed Continuing Ed		19 1		95% 5%						
			Seeking Emplo		0		0%						
			Not Seeking		0		0%						
	EMT - Paramedic	Median Salary	\$54,762	Known Outcomes	20	Success Rati	100%						
urad Vaar	Major	В	Last	First	Salary	Wage	_	Response	Source	Company/School	Position/Degree	City	Sta
2015	*Clinical Laboratory Science *Clinical Laboratory Science				\$70,950 \$70,000		1	Employed Employed F/T	CS Survey	Providence Health Providence health system	Medical technologist	Portland Portland	OF
2015	*Clinical Laboratory Science				\$70,000		1	Employed F/T	CS Survey	Providence Health and Services	Medical Technologist/Microbiologist	Portland	OF
2017	Medical Laboratory Science				\$63,544		1	Employed F/T	Exit Survey	Santiam Memorial Hospital	Medical Laboratory Scientist	Stayton	OF
2017	Medical Laboratory Science Medical Laboratory Science				\$63,000 \$62,000		1	Employed F/T Employed F/T	Exit Survey Exit Survey	Legacy Health Providence Health and Services	Medical technologist Medical Technologist	Portland Oregon City	01
2015	*Clinical Laboratory Science				\$60,000		1	Employed F/T	CS Survey	University of Washington Medical Center	Medical Laboratory Scientist	Seattle	w
2015	*Clinical Laboratory Science				\$60,000		1	Employed F/T	CS Survey	OHSU	Medical Technologist	Portland	OF
2015	*Clinical Laboratory Science *Clinical Laboratory Science				\$60,000 \$59,000		1	Employed F/T Employed F/T	CS Survey CS Survey	Sky Lakes Medical Center Legacy Health	Medical Technologist Medical Technologist	Klamath Falls Salmon Creek	OI W
2015	*Clinical Laboratory Science				\$58,500		1	Employed	Email	Lebanon Community Hospital	medical reciniologist	Lebanon	01
2017	Medical Laboratory Science				\$58,136		1	Employed F/T	Exit Survey	Saint Charles	Medical Technologist	Bend	OI
2015	*Clinical Laboratory Science				\$58,000		1	Employed F/T	CS Survey	Legacy laboratory services	Medical technologist	Portland	01
2015	*Clinical Laboratory Science *Clinical Laboratory Science	1			\$58,000 \$57,000		1	Employed F/T Employed F/T	CS Survey CS Survey	Providence Health & Systems Portland VA Hospital	Medical Technologist Medical Technologist	Seaside Portland	0
2017	Medical Laboratory Science				\$56,000		1	Employed F/T	Exit Survey	Providence Health and Services	Medical Technologist	Portland	0
2017	Medical Laboratory Science				\$56,000		1	Employed F/T	Exit Survey	Saint Mary's Regional Medical Center	CLS I	Reno	N
2017	Medical Laboratory Science *Clinical Laboratory Science				\$56,000 \$56,000		1	Employed F/T Employed F/T	CS Survey	Salem Hospital Salem Clinic	Medical Lab Scientist Medical Laboratory Scientist	Salem Salem	0
2015	*Clinical Laboratory Science				\$56,000		1	Employed F/T	CS Survey	Lake Health District	Medical Technologist	Lakeview	0
2017 2015	Medical Laboratory Science *Clinical Laboratory Science				\$55,000 \$55,000		1	Employed F/T Employed F/T	CS Survey CS Survey	Providence Health and Services Samaritan Health	Toxicologist Clinical Lab Scientist	Portland Corvallis	0
2015	*Clinical Laboratory Science *Clinical Laboratory Science				\$55,000 \$54,000		1	Employed F/T Employed F/T	CS Survey CS Survey	St. Charles Health System	Clinical Lab Scientist Medical Lab Scientist	Corvallis Bend	0
2017	Medical Laboratory Science				\$53,700		1	Employed F/T	Exit Survey	Salem Hospital	Medical Laboratory Scientist	Salem	0
2017	Medical Laboratory Science Medical Laboratory Science				\$53,000 \$51,000		1	Employed F/T Employed F/T	Exit Survey Exit Survey	Albany General Hospital Good Samaritan Regional Medical Center	MLS Medical Laboratory Scientist	Albany	0
2017	*Clinical Laboratory Science	1			\$\$1,000 \$\$0,000		1	Employed F/T	CS Survey	Providence Health	Medical Laboratory Scientist Medical Technologist	Portland	0
2015	*Clinical Laboratory Science				\$45,600		1	Employed P/T	CS Survey	Legacy Good Samaritan Medical Center	Medical Technologist	Portland	0
2015	*Clinical Laboratory Science *Clinical Laboratory Science				\$44,000 \$40,000		1	Employed F/T Employed F/T	CS Survey CS Survey	Washington Regional Medical Center Women's Healthcare Associates	MT/CLS Medical Technologist	Fayetteville Tigard	A O
2017	Medical Laboratory Science				340,000	\$35	_	Employed F/T	CS Survey	Kaiser Permanente	MT	Clackamas	0
2017	Medical Laboratory Science					\$3	_	Employed P/T	Exit Survey	St. Charles Health System	Medical Laboratory Scientist	Bend	0
2017	Medical Laboratory Science Medical Laboratory Science					\$3:	_	Employed F/T Employed F/T	CS Survey	Providence Portland Medical Center	Mls Medical laboratory scientist	La Grande Portland	0
2017	Medical Laboratory Science					\$21	_	Employed F/T	CS Survey	Legacy	Medical Technologist	Silverton	0
2015	*Clinical Laboratory Science					\$2	_	Employed	Email	Samaritan Health Services		Lebanon	0
2017	Medical Laboratory Science Medical Laboratory Science					\$27	_	Employed F/T Employed F/T	CS Survey Exit Survey	Portland VA Willamette Valley Medical Center	Medical laboratory scientist Medical Technologist	Portland McMinnville	0
2017	Medical Laboratory Science					\$25	_	Employed F/T	Exit Survey	Renown	Clinical Lab Scientist	Reno	N
2017	Medical Laboratory Science					\$2	_	Employed F/T	Exit Survey	St. Mary's Regional Medical Center	Clinical Laboratory Scientist I	Reno	N
2017	Medical Laboratory Science Medical Laboratory Science					\$25	_	Employed F/T Employed F/T	CS Survey Exit Survey	The Doctors Clinic VA of Boise	Medical Laboratory Scientist Medical Technologist I	Salem Boise	O IE
2017	Medical Laboratory Science					\$25	_	Employed F/T	CS Survey	Liberty Hospital	medical technologist	Liberty	М
2017	Medical Laboratory Science						1	Employed F/T	Exit Survey	Legacy Health	Medical technologist MLS	Tualatin	01
2017	Medical Laboratory Science Medical Laboratory Science						1	Employed F/T Employed	Exit Survey Faculty	Providence SeasideHospital Providence St Vincent	MLS	Seaside West Haven	01
2017	Medical Laboratory Science						1	Employed	Faculty	Providence St Vincent	MLS	West Haven	OI
2017	Medical Laboratory Science						1	Employed F/T Employed	Exit Survey Faculty	Providence St Vincent Renown	MLS MLS	West Haven Reno	OI N
2017	Medical Laboratory Science						1	Employed F/T	Faculty	Salem Hospital	MLS	Salem	01
	Medical Laboratory Science						1	Employed	Faculty	Sky Lakes Medical Center	MLS	Klamath Falls	0
2017	Medical Laboratory Science Medical Laboratory Science						1	Employed F/T Employed F/T	Faculty	Adventist	MLS MLS	Portland	0
2017	Medical Laboratory Science Medical Laboratory Science						1	Employed F/T	Faculty Exit Survey	Asante Three Rivers Bay Area Hospital	MLS	Grants Pass Coos Bay	0
2017	Medical Laboratory Science						1	Employed F/T	Exit Survey	Bay Area Hospital	MLS	Coos Bay	0
2017	Medical Laboratory Science						1	Employed F/T	Faculty	Good Shepard Health	MLS	Hermiston	0
2017	Medical Laboratory Science Medical Laboratory Science						1	Employed Employed	Faculty Faculty	Legacy Emanuel Legacy Emanuel	MLS MLS	Portland Portland	0
2017	Medical Laboratory Science	L					1	Employed F/T	Faculty	Legacy Emanuel	MLS	Portland	0
2017	Medical Laboratory Science						1	Employed F/T	Faculty	OHSU	MLS	Portland	0
2017	Medical Laboratory Science Medical Laboratory Science	1					1	Employed Employed F/T	LinkedIn CS Survey	Providence Health and Services Providence Health and Services	Medical Lab Technologist MLS	Newberg Portland	0
2017	Medical Laboratory Science	1					1	Employed P/T	Exit Survey	Providence Portland	MLS	Portland	0
2017	Medical Laboratory Science						1	Employed F/T	Exit Survey	St. Charles Health System	Medical Laboratory Science	Bend	0
2017	Medical Laboratory Science Medical Laboratory Science	1					1	Employed Employed F/T	Faculty Faculty	Therapia Wellness Clinic VA- Portland	Acupuncturist MLS	Portland	0
2017	Medical Laboratory Science Medical Laboratory Science						1	Employed F/T Employed F/T	Faculty Exit Survey	VA- FORBAND	mtS	Portland	+0
2016	*Clinical Laboratory Science						1	Employed	Faculty	Providence- Medford	MLS(ASCP)	Medford	С
2015	*Clinical Laboratory Science						1	Employed	Faculty	employed	MLS(ASCP)	Europ.	N O
2015	*Clinical Laboratory Science *Clinical Laboratory Science						1	Employed Employed	Faculty	Peace Health Peace Health- SWMC	MLS(ASCP) MLS(ASCP)	Eugene Vancouver	v
2015	*Clinical Laboratory Science						1	Employed	Faculty	Peace Health- SWMC	MLS(ASCP)	Vancouver	v
2015	*Clinical Laboratory Science						1	Employed	Faculty	Santiam Memorial Hospital	MLS(ASCP)	Santiam	C
2015	*Clinical Laboratory Science *Clinical Laboratory Science						1	Employed Employed	Faculty	St. Charles Medical Center St. Mary's	MLS(ASCP) MLS(ASCP)	Reno Reno	0
2015	*Clinical Laboratory Science	L					1	Employed	Faculty	Asante - Rogue Valley	MLS(ASCP)	Medford	C
2015	*Clinical Laboratory Science						1	Employed	Faculty	Asante- Three Rivers	MLS(ASCP)	Grants Pass	С
2015	*Clinical Laboratory Science *Clinical Laboratory Science						1	Employed Employed	Faculty Linkedin	Bay Area Hospital	MLS(ASCP) Medical Laboratory Scientist	Coos Bay Portland	c
2015	*Clinical Laboratory Science *Clinical Laboratory Science						1	Employed Employed	Linkedin	Legacy Health Providence Health and Services	weurus Ladoratory Scientist	Portland	c
2015	*Clinical Laboratory Science						1	Employed	LinkedIn	Providence Health & Services	Medical Lab Scientist	Portland	C
2015	*Clinical Laboratory Science						1	Employed	Faculty	Mercy Medical Center	MLS(ASCP)	Roseburg	C
2015	*Clinical Laboratory Science *Clinical Laboratory Science						1	Employed Employed	Faculty Faculty	Mercy Medical Center Oregon Medical Group	MLS(ASCP) MLS(ASCP)	Roseburg Eugene	C
2015	*Clinical Laboratory Science						1	Employed	Faculty	Providence	MLS(ASCP)	Portland	0
2015	*Clinical Laboratory Science						1	Employed	LinkedIn	PeaceHealth Laboratories	Medical Lab Scientist	Portland	С
2015	*Clinical Laboratory Science						1	Employed	LinkedIn	Providence Health & Services	Medical Technologist	Everett Portland	v
2015	*Clinical Laboratory Science *Clinical Laboratory Science	1					1	Employed F/T	LinkedIn CS Survey	Providence Health & Services Peacehealth Laboratories	Medical Technologist Medical Technologist	Portland Springfield	C
			Employed		89		100%	1				1	
			Continuing Ed		0		0%	I					
			Seeking Emplo	ownent	0		0%						



10 Year Graduation History By Major and Degree Type As of September 11, 2018 DRAFT

Specializations

	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Picture Archive/Comm Sys Spec	-	-	-	-	4	4	3	1	1	-
Specialization in Accounting	-	-	-	-	-	1	-	-	-	-
Specialization in Marketing	-	-	-	-	-	2	-	-	-	-
Total	0	0	0	0	4	7	3	1	1	0

Certificates

	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Applied Behavior Analysis	-	-	ı	ı	-	-	-	-	2	7
Dispute Resolution Certificate	1	2	4	1	6	11	1	2	2	3
Polysomnographic Technology	4	14	13	11	8	6	4	9	10	5
Total	5	16	17	12	14	17	5	11	14	15

Associates

	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Associate of Arts	2	5	-	1	-	-	1	1	-	-
Computer Engineering Tech	3	2	3	-	5	7	6	6	3	1
Dental Hygiene	22	25	18	27	18	23	21	9	11	1
Electronics Engineering Tech	2	1	-	-	-	-	-	-	-	-
EMT - Paramedic	22	25	27	17	28	26	26	29	24	23
Office Systems Technology	2	-	-	•	-	-	-	-	-	-
Polysomnographic Technology	1	2	3	5	6	2	4	-	1	-
Respiratory Care	15	17	-	-	-	-	-	-	-	-
Sleep Health-Polysom Tech Opt	-	-	-	-	-	-	-	3	3	6
Software Engineering Tech	3	2	2	•	-	2	9	2	2	1
Total	72	79	53	50	57	60	67	50	44	32

Bachelors

- 7	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
7	1	2	4	1					
7	1			3	2	1	-	-	-
		5	3	7	4	4	5	7	8
37	30	36	38	30	40	37	31	31	26
16	14	11	11	3	4	1	2	-	-
-	-	-	-	10	14	20	18	28	18
3	8	4	9	9	12	5	8	7	5
11	18	8	6	8	12	4	7	6	5
5	5	7	8	7	4	7	7	10	11
29	28	20	14	23	17	15	25	25	23
24	22	22	35	27	34	49	46	-	-
9	10	13	8	19	13	4	8	4	9
14	8	13	3	4	3	3	3	6	3
45	55	49	54	51	76	62	65	60	57
21	27	29	24	19	31	25	24	31	31
16	9	21	32	31	32	29	35	30	29
-	6	11	9	11	17	17	26	37	39
13	10	18	16	11	10	10	13	4	6
-	1	2	2	4	1	5	3	6	4
	3 11 5 29 24 9 14 45 21			- - - - 3 8 4 9 11 18 8 6 5 5 7 8 29 28 20 14 24 22 22 35 9 10 13 8 14 8 13 3 45 55 49 54 21 27 29 24 16 9 21 32 - 6 11 9	- - - 10 3 8 4 9 9 11 18 8 6 8 5 5 7 8 7 29 28 20 14 23 24 22 22 35 27 9 10 13 8 19 14 8 13 3 4 45 55 49 54 51 21 27 29 24 19 16 9 21 32 31 - 6 11 9 11 13 10 18 16 11	- - - 10 14 3 8 4 9 9 12 11 18 8 6 8 12 5 5 7 8 7 4 29 28 20 14 23 17 24 22 22 35 27 34 9 10 13 8 19 13 14 8 13 3 4 3 45 55 49 54 51 76 21 27 29 24 19 31 16 9 21 32 31 32 - 6 11 9 11 17 13 10 18 16 11 10	- - - 10 14 20 3 8 4 9 9 12 5 11 18 8 6 8 12 4 5 5 7 8 7 4 7 29 28 20 14 23 17 15 24 22 22 25 27 34 49 9 10 13 8 19 13 4 14 8 13 3 4 3 3 45 55 49 54 51 76 62 21 27 29 24 19 31 25 16 9 21 32 31 32 29 - 6 11 9 11 17 17 13 10 18 16 11 10 10	- - - 10 14 20 18 3 8 4 9 9 12 5 8 11 18 8 6 8 12 4 7 5 5 7 8 7 4 7 7 29 28 20 14 23 17 15 25 24 22 22 235 27 34 49 46 9 10 13 8 19 13 4 8 14 8 13 3 4 3 3 3 45 55 49 54 51 76 62 65 21 27 29 24 19 31 25 24 16 9 21 32 31 32 29 35 - 6 11 9 11 17	- - - 10 14 20 18 28 3 8 4 9 9 12 5 8 7 11 18 8 6 8 12 4 7 6 5 5 7 8 7 4 7 7 10 29 28 20 14 23 17 15 25 25 24 22 22 35 27 34 49 46 - 9 10 13 8 19 13 4 8 4 14 8 13 3 4 3 3 3 6 45 55 49 54 51 76 62 65 60 21 27 29 24 19 31 25 24 31 16 9 21 32 31

Bachelors

bachelors	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Emergency Medical Services Mgt	-	-	-	-	-	-	-	1	1	-
Environmental Sciences	3	1	5	5	4	5	11	14	3	8
Geomatics	5	5	1	-	1	-	1	-	-	-
Geomatics-option in GIS	2	1	1	3	3	5	1	2	2	1
Geomatics-option in Surveying	1	11	13	14	10	13	1	12	7	6
Health Care Mgmt-Admin Mgmt	-	-	1	-	1	-	1	2	5	6
Health Care Mgmt-Clinical Mgmt	-	-	1	-	1	-	1	-	-	3
Health Care Mgmt-Rad Science	-	-	1	-	-	-	-	-	1	2
Health Informatics	-	-	1	-	1	-	-	-	1	5
Health Sciences	2	2	2	6	1	1	-	-	-	-
Industrial Management	-	1	-	-	-	-	-	-	-	-
Information Technology	1	2	-	1	-	-	-	-	3	12
IT Accounting Option	2	1	1	2	1	2	1	-	1	-
IT Applications Dev Opt	13	5	6	8	21	12	8	11	8	5
IT Bus/Systems Analysis Opt	4	10	12	6	12	14	13	8	12	4
IT Health Informatics Opt	-	1	2	4	9	6	14	7	8	1
Management Information System	8	3	1	2	1	1	1	-	-	-
Manufacturing Engineering Tech	16	18	18	9	13	5	11	12	22	11
Mechanical Engineering	17	12	11	19	14	27	23	45	52	51
Mechanical Engineering Tech	31	23	24	19	24	18	17	21	24	21
Medical Laboratory Science	-	1	1	-	1	1	1	-	47	47
Nuclear Med Molecular Imaging	16	15	16	16	15	14	14	15	14	13
Operations Management	3	15	7	14	16	13	19	18	24	10
Optical Engineering	-	-	-	-	-	-	1	1	-	2
Population Health Management	-	-	ı	-	ı	-	ı	5	8	11
Radiologic Science	50	53	51	50	48	55	45	57	47	52
Renewable Energy Engineering	6	9	29	35	60	35	29	30	31	37
Renewable Energy Systems	1	1	1	-	1	1	1	-	-	-
Respiratory Care	6	7	10	21	21	21	27	22	30	27
Software Engineering Tech	27	26	31	29	41	31	35	47	42	43
System Engr & Technical Mgmt	-	-	-	-	-	-	-	3	-	1
Technology and Management	-	-	-	-	1	1	11	8	8	7
Vascular Technology	26	23	23	25	21	28	19	24	24	21
Total	490	496	534	564	612	632	599	691	717	681

Masters

	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Civil Engineering							2	6	4	4
Manufacturing Engineering Tech	7	2	6	8	12	4	8	9	5	5
Renewable Energy Engineering						1	11	9	8	9
Total	7	2	6	8	12	5	21	24	17	18

Grand Total

	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Grand Total	574	593	610	634	699	721	695	777	793	746

Leaders

Total core credits required

ALH 595

ALH 509

ALH 599



Master of Science in Allied Health 2018-2019 Curriculum Requirements Program Director: Dr. Janette Isaacson

*Choose your track and complete all core courses Administrative/Healthcare Leadership Track in Allied Health ALH 506 **Program Administration** 3 **STAT 505** Biostatistics I 3 **STAT 515** Epidemiology I 3 **Grant Proposal Writing** 3 WRI 510 Dental Hygiene Track in Allied Health Program Administration **ALH 506** 3 Medical Education Theories and Methods 3 **ALH 508** 3 **STAT 505** Biostatistics I 3 WRI 510 **Grant Proposal Writing** Respiratory Care Track in Allied Health **ALH 508** Medical Education Theories and Methods 3 **RCP 561** Individual Development Plan 3 **RCP 565** Clinical Preceptorship 3 **RCP 575** Accreditation Practicum 3 Total track credits required 12 Allied Health Core **ALH 505** Introduction to Information Technology for Healthcare 1 Leaders ALH 510 Science Review for Healthcare Leaders 3 **ALH 515** Scientific Writing and Healthcare Leadership Literature Review 3 3 Effective Healthcare Leadership Teams **ALH 525** Assessment, Planning, Implementation and Evaluation for 3 **ALH 535** Healthcare Leaders **ALH 545** Pertinent Ethical and Legal Considerations for Healthcare Leaders 3 Leadership Theory for Healthcare Leaders **ALH 555** 3 **ALH 565** Population Health Issues for Allied Health Leaders 3 **ALH 575** Methods of Research for Allied Health Leaders 3 3 **ALH 585** Financial Considerations and Political Strategies for Healthcare

Curriculum Design for Allied Health Leaders

Master's Thesis Presentation/Defense

Master's Capstone Project Presentation/Defense or

Total required credits for Master of Science in Allied Health (MSAH)

All courses listed in the curriculum for the catalog year a student begins a program must be fulfilled. Seven years are allowed for the completion of the program under that catalog.

3

6

37

49

Students must maintain a cumulative GPA of 3.5 or better in all graduate work to remain in good academic standing. A "B" or better is required in all program courses.

National Center for Healthcare Leadership Health Leadership Competency Model 3.0

updated, career-spanning competency model for health sector leaders



How to Cite This Paper

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National Center for Healthcare Leadership

Health Leadership Competency Model 3.0

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Executive Summary

The National Center for Healthcare Leadership (NCHL) is pleased to provide you with a revised and revalidated version of our signature interprofessional Health Leadership Competency Model. This new version 3.0 represents the work and input of hundreds of healthcare leaders who volunteered their time to participate in interviews, focus groups, and survey responses as part of the revision and validation process.

The organizing framework for the model is displayed in Figure 1. The revised model is organized around four "action" domains and three "enabling" domains, which were derived from the current state-of-the-science in leadership development and performance research.

The "action" domains contain competencies relevant to the direct work of leaders on the job. These include *Execution, Relations,* and *Transformation,* which parallel domains from the 2.1 model. *Boundary Spanning* was added to incorporate recent research in applied settings underscoring the critical importance of leaders' management interdepartmental and interorganizational relationships².

The "enabling" domains involve core professional knowledge and self-awareness competencies that strengthen the effectiveness of the "action" domains. These include: Health System Awareness & Business Literacy, Self-Awareness & Self-Development, and Values. These domains represent the leader in the context of their preparation and development to effectively lead in their organization.

Collectively the model includes 28 core competencies, each with accompanying behavioral descriptions at multiple levels of proficiency. The domain structure is designed to provide a user-friendly guide that can help practitioners first set high-level development priorities, and then select specific competencies to focus on to strengthen their capabilities within that domain.

If your organization is interested in learning more about Health Leadership Competency Model 3.0, please contact info@nchl.org.

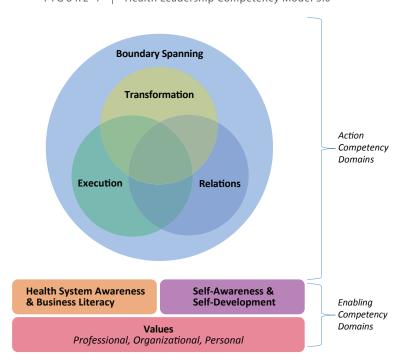


FIGURE 1 | Health Leadership Competency Model 3.0

⁽¹⁾ Calhoun, Judith, et al, (2008). Development of an Interprofessional Competency Model for Healthcare Leadership. Journal of Healthcare Management. 53 (6), 375-389.

²⁾ Yukl, Gary. (2012). Effective Leadership Behavior: What We Know and What Questions Need More Attention. Academy of Management Perspectives. 26 (4), 66-85.

Introduction

Competency models provide an important cornerstone for designing strategically aligned learning programs. By specifying a "language of performance," they help learners and mentors improve the quality of goal-setting, feedback, and identification of high-value learning activities that can accelerate leadership development. For more than a decade, NCHL has maintained an interprofessional leadership competency model on behalf of the health sector to help support leadership development activities in practice and academic settings of all kinds.

In 2017-2018, NCHL embarked on a substantial revision and revalidation of its core model. With support from faculty and staff of the HSM Leadership Center at Rush University in Chicago, NCHL completed a four-phase process to ensure relevance of the revised model to high-performing leaders today, as well as the changing nature of leadership roles that are anticipated for the decade to come.

The first phase of this process involved a systematic scan of published future scenario assessments for the year 2030, from a breadth of US and international sources from within and outside of healthcare. Trends identified from this scan were then vetted with focus groups of healthcare executives involved in leadership development in a variety of settings.

Next, in-depth behavioral event interviews were conducted with paired-sample leaders representing different organizational and performance levels, and the results were crosswalked with the current NCHL Health Leadership Competency Model 2.1. Current research on leadership development was then reviewed to develop an evidence-based domain framework for the revised model. Finally, the revised model was distributed via electronic survey to a broader sample of health leaders to establish content validity and generalizability.

As competency-based education, training, and professional development have evolved and progressed over the years, their use is critical to help respond to:

- Ever-changing challenges of the 21st century
- Ongoing changes in practice environments and requirements
- · Development of standards for best practices
- · Interdisciplinary communications and interactions
- · Peer and self-assessments of performance
- Communication across institutions, departments, service lines, and community-based partnerships
- · Long-term planning for human capital development and management as a key organizational asset
- · Career growth across health professions and career stages
- · Development of accreditation standards and criteria
- Planning of educational and professional development programs across settings classrooms, workplace, and distance-based formats

A health leadership model adds significant value to the field of management and clinical practice, and to faculty. While outstanding health leaders have a lot in common with and demonstrate the behaviors of the best leaders of the top-performing organizations worldwide, they do so in an industry and environment that call for a higher level of both competence and professional values, given the specific context in which healthcare is provided, where the "end consumer" is ultimately all people.

Health is a mission- and values-driven industry that is extraordinarily complex and, more than other sector, requires building consensus among independent constituencies, many of whom have broad social and political influence and impact.

Leaders who have an impact must exercise influence and consensus- and coalition-building competencies at higher levels than their counterparts in other sectors. Finally, health leaders are especially challenged to create work climates that motivate high-quality, patient-centered care and retain high-demand talent in a very competitive marketplace.

The NCHL Health Leadership Competency Model 3.0 reflects benchmarking against the best available evidence and thought leadership outside of health, adapted to them to the unique health environment. It provides a standard of leadership excellence, and translates it for improving professional development, organizational performance, health management education, and, ultimately, the health of the population.

[6]

About the Health Leadership Competency Model 3.0

The Health Leadership Competency Model 3.0 is comprised of seven domains containing four "action" domains and three "enabling" domains.

The Action Competency Domains describe leaders in the context of doing their work. These include:

- Execution
- Relations
- Transformation
- Boundary Spanning

The Enabling Competency Domains describe preparation and development activities leaders need in order to effectively lead in the context of their preparation and development to effectively lead in their organization. These include:

- Health System Awareness & Business Literacy
- Self-Awareness & Self-Development
- Values

Competencies under each domain are shown in Table 1. The definitions for each domain and the related competencies and competency levels are provided in the following pages.

TABLE 1 | NCHL Competency Domains

	АСТ	ION DOMAINS		E	ENABLING DOMAINS					
BOUNDARY SPANNING	EXECUTION	RELATIONS	TRANSFORMATION	VALUES	HEALTH SYSTEM AWARENESS & BUSINESS LITERACY	SELF-AWARENESS & SELF-DEVELOPMENT				
Community Collaboration Organizational Awareness Relationship & Network Development	Accountability Achievement Orientation Analytical Thinking Communication Skills 1 – Writing Communication Skills 2 – Speaking & Facilitating Initiative Performance Measurement Process & Quality Improvement Project Management	Collaboration Impact & Influence Interpersonal Understanding Talent Development Team Leadership	Change Leadership Information Seeking Innovation Strategic Orientation	Professional & Social Responsibility	Financial Skills Human Resource Management Information Technology Management	Self-Awareness Self-Confidence Well-Being				

[7]

[8]

HEALTH LEADERSHIP COMPETENCY MODEL 3.0

ACTION COMPETENCY DOMAINS

BOUNDARY SPANNING

Optimizing relationships between a leader's span of control and the departments, organizations, communities, and/or broader networks within which it operates.

Community Collaboration - The ability to align one's own and the organization's priorities with the needs and values of the community, including its cultural and ethnocentric values, and to move health forward in line with population-based wellness needs and national health agenda.

Organizational Awareness - The ability to understand and learn the formal and informal decision-making structures and power relationships in an organization or industry (e.g., stakeholders, suppliers). This includes the ability to identify who the real decision makers are and the individuals who can influence them, and to predict how new events will affect individuals and groups within the organization.

Relationship & Network Development - The ability to establish, build, and sustain professional contacts for the purpose of building networks of people with similar goals and that support similar interests.

EXECUTION

Translating vision and strategy into actions supporting optimal organizational performance.

Accountability - The ability to hold people accountable to standards of performance or ensure compliance by effectively and appropriately using the power of one's position or personality, with the long-term good of the organization in mind.

Achievement Orientation - A concern for surpassing standards of excellence. Standards may involve past performance (striving for improvement); objective measures (results orientation); outperforming others (competitiveness); challenging goals, or redefining the nature of the standards themselves (innovation).

Analytical Thinking - Developing a deeper understanding of a situation, issue, or problem by breaking it down or tracing its implications step-by-step. It includes organizing the parts of a situation, issue, or problem systematically; making systematic comparisons of different features or aspects; setting priorities on a rational basis; and identifying time sequences, causal relationships, or if-then relationships.

Communication Skills 1 – Writing - The ability to use written communications in formal and informal situations to convey meaning, build shared understanding, and productively move agendas forward.

Communication Skills 2 – Speaking & Facilitating - The ability to use spoken communications in formal and informal situations to convey meaning, build shared understanding, and productively move agendas forward.

Initiative - Identifying a problem, obstacle, or opportunity and taking action in light of this identification to address current or future problems or opportunities. Initiative emphasizes proactively doing things and not simply thinking about future actions. Levels of proficiency relate to the time scale of focus, moving from addressing current situations to acting on long-term future opportunities or problems.

Performance Measurement - The ability to understand and use statistical and financial metrics and methods to set goals and measure clinical as well as organizational performance; commits to and deploys evidence-based techniques.

Process & Quality Improvement - The ability to analyze and design or improve an organizational process, including incorporating the principles of high reliability, continuous quality improvement, and user-centered design.

Project Management - The ability to plan, execute, and oversee a multi-year, large-scale project involving significant resources, scope, and impact. Examples include the construction of a major building, implementation of a new enterprise-wide information system, or development of a new service line.

RELATIONS

Leading, through example and actions, to create an organizational climate that values employees from all backgrounds, provides a healthy and energizing environment in which to work, and encourages everyone's ongoing development.

Collaboration - The ability to work cooperatively and inclusively with other individuals and/or teams they do not formally lead; working together, as opposed to working separately or competitively.

Impact & Influence - The ability to persuade, convince, influence, or impress others (individuals or groups) in order to get them to go along with or to support one's opinion or position. The "key" is understanding others' interests and motivations, in order to have a specific impact, effect, or impression on them and/or convince them to take a specific course of action.

[9]

RELATIONS (CON'T)

Interpersonal Understanding - The ability to accurately hear and understand the unspoken or partly expressed thoughts, feelings, and concerns of others, especially those who may represent diverse backgrounds and very different worldviews. Levels of proficiency relate to the increasing complexity and depth of understanding, as well as openness to perspectives very different from one's own.

Talent Development - The ability to build the breadth and depth of the organization's human capability and professionalism, including supporting top-performing people and taking a personal interest in coaching and mentoring high-potential leaders.

Team Leadership - The ability to lead groups of people toward shared visions and goals, from forming a team that possesses balanced capabilities, to setting its mission, values, and norms, and holding team members accountable individually and as a group for results.

TRANSFORMATION

Creating and implementing compelling and inclusive change processes in support of improving health quality, efficiency, and access.

Change Leadership - The ability to energize stakeholders and sustain their commitment to changes in approaches, processes, and strategies.

Information Seeking - An underlying curiosity and desire to know more about things, people, and issues, including the desire for knowledge and staying current with health, organizational, industry, and professional trends and developments. It includes pressing for more precise information; resolving discrepancies by asking a series of questions; and scanning for potential opportunities or information that may be of future use, as well as staying current and seeking best practices for adoption.

Innovation - The ability to approach one's work and the organization in new and breakthrough ways, including applying complex concepts, developing creative new solutions, or adapting previous solutions in promising new ways.

Strategic Orientation - The ability to consider the business, demographic, ethno-cultural, political, and regulatory implications of decisions and develop strategies that continually improve the long-term success and viability of the organization.

ENABLING COMPETENCY DOMAINS

VALUES

Creating and implementing compelling and inclusive change processes in support of improving health quality, efficiency, and access.

Professional & Social Responsibility - The demonstration of ethics, sound professional practices, social accountability, and community stewardship. Acting in ways that are consistent with one's values and what one says is important.

HEALTH SYSTEM AWARENESS & BUSINESS LITERACY

Understanding the health system's current business and operating frameworks as well as the dynamic context within which they operate (e.g., community, competitive, human resources, financial, legal, policy, and environmental).

Financial Skills - The ability to understand and explain financial and accounting information, prepare and manage budgets, and make sound long-term investment decisions.

Human Resource Management - The ability to implement staff development and other management practices that represent contemporary best practices, comply with legal and regulatory requirements, and optimize the performance of the workforce, including performance assessments, alternative compensation and benefit methods, and the alignment of human resource practices and processes to meet the strategic goals of the organization.

Information Technology Management - The ability to see the potential for administrative and clinical technologies to support process and performance improvement. Actively sponsors the continuous seeking of enhanced technological capabilities.

SELF-AWARENESS & SELF-DEVELOPMENT

Ongoing habits and actions taken to continuously improve self-knowledge, interpersonal effectiveness, and well-being.

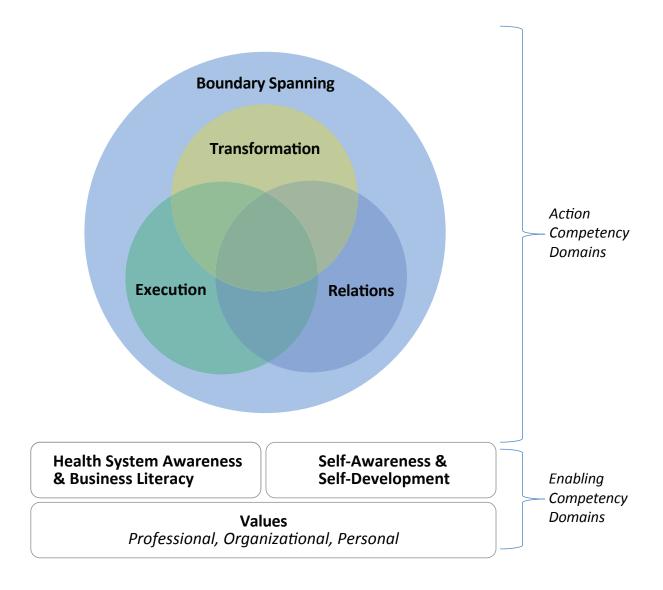
Self-Awareness - The ability to have an accurate view of one's own strengths and development needs, including the impact that one has on others. A willingness to address development needs through reflective, self-directed learning, and by trying new approaches.

Self-Confidence - A belief in one's own capability to successfully accomplish their work. This includes confidence in one's ability as expressed in increasingly challenging circumstances, and confidence in one's decisions or opinions.

Well-Being - Establishes habits supporting well-being, and creates a work climate supportive of the total health of oneself and others. This includes role-modeling healthy habits and practices, and monitoring internal and external environments for opportunities to improve health.

ACTION COMPETENCY DOMAINS

The Action Competency Domains include: Boundary Spanning, Execution, Transformation, and Relations. Definitions for each domain and the related competencies and competency levels are provided below.



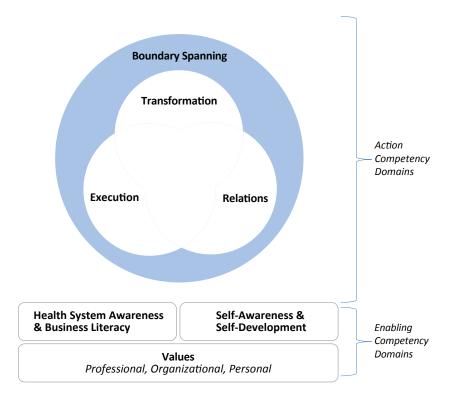
F 10

BOUNDARY SPANNING

BOUNDARY SPANNING

Optimizing relationships between a leader's span of control and the departments, organizations, communities, and/or broader networks within which it operates.

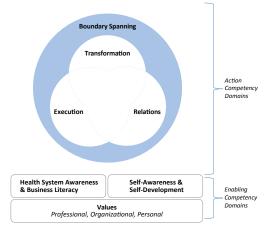
- Community Collaboration
- Organizational Awareness
- Relationship & Network Development



11.1

Community Collaboration

The ability to align one's own and the organization's priorities with the needs and values of the community, including its cultural and ethnocentric values, and to move health forward in line with population-based wellness needs and national health agenda.

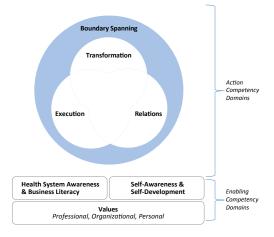


Level	Level Description
1	Responds Appropriately to Community Needs - Follows through, when asked, on inquiries, requests, complaints; Keeps stakeholders up-to-date about progress of projects or other events that impact them
2	Maintains Clear Communication - Maintains clear communication with community leaders and constituents regarding mutual expectations; Monitors community satisfaction and potential health needs; Regularly distributes helpful information to key stakeholders; Gives friendly, cheerful service
3	Takes Personal Responsibility for Initiating Collaborative Planning - Corrects problems promptly and non-defensively; Takes personal responsibility for correcting service problems; Initiates collaborative planning; Mobilizes resources to meet community health needs and challenges
4	Participates with and Understands the Community - Sponsors activities, takes action, and conducts data gathering to understand the health needs of the local and regional communities; Gets involved in the community for the purposes of increasing wellness and presenting a good image of the organization; Is routinely involved in community health programs, interventions, and services
5	Serves the Community - Takes deliberate action to support the local and regional community's health values and needs; Initiates or develops new services to address the specific needs of the population and how it wants to receive health, recognizing ethnic and cultural differences; Works with other regional health organizations and constituencies to create comprehensive and integrated systems to promote long-term wellness by addressing community needs; Advocates for community health needs and priorities

· 12

Organizational Awareness

The ability to understand and learn the formal and informal decision-making structures and power relationships in an organization or industry (e.g., stakeholders, suppliers). This includes the ability to identify who the real decision makers are and the individuals who can influence them, and to predict how new events will affect individuals and groups within the organization.

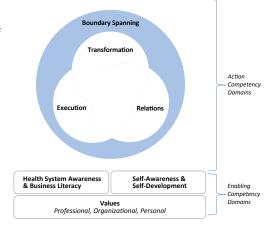


Level	Level Description
1	Uses Formal Structure - Uses the formal structure or hierarchy of an organization to get things done; Understands chain of command, positional power, rules and regulations, and policies and procedures
2	Applies Understanding of Informal Structure - Uses the informal structure of an organization when the formal structure does not work as well as desired; Recognizes key actors and decision influencers; Applies this knowledge when formal structure does not work as well as desired
3	Adapts Actions to Climate and Culture - Recognizes norms and values of an organization, including the unspoken guidelines about what people are and are not comfortable doing, and what is and is not possible at certain times or by people in certain positions; Adopts the "language and feel" of the organization; Uses formats and terminology that reflect the environment
4	Considers Priorities and Values of Multiple Constituencies - Takes time to become familiar with the expectations, priorities, and values of health's many stakeholders (e.g., physicians, nurses, patients, staff, professionals, families, community leaders); Uses this understanding to build coalitions and consensus around the organization's vision, priorities, and national health and wellness agendas; Recognizes and/or uses ongoing power and political relationships within the constituencies (alliances, rivalries) with a clear sense of organizational impact
5	Acts Using Insights of Stakeholders' Underlying History and Issues - Addresses the deeper reasons for organization, industry, and stakeholder actions, such as the underlying cultural, ethnic, economic, and demographic history and traditions; Uses these insights to gain long- term support for the creation of local, regional, and national or international integrated health systems that achieve collective agendas for health and wellness

[13]

Relationship & Network Development

The ability to establish, build, and sustain professional contacts for the purpose of building networks of people with similar goals and that support similar interests.



Level	Level Description
1	Develops or Sustains Informal Contacts - Makes and sustains informal contacts that extend beyond formal work relationships; Is approachable; Can engage in "small talk" and informal conversations
2	Builds Rapport with Associates - Maintains friendly relations and rapport with work contacts; Attends events with associates and other business contacts that provide informal mingling such as business meals, civic events, and recreational outings; Finds areas in common with associates and uses them to build friendly relations
3	Sustains Formal Contacts - Organizes activities or social gatherings designed to improve or strengthen relationships with others; Creates forums for conducting business; Participates in a broad range of relationships with others who have the potential to become strong business allies
4	Establishes Important Relationships with Key Leaders - Works to meet key people in the health industry, the community, and other constituencies; Identifies the "movers and shakers" — today and the future — and establishes good working relationships with them
5	Builds and Sustains Strong Personal Networks - Builds personal relationships with colleagues such that one can ask and readily receive favors and requests; Maintains contacts with others in the field for mutual assistance; Can call on others for support and, if needed, personal testimonials and references; Develops reputation as someone important to know in their area of expertise

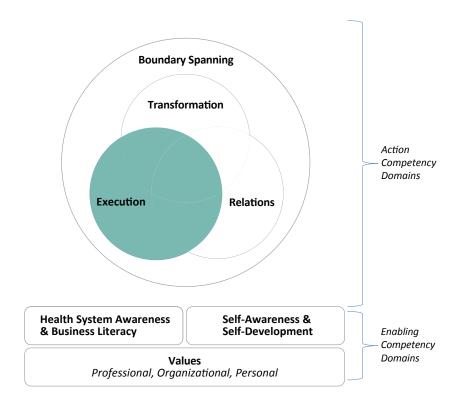
[14]

EXECUTION

EXECUTION

Translating vision and strategy into actions supporting optimal organizational performance.

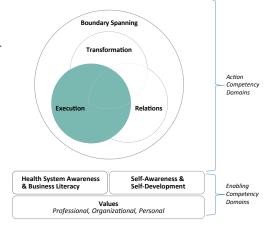
- Accountability
- · Achievement Orientation
- · Analytical Thinking
- Communication Skills 1 Writing
- Communication Skills 2 Speaking & Facilitating
- Initiative
- Performance Measurement
- Process & Quality Improvement
- Project Management



[15

Accountability

The ability to hold people accountable to standards of performance or ensure compliance by effectively and appropriately using the power of one's position or personality, with the long-term good of the organization in mind.



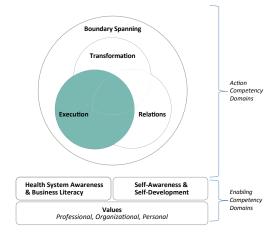
Level	Level Description
1	Reacts to Short-term Opportunities and Problems - Recognizes and reacts to present opportunities; Reacts to present problems, including overcoming obstacles
2	Responds Decisively in Time-sensitive Situations - Acts quickly and decisively in a crisis or other time-sensitive situation; Acts with a sense of urgency when the norm is to wait, study the situation, and hope the problem will resolve itself
3	Looks Ahead to Take Action in the Short-term - Anticipates short-term opportunities, obstacles, and problems (e.g., next few days, weeks, or months); Takes action to create an opportunity, prevent problems, or avoid future crisis, looking ahead within a three-month time frame
4	Takes Action on Longer-term Opportunities - Anticipates longer-term opportunities, problems, and obstacles; Proactively takes action to create an opportunity or avoid future crisis, looking ahead 4-12 months
5	Acts Over a Year Ahead - Scans for environmental inflection points to anticipate changes, future opportunities, and potential crises that others may not see; Anticipates and takes action to create an opportunity or avoid future crisis over a year ahead

[16]

EXECUTION

Achievement Orientation

A concern for surpassing standards of excellence. Standards may involve past performance (striving for improvement); objective measures (results orientation); outperforming others (competitiveness); challenging goals, or redefining the nature of the standards themselves (innovation).

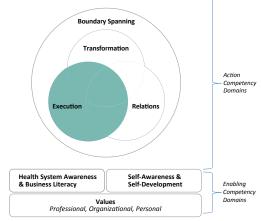


Level	Level Description
1	Strives to Do Job Well - Tries to do the job well or right; expresses a desire to do better; Expresses frustration at waste or inefficiency; Delivers expected results in line with job requirements
2	Creates Own Measures of Excellence - Sets standards of personal expectation for excellence in both the quality and quantity of work; Tracks and measures outcomes against higher and more precise standards than those set by others; Focuses on new or more precise ways of meeting goals set by others
3	Improves Performance - Makes specific changes in the system or in own work methods to improve performance; Pursues improvements to make systems work better, faster, at lower cost, more efficiently, and/or more reliably
4	Sets and Works to Meet Challenging Goals - Establishes "stretch goals" for self and others that are challenging but realistic; Strives to achieve a unique standard (e.g., "No one had ever done it before."); Compares specific measures of baseline performance compared with better performance at a later point in time (e.g., "When we started this effort, efficiency was 20%; now it is up to 85% and climbing.")
5	Assesses Risks/Rewards of Potential Actions - Makes decisions, sets priorities, or chooses goals on the basis of calculated inputs and outputs (e.g., makes explicit considerations of potential profit and risks or return on investment); Analyzes entrepreneurial opportunities in relation to risks, return on investment, and the scope and magnitude of the investments, and opportunity costs
6	Takes Calculated Entrepreneurial Risks - Commits significant resources and/or time in the face of uncertain results if there is potential for significantly increased benefits (e.g., gains beyond incremental performance improvements, meeting challenging goals)

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Analytical Thinking

Developing a deeper understanding of a situation, issue, or problem by breaking it down or tracing its implications step-by-step. It includes organizing the parts of a situation, issue, or problem systematically; making systematic comparisons of different features or aspects; setting priorities on a rational basis; and identifying time sequences, causal relationships, or if-then relationships.

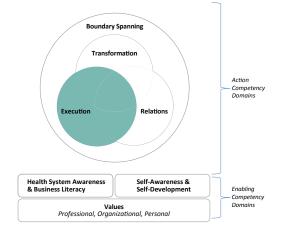


Level	Level Description
1	Breaks Down Problems - Breaks problems into lists of tasks or activities; Develops lists that can be communicated clearly to others
2	Identifies Basic Relationships - Identifies the cause-and-effect relationship between two aspects of a situation; Evaluates situations according to pros and cons; sorts out lists of tasks according to defined qualities (e.g., sequence, importance)
3	Recognizes Multiple Relationships - Identifies multiple causal links; identifies several potential causes of events, several consequences of actions, or multi-part chains of events (A leads to B leads to C leads to D); Analyzes relationships among several parts of a problem or situation (e.g., anticipates obstacles and thinks ahead about next steps, in detail with multiple steps)
4	Develops Complex Plans or Analyses - Identifies multiple elements of a problem and breaks down each of those elements in detail, showing casual relationships between them; Peels back multiple layers of a problem; Uses several analytical techniques to identify potential solutions and weigh the value of each

[18]

Communication Skills 1 – Writing

The ability to use written communications in formal and informal situations to convey meaning, build shared understanding, and productively move agendas forward.



Level	Level Description
1	Uses Generally Accepted English Grammar - Uses subject-verb agreement and parallel structure; Uses rules of punctuation and sentence and paragraph construction; Uses concise thematic construction
2	Writes Clearly and Persuasively – Uses first-person appropriately; avoids use of generalities and imprecise language (e.g., clichés); ensures technical material is conveyed clearly according to the audience
3	Prepares Effective Written Business Cases and Reports - Uses accurate and complete presentation of facts; Uses logical presentation of arguments pro and con; Develops well-reasoned recommendations; Effectively balances writing with graphical communications (e.g., charts, scorecards); Prepares concise executive summaries

Communication Skills 2 – Speaking & Facilitating

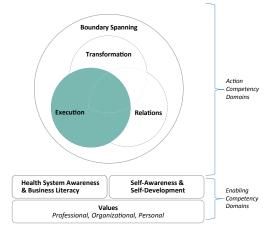
The ability to use spoken communications in formal and informal situations to convey meaning, build shared understanding, and productively move agendas forward.

Level	Level Description
1	Speaks Clearly and Effectively – Uses effective articulation, volume, word choice, and tone; Conveys meaning clearly and efficiently; Checks for understanding as appropriate
2	Prepares Effective Oral Presentations - Identifies audience's interests, needs, and level of understanding; Uses understanding of audience to tailor presentation content, structure, and length; Seeks feedback on presentation plans
3	Presents Persuasively - Uses clear and understandable voice that is free of extraneous phrases (i.e., "uh" and "you know"); Uses effective audiovisual media (presentation software, exhibits, etc.); Stays on topic; Engages in non-defensive Q&A Stays within time allotment; Changes approach as needed based on audience response
4	Facilitates Group Interactions - Demonstrates effective meeting management techniques (e.g., agenda development; clarifying purpose and goals; time management); Uses varied communication management techniques (e.g., brainstorming, consensus building, group problem solving, and conflict resolution); Ensures all group members are encouraged to participate

[19]

Initiative

Identifying a problem, obstacle, or opportunity and taking action in light of this identification to address current or future problems or opportunities. Initiative emphasizes proactively doing things and not simply thinking about future actions. Levels of proficiency relate to the time scale of focus, moving from addressing current situations to acting on long-term future opportunities or problems.



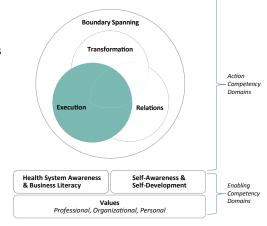
Level	Level Description
1	Reacts to Short-term Opportunities and Problems - Recognizes and reacts to present opportunities; Reacts to present problems, including overcoming obstacles
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20

EXECUTION

Performance Measurement

The ability to understand and use statistical and financial metrics and methods to set goals and measure clinical as well as organizational performance; commits to and deploys evidence-based techniques.

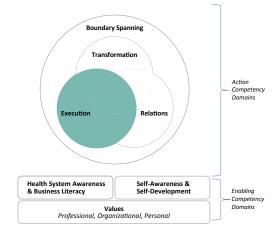


Level	Level Description
1	Monitors Indicators of Performance - Uses knowledge of customers, markets, and financial and management accounting to track organization performance and financial results; Implements basic patient tracking (e.g., registration, invoicing, third-party payer) and operational (e.g., numbers of procedures, equipment usage) measurement systems; Reports results in an accurate, timely manner that clearly shows organization performance
2	Monitors a "Scorecard" of Quantitative and Qualitative Measures - Tracks financial, customer, quality, and employee performance measures; Uses patient and constituent satisfaction scores, as well as demographic and epidemiological statistics to set organizational priorities, plans, and investments; Gathers both quantitative and qualitative information on customer perceptions, market position, and financial viability; Tracks high-incidence procedures and conditions; Establishes procedures based on evidence; Ensures medical professionals undergo quality reviews; Uses measurement systems to determine "early warning" as well as "rear window" indicators
3	Uses Evidence-based Approaches to Support Community Wellness - Monitors community wellness; Measures organization success by tracking community wellness and performance against national criteria and priorities; Uses advanced warning measures to enable the movement of people, equipment, and resources; Anticipates community needs; Ensures timeliness, effectiveness, and efficiency of services; Advocates for treatment and other care decisions that are evidenced based and patient/customer centered

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Process & Quality Improvement

The ability to analyze and design or improve an organizational process, including incorporating the principles of high reliability, continuous quality improvement, and user-centered design.



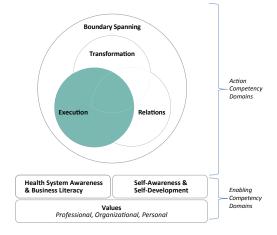
Level	Level Description
1	Conducts Process Flow Analyses - Uses process mapping and analysis applications; Maps process steps; Identifies key decision points; Determines staffing requirements (numbers, costs and essential knowledge, skills and other attributes), cost implications, and service implications
2	Benchmarks Good Processes and Practices - Conducts benchmarking and best practices research to improve both clinical and non-clinical organizational practices; Understands customer service and satisfaction drivers; Determines costs and revenue implications of adopting new practices;
3	Evaluates Organization Structure and Design - Assesses the advantages and disadvantages of current and alternative organizing structures (e.g., functional, departmental, matrix, service line, etc.); Understands basic differences in provider structures (e.g., retail clinics, practice sites, teaching hospitals, community hospitals, subacute providers); Uses understanding of organization structure to design performance improvement strategies
4	Works with Governance to Improve Performance - Understands governance practices, including board relations, committee structure, and fiduciary, ethics, and clinical review responsibilities; Defines role and responsibilities of foundations and other auxiliary organizations; Uses key governing and regulatory organizations such as state, county, and city governments; Uses organization governance to enhance quality, customer satisfaction, and performance

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EXECUTION

Project Management

The ability to plan, execute, and oversee a multi-year, large-scale project involving significant resources, scope, and impact. Examples include the construction of a major building, implementation of a new enterprise-wide information system, or development of a new service line.



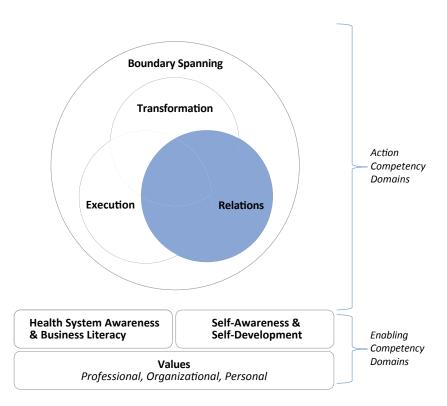
Level	Level Description
1	Prepares a Detailed Project Plan - Uses project management tools/applications; Establishes phases and steps with realistic timelines; Identifies required knowledge, skills, and abilities of team and vendors; Selects team; Identifies selection and contracting processes and criteria and selects vendor; Identifies performance requirements, measurement systems, and tracking and reporting processes; Establishes budget
2	Manages Projects Effectively - Tracks performance against plan and budget; Communicates progress with vendors and team members; Reinforces responsibilities and accountabilities; Reports project outcomes; Adjusts plan and re-projects; Ensures delivery within prescribed timeframes and budget
3	Provides Project Oversight and Sponsorship - Identifies project performance requirements, including financing and ROI; Selects manager; Provides project plan and major decision review and oversight; Acquires resources; Manages major obstacles; Provides project performance reporting review and problem solving

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RELATIONS

Leading, through example and actions, to create an organizational climate that values employees from all backgrounds, provides a healthy and energizing environment in which to work, and encourages everyone's ongoing development.

- Collaboration
- Impact and Influence
- Interpersonal Understanding
- Talent Development
- Team Leadership

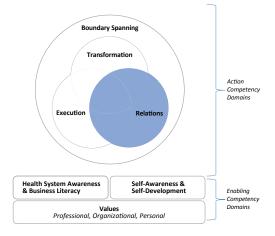


[24]

RELATIONS

Collaboration

The ability to work cooperatively and inclusively with other individuals and/ or teams they do not formally lead; working together, as opposed to working separately or competitively.

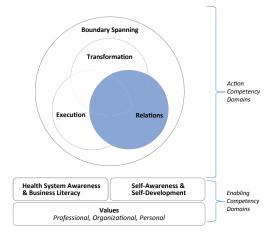


Level	Level Description
1	Works Cooperatively - Supports team decisions; Does their share of the work; Keeps other team members informed and up-to-date about what is happening in the group; Shares all relevant or useful information
2	Expresses Positive Attitudes and Expectations of Team or Team Members – Speaks favorably and optimistically about team members' capabilities and expected contributions; Speaks of team members in positive terms, either to the team member directly or to a third party; Develops effective working interactions with teammates
3	Solicits Input - Genuinely values others' input and expertise; Actively seeks input to increase the quality of solutions developed; Demonstrates willingness to learn from peers, direct reports, service recipients and other stakeholders; Solicits ideas and opinions to help form specific decisions or plans; Works to create a shared mindset
4	Encourages Others - Publicly credits others who have performed well; Encourages others; Empowers others
5	Builds Commitment to Collaborations - Promotes good working relationships regardless of personal likes or dislikes; Identifies and breaks down barriers to good working relationships across groups; Actively builds morale and cooperation within the team (e.g., by creating symbols of group identity, recognition activities and/or other actions to build pride and cohesiveness); Encourages or facilitates beneficial resolutions to conflict; Creates conditions for high-performing teams

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Impact & Influence

The ability to persuade, convince, influence, or impress others (individuals or groups) in order to get them to go along with or to support one's opinion or position. The "key" is understanding others' interests and motivations, in order to have a specific impact, effect, or impression on them and/or convince them to take a specific course of action.



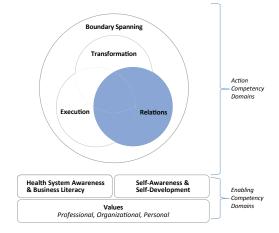
Level	Level Description
1	Expresses Logical Intention for Action - Intends to have a specific effect or impact; Communicates intentions; Expresses concern with reputation, status, appearance, etc.
2	Takes a Single Approach to Persuade - Uses direct persuasion in a discussion or presentation; Appeals to reason, data, or others' self- interest; Uses concrete examples, visual aids, or demonstrations
3	Takes Multiple Approaches to Persuade – Identifies two or more alternative approaches to persuade; Includes careful preparation of data for presentation; Makes two or more different arguments or points in a presentation or a discussion; Uses multiple points of view and delivery alternatives
4	Calculates Impact of Actions or Words - Analyzes the needs, interests, and expectations of key stakeholders; Anticipates the effect of an action or other detail on people's image of the speaker; Prepares for others' reactions; Tailors messages to interests and needs of audience; Aligns persuasion actions for targeted effects or impact; Takes a well-thought- out dramatic or unusual action in order to have a specific impact
5	Uses Indirect Influence - Uses chains of indirect influence: "Get A to show B so B will tell C such-and-such"; Adapts influence strategies to specific audiences; Strategically enlists endorsements of others (e.g., experts or other third parties) for specific audiences
6	Uses Complex Influence Strategies - Assembles coalitions; Builds "behind-the-scenes" support for ideas; Uses an in-depth understanding of the interactions within a group to move toward a specific position (e.g., changing approaches to different individuals to have specific effects)

[26]

RELATIONS

Interpersonal Understanding

The ability to accurately hear and understand the unspoken or partly expressed thoughts, feelings, and concerns of others, especially those who may represent diverse backgrounds and very different worldviews. Levels of proficiency relate to the increasing complexity and depth of understanding, as well as openness to perspectives very different from one's own.

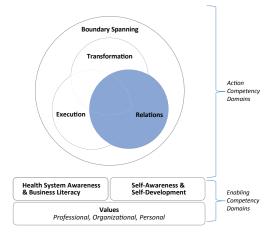


Level	Level Description
1	Recognizes Emotions and Concerns of Others - Recognizes emotion by reading body language, facial expression, and/or tone of voice; Attends to thoughts and concerns (spoken and unspoken) displayed by others
2	Interprets Emotions and Verbal Content - Understands both emotion (by reading body language, facial expression, and/or tone of voice) and the content of what the person is saying; Accurately interprets emotion and content of what others say; Recognizes when the emotion and content do not appear to be in sync
3	Commits to Understanding Others - Takes time to get to know people beyond superficial or job-related information; Genuinely seeks to understand people as individuals and their points of view; Uses insights gained from the knowledge of others to know "where they are coming from" or why they act in certain ways
4	Displays Sensitivity to Diverse Backgrounds - Is sensitive to diverse backgrounds of individuals and groups; Understands their differences with an eye toward accommodating or appreciating them; Displays an in-depth understanding of the ongoing reasons for a person's behavior or responses
5	Actively Increases Diversity and Inclusion - Uses own insights and perceptions to create and support greater diversity within their organization; Uses understanding to shape future care scenarios to more inclusively serve different community and demographic groups; Sets and monitors progress in achieving diversity-supportive goals

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Talent Development

The ability to build the breadth and depth of the organization's human capability and professionalism, including supporting top-performing people and taking a personal interest in coaching and mentoring high-potential leaders.

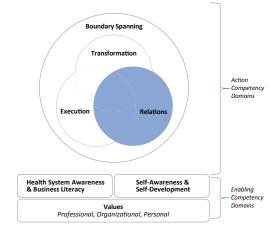


Level	Level Description
1	Expresses Positive Expectations of Others - Makes positive comments regarding others' developmental future, particularly those whom others might see as not having high potential; Believes others want to, and/or can learn to, improve their performance
2	Gives Short-Term, Task-Oriented Instruction - Gives detailed instructions and/or on-the-job demonstrations; Provides specific helpful suggestions
3	Provides Constructive Feedback and Support - Gives directions or demonstrations with reasons or rationale as a training strategy; Provides practical support or assistance to make an assignment easier for others; Volunteers additional resources, tools, information, and expert advice; Asks questions, gives tests, or uses other methods to verify that others have understood explanation or directions; Gives feedback in balanced, behavioral, and constructive manner; Provides constructive development expectations
4	Supports Ongoing Development - Uses surveys, assessment tools, and personal engagement to develop a comprehensive understanding of talent strengths and needs in the organization; Actively supports resource investments to close talent gaps; Is a vocal supporter of growing talent and capability; Demonstrates commitment to developing talent by investing resources; Provides opportunities for more responsibility and "stretch assignments"
5	Acts as a Developer of Talent - Recognizes that developing people in the organization is a key priority and accountability; Learns who the organization's "rising stars" are and mentors them; Participates in formal development and learning programs, occasionally serving as teacher/facilitator; Ensures that talent reviews are robust and current; Serves as a coach for potential successors to their own and other key positions
6	Develops Health Industry Talent - Contributes personal time and energy to mentoring and improving healthcare leadership industry-wide; Develops a vision of top leadership requirements; Works with industry colleagues to implement a vision; Serves as a coach/faculty for industry leadership development programs

[28]

Team Leadership

The ability to lead groups of people toward shared visions and goals, from forming a team that possesses balanced capabilities, to setting its mission, values, and norms, and holding team members accountable individually and as a group for results.



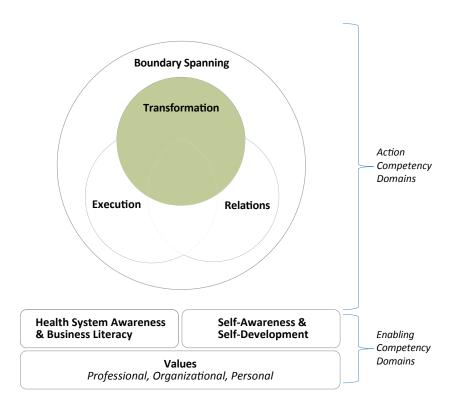
Level	Level Description
1	Manages Team Meetings Well - Conducts efficient and effective meetings; States meeting agendas and objectives; Controls time and pace; Makes assignments
2	Keeps People Informed - Provides essential information for decision making and fulfillment of responsibilities individually and collectively; Lets people affected by the team know what is happening and the status of decisions; Explains the reasons behind a decision promptly and candidly
3	Promotes Team Effectiveness - Creates the conditions that enable the team to perform at its best (e.g., setting clear direction, providing appropriate structure, getting the right people); Determines team membership (including selection and dismissal), team assignments, performance management, and team development actions in a manner that promotes team morale, productivity and well-being; Obtains input from others to promote the effectiveness of the group or process; Builds team spirit for purposes of promoting effectiveness
4	Obtains Resources/Takes Care of the Team - Obtains needed personnel, resources, and information to meet team goals; Holds team members accountable for their contributions to team success, including bringing team resources to their assistance; Protects the group and its reputation in the larger organization or the community at large; Provides or secures needed support and development for both the individuals and the team as a whole
5	Demonstrates Leadership - Establishes norms for team behavior; Personally models these norms; Takes appropriate action when norms are violated; Works with team members to gain their personal commitment and energy to the team mission, goals, and norms; Uses own positional power, trust, respect of others, and relationships to address obstacles that the team meets; Coaches and develops team members toward high performance
6	Is a Role Model for Leadership - Is recognized throughout the health industry as an example of outstanding leadership; Provides guidance and perspectives on leading others to peers and colleagues outside the organization; Takes an active role in spreading leadership approaches across the industry; Is recognized by the industry as a leader whose leadership approaches are considered best practice; Is sought out for perspective and guidance in the field

[29]

TRANSFORMATION

Creating and implementing compelling and inclusive change processes in support of improving health quality, efficiency, and access.

- Change Leadership
- Information Seeking
- Innovation
- Strategic Orientation

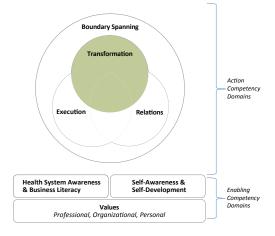


[30

TRANSFORMATION

Change Leadership

The ability to energize stakeholders and sustain their commitment to changes in approaches, processes, and strategies.

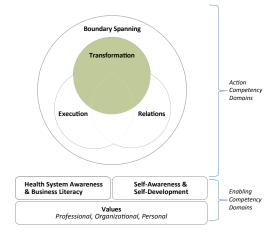


Level	Level Description
1	Identifies Areas for Change - Publicly defines one or more specific areas where change is needed; Identifies what needs to change
2	Expresses Vision for Change - Defines an explicit vision for change (i.e., what should be different and how)' Modifies or redefines a previous vision in specific terms; Outlines strategies for change
3	Ensures Change Messages are Heard - Delivers vision and messages about changes to everyone affected; Systematically repeats messages as needed; Posts change messages (electronically and physically — e.g., banners, plaques, or other public reminders); Provides opportunities for people to engage in change initiatives
4	Challenge Status Quo - Publicly challenges the status quo through clear and compelling identification of its risks to organizational success; Articulates a clear vision of needed change; Creates a realistic sense of crisis or a disequilibrium in order to prepare the ground for change; Energizes others for change
5	Visibly Reinforces Change Vision - Takes a dramatic action (other than giving a speech) to catalyze or reinforce the change effort; Personally exemplifies or embodies the desired change through strong, symbolic actions consistent with the change (e.g., committing to goals that are unobtainable without change)
6	Manages Distress During the Change Process - Maintains an eye on mission, values, and strategic goals in times of stress and uncertainty; Provides focus and consistency to advance change initiatives; Displays quiet confidence in the progress and benefits of change; Provides direction for overcoming adversity and resistance to change; Defines the vision for the next wave of change

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Information Seeking

An underlying curiosity and desire to know more about things, people, and issues, including the desire for knowledge and staying current with health, organizational, industry, and professional trends and developments. It includes pressing for more precise information; resolving discrepancies by asking a series of questions; and scanning for potential opportunities or information that may be of future use, as well as staying current and seeking best practices for adoption.



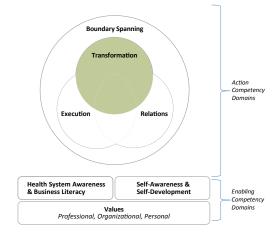
Le	vel	Level Description
	1	Consults Available Resources - Asks direct questions of the people who are knowledgeable about the situation, such as people who are directly involved; Uses readily available information, or consults other resources
2	2	Investigates Beyond Routine Questions - Conducts preliminary investigations regarding a problem or situation beyond routine questioning; Finds those closest to the problem and investigates further, such as asking, "What happened?"
3	3	Delves Deeper - Asks a series of probing questions to get at the root of a situation, a problem, or a potential opportunity below the surface issues presented; Calls on others who are not personally involved to get their perspective, background information, experience, etc.; Does not stop with the first answer; finds out why something happened; Seeks comprehensive information, including expecting complexity
2	1	Conducts Research to Maintain Knowledge - Makes a systematic effort over a specific period of time to obtain needed data or feedback; Conducts in-depth investigation from unusual sources; Commissions others to conduct formal research (e.g., market, financial, competitive) through media, market intelligence services, and/or other resources regarding practices in health and other industries for the purpose of keeping current; Seeks expert perspectives
į	5	Is a Recognized User of Best Practices - Establishes ongoing systems or habits to maintain current information about the organization (e.g., conducts rounds, holds regular informal meetings/town halls); Scans media and organizations that identify and disseminate best practices; Enlists individuals to conduct ongoing information gathering; Adopts the best practices from other industries in addition to healthcare

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TRANSFORMATION

Innovation

The ability to approach one's work and the organization in new and breakthrough ways, including applying complex concepts, developing creative new solutions, or adapting previous solutions in promising new ways.

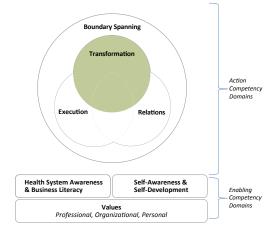


Level	Level Description
1	Recognizes Patterns Based on Prior Experience - Sees patterns, trends, or missing pieces/linkages in information; Notices when a current situation is similar or dissimilar to a past situation, identifies the similarities and/or differences, and takes action accordingly
2	Applies Proven Concepts or Trends – Looks at current situations using knowledge of theoretical principles, past occurrences and/or trends; Applies and modifies concepts or methods appropriately
3	Clarifies Complex Ideas or Situations - Provides new perspective on challenges by making complex ideas or situations clearer, simpler, and/or more understandable (e.g., re-framing the problem, use of analogy); Assembles ideas, issues, and observations into a clear and useful explanation; Restates existing observations or knowledge in a simpler fashion; Translates intricate technical information into terms everyone can understand; "boils down" information
4	Creates New Concepts or Breakthrough Thinking - Creates new ways of explaining situations or resolving problems that are not obvious to others and not based on prior experience; Looks at things in new ways that yield new or innovative approaches — breakthrough thinking; Shifts the paradigm by creating a new line of thought
5	Fosters an Innovation-Supportive Culture - Creates platforms and/or processes that support staff in identifying and pursuing new approaches to their work; encourages innovative thinkers to develop and test their ideas; Seeks partnerships and other collaborations that can provide support for innovation

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Strategic Orientation

The ability to consider the business, demographic, ethnocultural, political, and regulatory implications of decisions and develop strategies that continually improve the longterm success and viability of the organization.

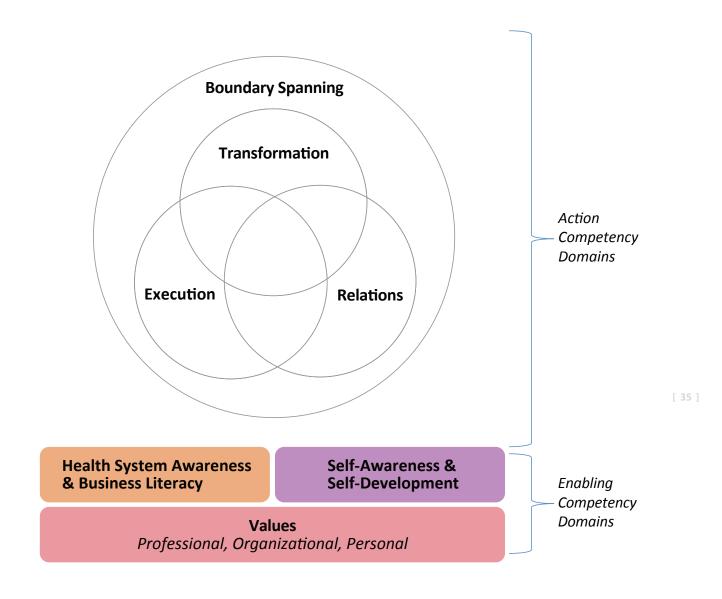


Level	Level Description
1	Conducts Environmental Scanning - Performs analyses that identify environmental forces shaping the organization (including the competitive market, governmental and regulatory, public opinion, scientific, and technological forces); Identifies the strengths and challenges of the organization in light of these forces today and into the future; Identifies the social and economic positioning the organization needs in light of the environmental scan
2	Develops Strategy to Address Environmental Forces - Positions the organization in light of environmental forces over the next three to five years; Develops strategic goals and plans for the organization that take advantage of its strengths, addresses its shortcomings, builds on opportunities, and attempts to minimize environmental threats; Aligns organizational units and investment strategy (financial, people, technology, materials) to achieve strategy
3	Aligns Organization to Address Long-term Environment - Understands the forces that are shaping health over the next 5 to 10 years (market, social, cultural, economic, and political); Aligns strategy, structure, and/or people with the long-term environment; Develops a long-term organizational strategy (including competitive, financial, structural, and people elements) to position the organization for success over the next 10 years
4	Shapes Industry Strategy - Develops a perspective on long-term health and wellness trends that is respected by colleagues and leading policymakers; Helps to shape industry-level competitive positioning through policymaking forums, industry-specific strategic groups and associations

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ENABLING COMPETENCY DOMAINS

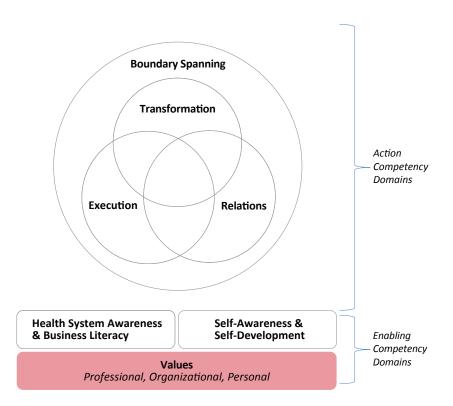
The Enabling Competency Domains include: Values, Health System Awareness & Business Literacy, and Self-Awareness & Self-Development. Definitions for each domain and the related competencies and competency levels are provided below.



VALUES

Creating and implementing compelling and inclusive change processes in support of improving health quality, efficiency, and access.

• Professional & Social Responsibility

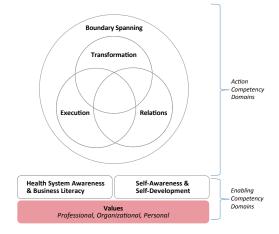


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VALUES

Professional & Social Responsibility

The demonstration of ethics, sound professional practices, social accountability, and community stewardship. Acting in ways that are consistent with one's values and what one says is important.



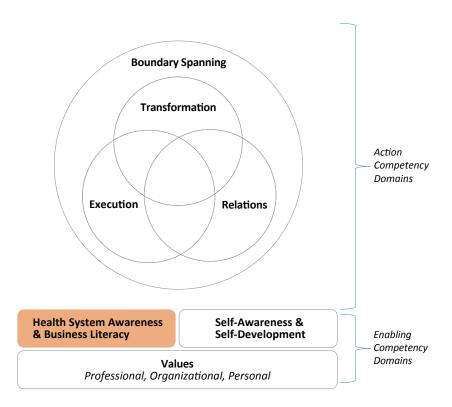
Level	Level Description
1	Acts Openly and Honestly - Actions are consistent with organization's expressed core values; Interacts with staff and other stakeholders in an open and truthful manner; Expresses their beliefs even when the message may not be welcome; Shares information, insights, or comments when it would be easier to refrain from doing so
2	Promotes Organizational Integrity - Ensures that organization adheres to honesty and fair dealing with all constituencies, including employees and community stakeholders; Promotes the development of professional roles/values that are compatible with the improvement of health and wellness; Serves with a focus on the greater good; Strives to uphold trustworthiness
3	Maintains Social Accountability - Develops and implements systems for tracking and sustaining commitments to staff, customers and the community; Acknowledges issues and contributing factors; Publicly admits to mistakes; Establishes approaches to handling issues and mistakes with openness, honesty, and fairness
4	Promotes Community Stewardship - Develops professional roles/values supporting the improvement of individual and population health; Commits to addressing the broader health and wellness needs of the total population, including adapting new and inclusive approaches that address diverse cultural attitudes about health; Ensures sound organizational stewardship and accountability for dealing with all stakeholders honestly and equitably

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HEALTH SYSTEMS & BUSINESS LITERACY

Understanding the health system's current business and operating frameworks as well as the dynamic context within which they operate (e.g., community, competitive, human resources, financial, legal, policy, and environmental)

- Financial Skills
- Human Resource Management
- Information Technology Management

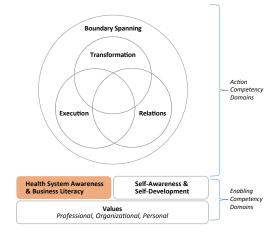


[38]

HEALTH SYSTEM AWARENESS & BUSINESS LITERACY

Financial Skills

The ability to understand and explain financial and accounting information, prepare and manage budgets, and make sound long-term investment decisions.

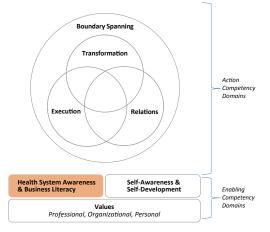


Level	Level Description
1	Explains the Organization's Financial Metrics and Reports - Uses financial metrics to drive and track the organization's success; Explains income statement, balance sheet, cash flow; Communicates indicators of financial health, including profitability; Understands accounting entries through general ledger to revenue
2	Manages and Assists the Budgeting Process - Develops budgets; Demonstrates expense and revenue management (unit or department); Manages budget variances, including revisions and corrective actions; Explains expense sources and management alternatives with implications; Understands sources of revenue including sensitivity analyses; Uses capital budgeting and asset management techniques
3	Understands Impact of Payment Models - Assesses reimbursement and payment system alternatives; Explains connections between behaviors of providers and payers; Develops incentives that align priorities with the organization's mission and goals; Considers impact of reimbursement and payment systems when assessing management alternatives
4	Uses Financial and Needs Analyses to Inform Investment Decisions - Analyzes decisions using corporate financial management concepts (e.g., rate of return, net present value, and cash flow analyses); Analyzes trends in population, disease, and utilization data; Understands principles of insurance rating, actuarial risk, and shared risk
5	Develops Long-term Financial Plans - Develops long-term plans for funding growth and development (e.g., new services, clinical programs, and methods for individual and community engagement); Develops long-term capital spending plans for building, renovation and expansion; Develops funding sources and their financial implications

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Human Resource Management

The ability to implement staff development and other management practices that represent contemporary best practices, comply with legal and regulatory requirements, and optimize the performance of the workforce, including performance assessments, alternative compensation and benefit methods, and the alignment of human resource practices and processes to meet the strategic goals of the organization.



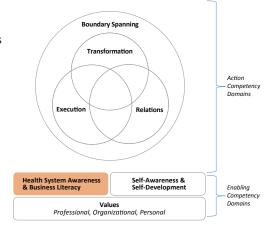
Level	Level Description
1	Manages with an Understanding of Basic Employment Processes and Law - Demonstrates basic knowledge of employment management principles, policies, and law in relation to hiring, promotion, or dismissal; Learns and applies organization-specific human resources policies and procedures; ; Demonstrates an understanding of union/labor principles and practices (e.g., contracting, negotiations, grievance process, mediation)
2	Uses Alternative Compensation and Benefit Programs - Creates and revises job descriptions to support appropriate evaluation and grading; Understands compensation structures, including: market pricing, pay delivery models and their implications, benefits and their role in total compensation, and union wage and hour contract provisions; Uses compensation, benefit, and incentive programs to optimize performance of diverse employee stakeholders; Conducts performance assessments; Evaluates compensation using market data
3	Aligns Human Resource Functions with Strategy - Aligns the components of human resource functions; (recruitment and selection, job design and work systems, learning and development, reward and recognition, and succession planning) to organizational strategy

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HEALTH SYSTEM AWARENESS & BUSINESS LITERACY

Information Technology Management

The ability to see the potential for administrative and clinical technologies to support process and performance improvement. Actively sponsors the continuous seeking of enhanced technological capabilities.



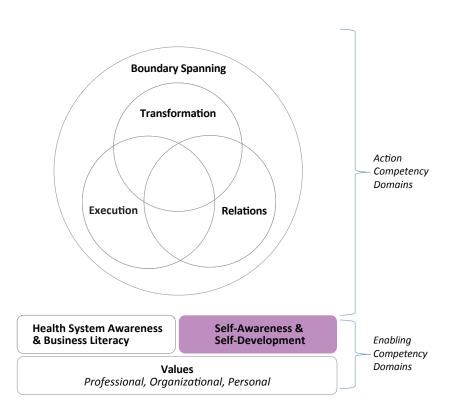
Level	Level Description
1	Recognizes the Potential of Information Systems in Process and Patient Service Improvement - Maintains familiarity with current technology for applications such as patient tracking (e.g., registration, billing and records management, relationship management), financial automation and reporting, and reimbursement management; Is open to automation of manual processes
2	Champions Information Technology Implementation - Provides staff and clinicians with state-of the-art tools to access information, record clinical and operational information, and support decisions; Supports use of Webbased diagnostic capabilities; Pursues technologies that enhance patient access, self-service, and engagement; Develops and resources a long-term (5+ years) information systems plan
3	Seeks and Challenges the Organization to Pursue Leading-Edge Information Technology - Keeps current on the latest developments in information technology; Identifies new opportunities to use latest information technology in the organization in ways that fundamentally change how the organization operates or promotes wellness; Partners with thought leaders and developers to identify and implement breakthrough systems

[41]

SELF-AWARENESS & SELF-DEVELOPMENT

Ongoing habits and actions taken to continuously improve self-knowledge, interpersonal effectiveness, and well-being.

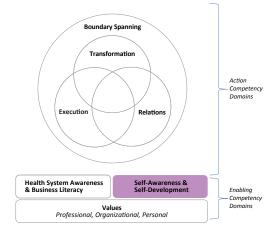
- Self-Awareness
- Self-Confidence
- Well-Being



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Self-Awareness

The ability to have an accurate view of one's own strengths and development needs, including the impact that one has on others. A willingness to address development needs through reflective, self-directed learning, and by trying new approaches.

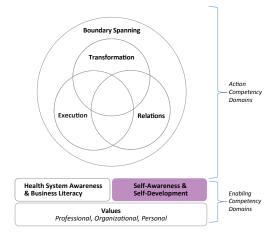


Level	Level Description
1	Seeks Feedback - Appreciates the need to learn and grow; Routinely seeks feedback from others, including those who are likely to be critical; Uses feedback in improving performance
2	Improves Own Performance - Regularly reflects on own performance, balancing recognizing success with opportunities for improvement; Learns from less successful events, missteps, and challenges; Sets annual improvement goals; Shows openness to coaching
3	Considers the Impact they Have on Others - Reflects on the impact they may have on others prior to making decisions or taking actions; Chooses behaviors and styles to get the best results based on the situation; Modifies behaviors in response to informal cues as well as formal feedback; Integrates feedback into personal development efforts and goals; Tries out new leadership techniques and adopts those with positive impact
4	Pursues Long-term Personal Development - Takes personal responsibility for analyzing future developmental needs, factoring in accurate self-assessment, feedback from others, personal career goals, and organization direction; Proactively pursues multi-year personal development, including willingness to pursue fundamental style and behavior changes as well as mastering new areas of expertise

[43]

Self-Confidence

A belief in one's own capability to successfully accomplish their work. This includes confidence in one's ability as expressed in increasingly challenging circumstances, and confidence in one's decisions or opinions.



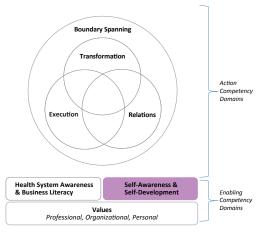
Level	Level Description
1	Acts Confidently within Job or Role - Works without needing direct supervision; Appears confident in person; Presents self well
2	Acts Confidently at or Slightly Beyond the Limits of their Role - Makes decisions without needing to ask others; Can make decisions even when others disagree; Acts outside formal role or authority; Acts in uncertain circumstances
3	States Confidence in Own Ability - Represents their areas of expertise or authority to others, expresses confidence in their ability to make things happen; Explicitly states appropriate confidence in own judgment or abilities; Communicates self-assuredness to take on new roles, responsibilities, and challenges
4	Takes on Challenges - Seeks challenging assignments and is excited by a challenge; Looks for and gets new responsibilities; Speaks up when he or she disagrees with management or others in power; disagrees politely, stating own view clearly and confidently – even in a conflict
5	Pursues Extremely Challenging Assignments - Willingly takes on extremely challenging assignments; Confronts management or others with power directly; Can be blunt and bold when necessary

[44]

Well-Being

Establishes habits supporting well-being, and creates a work climate supportive of the total health of oneself and others. This includes role-modeling healthy habits and practices, and monitoring internal and external environments for opportunities to improve health.

Well-being has become widely recognized a growth need across the health sector, but is not yet an area where we can provide clear, evidence-based guidance about what constitutes leadership proficiency. We anticipate developing these definitions as part of our work on Competency Model 3.1. To receive updates to the model, please email us at info@nchl.org.



[45]

Established in 2001, the not-for-profit National Center for Healthcare Leadership (NCHL) serves as an catalyst to ensure the availability of accountable and transformational leadership for our 21st century healthcare needs. Through its support of interorganizational learning collaboratives, NCHL pursues a vision to improve population health through leadership and organizational excellence. For more information please visit NCHL's website at www.nchl.org.

About the Rush University HSM Leadership Center

Revision and revalidation of the NCHL competency model was made possible through the generous support of the HSM Leadership Center at Rush University. Operating within the HSM Department, The HSM Leadership Center supports a portfolio of experimental and innovative learning, research, and practice activities to strengthen the mission and impact of healthcare leadership. By emphasizing collaborations beyond Rush University, the Center also provides a platform through which inter-organizational learning can be cultivated and accelerated. For more information, please visit www.rushu.rush.edu/hsm.

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MASTER'S OF SCIENCE IN ALLIED HEALTH (HEALTHCARE LEADERSHIP)

First Two Years
New Program Launch

Oregon Tech

MSAH

- Focused on developing skills in students for healthcare leadership positions.
- Medical needs are huge; we need leaders who are innovators and can create programs to help patients across the globe especially rural areas that are underserved.
- National Center for Healthcare Leadership Model- 28 main competencies Research shows evidence that skills in these competencies create the best healthcare leaders



NATIONAL CENTER for HEALTHCARE LEADERSHIP

Leading 21st Century Healthcare

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Every two years the non-profit National Center for Healthcare Leadership (NCHL) conducts a national survey of leadership practices in the US health sector. Results from the survey allow us to recognize health systems that are making industry-leading investments in the next generation of healthcare leaders.

Best Organizations for Leadership Development (BOLD) is NCHL's signature platform to promote research-based leadership development practices as a critically important responsibility for healthcare organizations and their senior leaders. The survey is complimentary and every organization that completes the survey receives a scorecard that compares their efforts to other organizations.

Participating organizations also receive a discount to the 2018 Human Capital Investment Conference, The Arriving Future, held November 13-14.

To learn more about NCHL's annual Human Capital Investment Conference & Award event, please click the image above

If you would like to learn more, please contact Joyce Anne Wainio at jwainio@nchl.org.

Join Us for This Year's Human Capital Investment Conference and Leadership Award Event

2018 GAIL L. WARDEN LEADERSHIP EXCELLENCE AWARD RECIPIENT



2018 National Health Leadership Survey Closed



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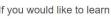
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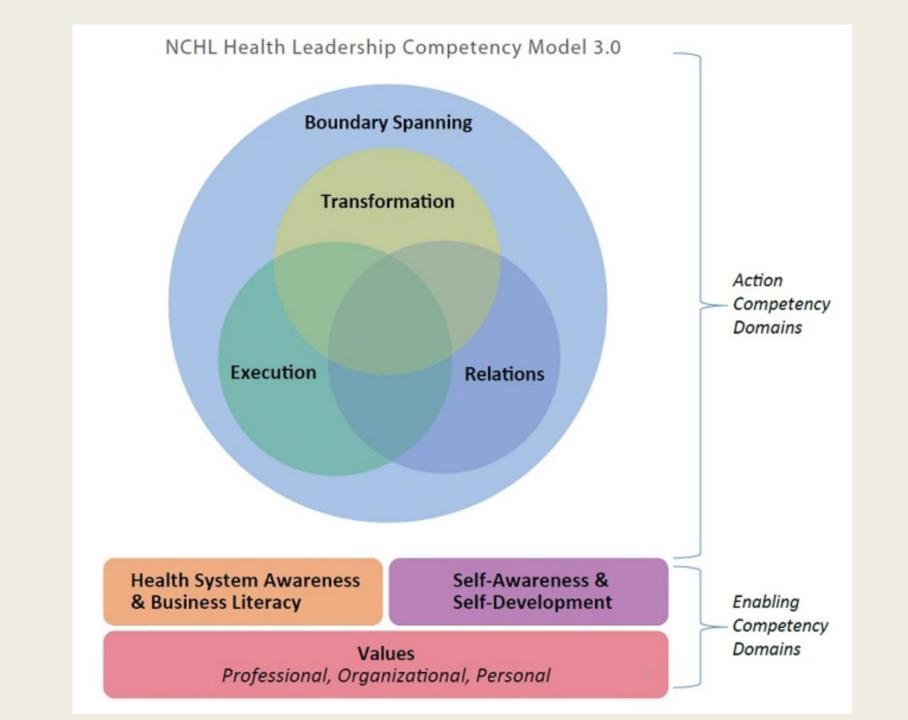


NCHL Model 28 Core Competencies

The revised model is organized around four "action" domains and three "enabling" domains, which were derived from the current state-of-the-science in leadership development and performance research.

The "action" domains contain competencies relevant to the direct work of leaders on the job. These include: Execution, Relations, and Transformation, which parallel domains from the 2.1 model. Boundary Spanning was added to incorporate recent research in applied settings underscoring the critical importance of leaders' management interdepartmental and interorganizational relationships.

The "enabling" domains involve core professional knowledge and self-awareness competencies that strengthen the effectiveness of the "action" domains. These include: Health System Awareness & Business Literacy, Self-Awareness & Self-Development, and Values. These domains represent the leader in the context of their preparation and development to effectively lead in their organization.



Admits & Retention Program Start: Fall 2016

Fall 2018: 41 active students

- Two total marketing pushes were done
 - Summer 2017 and Summer 2018
- Two graduates Summer 2018
- Received 73 applications, 16 are in process
- 6 cancelled before admitted
- ❖ 3 cancelled after admitted but before starting classes
- 1 switched to a doctorate program before starting
- 1 delayed start but started
- 1 student failed out
- 2 denied admissions because of quality of writing skills
- 2 stopped out-family and work issues

Enrollment Numbers

35 active students in the first two years (with only one summer marketing effort) plus 11 new students this fall (following the second marketing push) = **46 total students**

Every class has now been offered once and we have our first graduates

Quarter	Year 1 2016-2017	Year 2 2017-2018	Year 3 2018-2019
Fall	3	14	11
Winter	2	7	
Spring	1	2	
Summer	5	1	

Enrollment & Marketing Observations

- Program capacity: We can enroll 40 students each quarter
- Enrollment increases following marketing efforts
- Most students enrolled in the program are Oregon Tech grads
- Other feeder schools could be targeted- articulation agreements
- Recruiting meetings at national meetings across disciplines advertising/booths/networking
- Targeting mailing lists with high scoring GRE students
- Ads and articles in professional journals and newsletter

	Masters of Science in Allied Health Capstone Grading Rubric				
	PHASE 1—	PROPOSAL		Total Score	
Skill Task	Exemplary (5 points)	Competent (3 points)	Developing (1points)	Max of 5 for each category	
INQUIRY AND ANALYSIS) Identify Topic/Problem	Identifies a creative, focused, and manageable topic/problem that addresses potentially significant yet previously less-explored aspects of the subject. Statement of problem is a comprehensive statement regarding the basis for selecting the problem, details of gaps in knowledge, a reflection of its importance, and comments on its applicability of relevance and justification of the problem	Identifies a focused, and manageable topic/problem that addresses previously less-explored aspects of the subject. Statement of problem may lack sharpness, but provides a basis for selecting the problem, details of gaps in knowledge, a reflection of its importance, and comments on its applicability of relevance and justification of the problem	Identifies a topic/problem that, while manageable, is too narrowly focused and leaves out relevant aspects of the subject. Statement of problem is weak and is not quantifiable. Justification of the problem is lacking.		
++COMMUNICATION SKILLS (L6) Uses Generally Accepted English Grammar	Uses subject-verb agreement and parallel structure; uses rules of punctuation and sentence and paragraph construction; uses concise thematic construction	Occasional errors that do not detract from the overall proposal.	Improper grammar and spelling detract from the proposal.		
Prepares Effective Written Case	Uses accurate and complete presentation of facts; uses logical presentation of arguments pro and con; develops well-reasoned recommendations; prepares concise summary	Occasionally, a concept might need further clarification for the reader.	Presentation of information is confusing and needs clarification for the reader. Proposal is not clear as to what the writer intends to do.		
ACHIEVEMENT ORIENTATION (L2) Standard of Excellence	A concern for surpassing a standard of excellence for one's self or organization in order to do things better. Ability to see how things are currently and how things could be better. Sets a standard of excellence for the capstone project and identifies appropriate outcomes.	A concern for improving a process or procedure is evident. Others in the organization may need to point out the need for improvement. Identifies appropriate outcomes for the project.	May need help identifying the need for improvement. May need help identifying appropriate outcomes for the project.		

INITIATIVE (L13) Innovative Thinking	The proposal shows evidence that the student is aware of the organizational environment and anticipates changes, future opportunities, and potential crises that others may not see. The proposal is a framework for action to create an opportunity or avoid future crisis looking over a year ahead.	The proposal shows evidence that the student has studied the organizational environment and sees the need for a change. The proposal may not be clear as to how the project will create opportunity or avoid future crisis in the long-term.	The proposal includes a need for change, but is not clear how this will positively affect the organization.	
PROJECT MANAGEMENT (L20) Planning & Preparation	Outline of proposal shows evidence that student can plan out phases of proposal with realistic timelines; identifies required knowledge; identifies performance requirements and measurement systems.	The proposal shows phases of progress, but may need some adjustments to become more realistic.	The proposal lacks some phases of the project or is not realistic in terms of timeline or information needed. Lacks performance requirements and/or measurement systems.	
Proposal Requirements	 □ Textbook guidelines for this class are followed. □ Requirements from Prospectus in ALH 575 http://www.medicalbiostatistics.com/Research%20P rotocol.pdf are included □ IRB is signed □ Signed Email from Legal/Risk Department is included □ Healthcare Leadership Model Attributes are outlined 	Most of the Proposal Sections and documentation are included but some are missing.	All proposal requirements are not included—Resubmission necessary	Yes/No
PHASE 2LI INFORMATION SEEKING (L11) Investigative Ability	Systematic effort is made to obtain needed data or input. Conducts in-depth investigation from sources and experts other than literature review. Obtains information through surveys, interviews, and meetings.	Some effort is made to consult primary resources. There is over reliance on secondary resources	with advisor oversight) Little to no effort is made to obtain information from sources (primary) other than the literature (secondary sources).	
Analytical Thinking (L3) Understanding the situation	Develops complex plans or analyses by identifying multiple elements of a problem and breaks down those elements in detail, showing causal relationships between them. Peels back multiple layers of a problem; uses several analytical techniques to identify potential solutions and weigh value of each.	Identifies basic relationships by identifying the cause- and-effect relationship between two aspects of a situation; separates situations into two parts: pro and con; sorts out a list of tasks in order importance.	Breaks problems into simple lists of tasks or activities without assigning values; lists items with no particular order or set of priorities.	

INQUIRY AND ANALYSIS (OIT ESLO) Investigate Support	Clearly states, comprehensively describes, and synthesizes in-depth information from relevant high-quality sources representing various approaches and points of view. All elements of the methodology or theoretical framework are skillfully developed. (Appropriate methodology or theoretical frameworks may be synthesized from across	States, comprehensively describes, and presents indepth information from relevant high-quality sources representing various approaches and points of view. Critical elements of the methodology of theoretical framework are appropriately	Presents information from relevant sources representing a limited set of approaches or points of view, but descriptions leave some terms undefined or ambiguities unexplored. Critical elements of the methodology of theoretical framework are missing, incorrectly	
Evaluate	Organizes and synthesizes evidence to reveal insightful patterns, differences, or similarities related to subject focus.	developed. However, more subtle elements are ignored. Organizes evidence to reveal important patterns, differences, or similarities related to subject focus.	Organizes evidence, but the organization is not effective in revealing important patterns, differences, or similarities.	
Conclude	States an eloquently supported conclusion that is a logical extrapolation of the inquiry, reflecting the student's informed evaluation and ability to place substantial evidence and perspectives in priority order.	States a conclusion focused solely on the inquiry findings, arising specifically from and responding specifically to the inquiry findings.	States a general conclusion beyond the scope of the inquiry, the support for which is inadequate, or information was chosen to fit the conclusion.	
COMMUNICATION SKILLS (L6) Uses Generally Accepted English Grammar	Uses subject-verb agreement and parallel structure; uses rules of punctuation and sentence and paragraph construction; uses concise thematic construction	Occasional errors that do not detract from the overall proposal.	Improper grammar and spelling detract from the proposal.	
Literature Review Requirements	 Student has become an expert on the topic The scholarly landscape is well surveyed Literature review is comprehensive with nothing missing Issues, trends and concepts are well synthesized Some historical background may be provided Information is current 	Met some of the requirements but not all; missing some parts of the review of the literature	Student does not meet all requirements of literature review—resubmission required	Yes/No

PHA	PHASE 3—IMPLEMENTATION (student is working on this independently, but with advisor oversight)			
COLLABORATION (L5) Team work & Cooperation	Actively solicits input of others to increase the quality of the project. Values other's input and expertise during project implementation. Displays willingness to learn from others, including subordinates and peers.	Values other's input during project implementation, but could be more proactive in requesting the opinion of others.	Rejects or disregards other's input.	
PROFESSIONALISM (L19) Ethics, professional practices, social accountability, and community stewardship	Acts consistently and accordingly to organization's expressed core values; deals with staff, public, and government in an open and truthful manner; expresses what he or she believes even when the message may not be welcome. Shares information, insights, or comments when it would be easier to refrain.	Acts consistently and accordingly to organization's expressed core values; deals with staff, public, and government in an open and truthful manner; does not always express what he or she believes when the message may not be welcome. Shares information, insights, or comments when it would be easier to refrain.	Acts consistently and accordingly to organization's expressed core values; deals with staff, public, and government in an open and truthful manner; does not express what he or she believes when the message may not be welcome. Does not share information, insights, or comments unless expressly asked to do so.	
Recognition (part of OIT ESLO)	The student is able to successfully recognize decisions requiring ethical judgments without prompting and can clearly explain why it requires ethical reasoning to others.	The student is able to successfully recognize decisions requiring ethical judgments without prompting.	The student is able to recognize decisions requiring ethical judgments with prompting.	
Judgment (part of OIT ESLO)	The student is able to apply ethical reasoning to novel situations and provide detailed support for their decisions, as well as refuting other possible decisions.	The student is able to make plausible ethical decisions and support them at a competent level. At this level, the student begins to generalize their reasoning to similar situations.	The student is able to make plausible ethical decisions, but their support may be rudimentary or underdeveloped.	
STRATEGIC ORIENTATION (L24) Consideration of business, demographic, ethno- cultural, political, and regulatory implications	The capstone reflects an analysis of the market, governmental and regulatory, public opinion and social, scientific, and technological forces that currently and will shape their profession. The project demonstrates an understanding of the forces that are shaping health over the next 5 to 10 years. The project positions the organization or profession for success.	The capstone reflects an analysis of the market, governmental and regulatory, public opinion and social, scientific, and technological forces that currently and will shape their profession. The project demonstrates an understanding of the	The capstone fails to take into account some aspect of the forces (market, regulatory, social, scientific, and technological) that are shaping healthcare.	

		forces that are shaping health over the next 5 to 10 years. The project may not have a long term effect on the organization or profession.		
Innovative Thinking (L14) Creates new concepts or breakthrough thinking	Creates new concepts that are not obvious to others and not learned from previous education to explain situations or resolve problems; Looks at things in new ways that yield new or innovative approaches—breakthrough thinking; Shifts the paradigm; starts a new line of thought	Some evidence of new perspective or concepts that are generated; may not shift the paradigm	No new concepts are generated; lack of thought toward future	

PHASE 4—PAPER (Enrolled in Black Board capstone course in summer)

Skill Task	Exemplary (5 points)	Competent (3 points)	Developing (1 points)	Max of 5 for
				each category
EVIDENCE BASED WRITING Content and Analysis of Writing	Contains a clear, compelling claim; demonstrates insightful comprehension and valid precise inferences; overall analysis follows logically from the text	Contains a clear claim; demonstrates sufficient comprehension and valid basic inferences. Overall analysis follows logically from the text.	Contains a claim, but it is not fully articulated. Claim demonstrates basic literal comprehension and significant misinterpretation. Major points of textual analysis are missing or irrelevant to accomplish purpose.	
Command of Evidence in Writing	Central claim is well-supported by textual evidence. Use of relevant evidence is sustained throughout the entire analysis. The core reasoning follows from evidence.	Central claim is well-supported by textual evidence. Use of relevant evidence is generally sustained with some gaps. The core reasoning follows from evidence.	Central claim is only partially supported by textual evidence. Analysis is occasionally supported with significant gaps or misinterpretation. The core reasoning is tangential or invalid with respect to the evidence.	
Coherence and Organization of Writing	The organization strengthens the exposition. The introduction establishes context; theorganizational strategies are appropriate for the content and purpose. There is a smooth progression of ideas enhanced by proper integration of quotes and paraphrase, effective transitions, sentence variety, and consistent formatting.	The organization supports the exposition. The introduction establishes the context; the organizational strategies are appropriate for the content and purpose.	Some attempt has been made at a sustained organization, but major pieces are missing or inadequate. The introduction does not establish the context; The organizational strategy is unclear and impedes exposition.	

		The ideas progress smoothly with appropriate transitions, but evidence is not always integrated properly. Sentences relate relevant information and formatting is consistent.	Paragraphs do contain separate ideas, but the relationships among them are not indicated with transitions. Quotes and paraphrases may be present, but no distinction is made between the two and they are not effectively integrated into the exposition. Sentences are repetitive and fail to develop ideas from one to the next.	
Control of Language and Grammar	Contains precise and vivid vocabulary, which may include imagery or figurative language and appropriate academic vocabulary. The sentence structure draws attention to key ideas and reinforces relationships among ideas. Successful and consistent stylistic choices have been made that serve the writing purpose. Illustrates consistent command of standard, writing conventions. Errors are so few and so minor that they do not disrupt readability or affect the force of the writing.	Contains appropriate vocabulary that may lack some specificity, including some imagery or figurative language and appropriate academic vocabulary. The sentence structure supports key ideas and relationships among ideas, but may lack some variety and clarity. There is some evidence of stylistic choices that serve the purpose of the essay. Illustrates consistent command of standard writing conventions. Minor errors do not disrupt readability, but may slightly reduce the force of the writing.	Contains vague, repetitive and often incorrect word choice. Sentence structure is repetitive, simplistic and often incorrect, disrupting the presentation of ideas. There are few or no attempts to develop an appropriate style. Illustrates consistent errors of standard writing conventions. Errors disrupt readability and undermine the force of the writing.	
	PHASE 5PRESEN	NTATION		
Skill Task	Exemplary (10 points)	Competent (6 points)	Developing (02points)	Max of 10 for each category
PRESENTATON SKILLS	Presents information in logical, interesting sequence which	Presents information in logical	Audience has difficulty following	
Organization, Content,	audience can follow.	sequence which audience can	presentation because presenter	
Knowledge, Visual	Demonstrates full master's level knowledge (more than	follow.	jumps around.	
Aids,	required) by articulately addressing all aspects of the plan	Mostly demonstrates master's	Somewhat demonstrates master's	
	with explanations and elaboration in the allotted timeframe.	level knowledge and is relatively	level knowledge and is somewhat at	
	The overall presentation effectively uses visual aids that	at ease while addressing relevant	ease while addressing mostly	
	explains, supports and reinforces the presentation.	aspects of the plan with	relevant aspects of the plan with	

Mechanics, Eye	Presentation has no misspellings or grammatical errors.	explanations and some	some explanations and some
Contact	Maintains eye contact with audience, seldom returning to	elaboration.	elaboration.
Verbal Techniques,	notes.	The overall presentation uses	The overall presentation minimally
Effectiveness,	Uses a clear voice and correct, precise pronunciation of	some visual aids that explains,	uses visual aids that explains,
Organization,	terms so that all audience members can hear presentation.	supports and/or reinforces the	supports and reinforces the
Conclusion	Clearly and articulately presented the overall plan in the	presentation.	presentation.
	timeframe allotted.	Presentation has no more than	Presentation has three misspellings
	Presents information in logical, interesting sequence which	two misspellings and/or	and/or grammatical errors.
	audience can follow.	grammatical errors.	Occasionally uses eye contact, but
	Clearly identified, discussed and fully supported.	Maintains eye contact most of	still reads mostly from notes.
		the time but frequently returns	Voice is low and incorrectly
		to notes.	pronounces terms. Audience
		Voice is clear and pronounces	members have difficulty hearing
		most words correctly. Most	presentation.
		audience members can hear	Presented the plan but did not fully
		presentation.	address all the key aspects of the
		Clearly presented the plan with	business plan.
		minor items not fully presented.	Audience has difficulty following
		Presents information in logical	presentation because presenter
		sequence which audience can	jumps around.
		follow.	Somewhat identified, discussed and
		Mostly identified, discussed and	fully supported.
		fully supported.	
COMMUNICATION	Claims are consistently supported with appropriate,	The work includes few	The work includes frequent
(OIT ESLO)	relevant, and specific evidence, whether drawn from	instances of claims	instances of unsupported claims or
Support and	disciplinary knowledge, careful reasoning, or credible	unsupported by appropriate	key missing details.
Documentation	research.	evidence.	The work relies on evidence that
Documentation	Evidence derived from sources supports and develops	Additional or more carefully	lacks rigor, based on the audience's
	original content.	chosen details would improve	or discipline's standards.
	Source material is credible; it is introduced and	the work.	The work relies on demonstrably
	interpreted to provide context.	The work includes (but	biased evidence (without
	Source material is documented accurately according to	does not rely on) evidence	providing appropriate context or
	the appropriate conventions (academic citation style or	that lacks rigor, based on	qualification of that evidence).
	disciplinary approach).	the audience's or	The work treats sources with bias,
		discipline's standards.	or demonstrates incomplete
		Additional context or	understanding of source material.
		discussion of credentials for	The work does not meet
		sources of evidence would add	academic citation or disciplinary
		value to the work.	standards.
		The work contains few,	
		minor documentation	
		errors (according to	

	academic citation style	
	or disciplinary	
	approach).	

Passing Score 85% or higher