PERFORMANCE-BASED MANAGEMENT: DELTA STATE UNIVERSITY

Report prepared in collaboration with:

National Strategic Planning & Analysis Research Center (nSPARC)
Dr. Domenico “Mimmo” Parisi (mimmo.parisi@nsparc.msstate.edu)

December 18, 2009
Delta State University Graduates
Number of Graduates by Degree Level

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Number of Graduates by Residency Status at Graduation

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.

Note: "New MS Resident" refers to graduates who became Mississippi residents by their graduation date.
Bachelor’s Degree Graduates Enrolling in Master’s, Professional, or Doctoral Programs within One Year of Graduation by Residency Status

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.

Note: "New MS Resident" refers to graduates who became Mississippi residents by their graduation date.
Comparison of Graduates by Major
Number of AY 2007 Bachelor's Graduates by Major (Top 25)

<table>
<thead>
<tr>
<th>Major</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health, Physical Education and Recreation</td>
<td>44</td>
</tr>
<tr>
<td>Elementary Education</td>
<td>39</td>
</tr>
<tr>
<td>Management</td>
<td>38</td>
</tr>
<tr>
<td>Computer Information Systems</td>
<td>36</td>
</tr>
<tr>
<td>Audiology and Speech Pathology</td>
<td>36</td>
</tr>
<tr>
<td>Family and Consumer Science</td>
<td>35</td>
</tr>
<tr>
<td>Nursing</td>
<td>34</td>
</tr>
<tr>
<td>Art</td>
<td>30</td>
</tr>
<tr>
<td>Social Work</td>
<td>27</td>
</tr>
<tr>
<td>Biology</td>
<td>25</td>
</tr>
<tr>
<td>General Business</td>
<td>23</td>
</tr>
<tr>
<td>Accountancy</td>
<td>23</td>
</tr>
<tr>
<td>Psychology</td>
<td>21</td>
</tr>
<tr>
<td>Interdisciplinary Studies</td>
<td>21</td>
</tr>
<tr>
<td>Marketing</td>
<td>21</td>
</tr>
<tr>
<td>Social Justice and Criminology</td>
<td>19</td>
</tr>
<tr>
<td>Flight Operations</td>
<td>15</td>
</tr>
<tr>
<td>Insurance and Real Estate</td>
<td>15</td>
</tr>
<tr>
<td>Social Science</td>
<td>14</td>
</tr>
<tr>
<td>Finance</td>
<td>11</td>
</tr>
<tr>
<td>Chemistry</td>
<td>11</td>
</tr>
<tr>
<td>Music Education</td>
<td>9</td>
</tr>
<tr>
<td>Social Science Education</td>
<td>8</td>
</tr>
<tr>
<td>English</td>
<td>8</td>
</tr>
<tr>
<td>Journalism</td>
<td>5</td>
</tr>
</tbody>
</table>

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
### Number of AY 2007 Master's Graduates by Major

<table>
<thead>
<tr>
<th>Major</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Administration</td>
<td>47</td>
</tr>
<tr>
<td>Health, Physical Education and Recreation</td>
<td>30</td>
</tr>
<tr>
<td>Counseling</td>
<td>29</td>
</tr>
<tr>
<td>Elementary Education</td>
<td>20</td>
</tr>
<tr>
<td>Teaching (Alternate Route)</td>
<td>17</td>
</tr>
<tr>
<td>Nursing</td>
<td>16</td>
</tr>
<tr>
<td>Educational Administration and Supervision</td>
<td>14</td>
</tr>
<tr>
<td>Commercial Aviation</td>
<td>14</td>
</tr>
<tr>
<td>Social Justice and Criminology</td>
<td>11</td>
</tr>
<tr>
<td>Secondary Education</td>
<td>11</td>
</tr>
<tr>
<td>Special Education</td>
<td>7</td>
</tr>
<tr>
<td>Natural Science</td>
<td>7</td>
</tr>
<tr>
<td>Accountancy</td>
<td>6</td>
</tr>
<tr>
<td>Community Development</td>
<td>3</td>
</tr>
</tbody>
</table>

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Number of AY 2007 Professional Graduates by Major

- Educational Administration and Supervision: 22
- Elementary Education: 2
- Secondary Education: 1

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Comparison of Graduates Pursuing an Additional Degree
AY 2007 Graduates Pursuing an Additional Degree within One Year of Graduation

- Bachelor (Total=601): 153 (25%)
- Master (Total=232): 33 (14%)
- Professional (Total=25): 4 (16%)

Total pursuing second degree: 190 (22%)

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
AY 2007 Graduates Pursuing an Additional Degree within One Year of Graduation by Type of Degree

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
AY 2007 Bachelor’s Graduates by Major Pursuing an Additional Degree

- Audiology and Speech Pathology: 24
- Social Work: 13
- Accountancy: 12
- Health, Physical Education and Recreation: 11
- Psychology: 8
- Family and Consumer Science: 8
- Biology: 8
- Social Science: 6
- Management: 6
- Elementary Education: 6
- Computer Information Systems: 5
- Nursing: 4
- Interdisciplinary Studies: 4
- General Business: 4
- Social Science Education: 3
- Insurance and Real Estate: 3
- Chemistry: 3
- Special Education: 2
- Social Justice and Criminology: 2
- Mathematics: 2
- Marketing: 2
- Journalism: 2
- Finance: 2
- English Education: 2
- English: 2
- Other: 9

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Comparison of Students Employed while Enrolled at Delta State University
AY 2007 Enrolled Students Who Worked while in School

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor</td>
<td>60.4%</td>
</tr>
<tr>
<td>Master</td>
<td>82.0%</td>
</tr>
<tr>
<td>Professional</td>
<td>88.9%</td>
</tr>
<tr>
<td>Doctoral</td>
<td>93.5%</td>
</tr>
</tbody>
</table>

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Employment Outcomes of Graduates
Employment in Mississippi within One Year of Graduation by Residency Status

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.

Note: "New MS Resident" refers to graduates who became Mississippi residents by their graduation date.
County of Residence and County of Employment for 2006 Graduates

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Annual Wage for Graduates at First-Year Employment in Mississippi

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.

- Bachelor: 55.3%
- Master: 42.1%
- Professional: 42.0%
- Doctoral: 31.5%

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Employment in Mississippi within One Year of Graduation by Industry

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Annual Wage for Graduates at First-Year Employment in Mississippi by Industry

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.

* Category includes less than five graduates. Please interpret the results with caution.
Total Wage Contribution of Graduates to Mississippi’s Economy by Industry

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Employment in Mississippi’s Service Sector within One Year of Graduation

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Annual Wage of Graduates at First-Year Employment in Mississippi’s Service Sector

Health Care & Social Assistance
- 2001: $33,611
- 2006: $33,647
- 2007: $33,611

Educational Services
- 2001: $26,728
- 2006: $24,592
- 2007: $24,222

Professional, Scientific, and Technical
- 2001: $17,415
- 2006: $22,587
- 2007: $17,415

Accomodation & Food
- 2001: $12,215
- 2006: $22,010
- 2007: $28,452

Administrative & Support
- 2001: $22,010
- 2006: $20,385
- 2007: $20,385

Arts, Entertainment, and Recreation
- 2001: $16,792
- 2006: $16,792
- 2007: $16,792

Other
- 2001: $21,752
- 2006: $26,402
- 2007: $26,402

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Total Wage Contribution of Graduates to Mississippi’s Economy by Service Sector

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009
Employment in Mississippi within One Year for Graduates with an Education Degree

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Annual Wage at First-Year Employment in Mississippi’s Education Sector for Graduates with an Education Degree

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Detailed Employment Analysis of Graduates Not Returning to School
AY 2007 Graduates Employed in Mississippi within One Year of Graduation by Residency Status*

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Employment County for AY 2007 Graduates Residing in Bolivar County*

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Employment County for AY 2007 Graduates Residing in Washington County*

<table>
<thead>
<tr>
<th>County</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>WASHINGTON</td>
<td>53</td>
</tr>
<tr>
<td>BOLIVAR</td>
<td>9</td>
</tr>
<tr>
<td>HINDS</td>
<td>8</td>
</tr>
<tr>
<td>LEFLORE</td>
<td>3</td>
</tr>
<tr>
<td>RANKIN</td>
<td>2</td>
</tr>
<tr>
<td>COAHOMA</td>
<td>2</td>
</tr>
<tr>
<td>WARREN</td>
<td>1</td>
</tr>
<tr>
<td>QUITMAN</td>
<td>1</td>
</tr>
<tr>
<td>MONROE</td>
<td>1</td>
</tr>
<tr>
<td>MADISON</td>
<td>1</td>
</tr>
<tr>
<td>LEE</td>
<td>1</td>
</tr>
<tr>
<td>JONES</td>
<td>1</td>
</tr>
<tr>
<td>HUMPHREYS</td>
<td>1</td>
</tr>
<tr>
<td>HARRISON</td>
<td>1</td>
</tr>
<tr>
<td>GRENADA</td>
<td>1</td>
</tr>
<tr>
<td>DESOTO</td>
<td>1</td>
</tr>
</tbody>
</table>

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Employment County for AY 2007 Graduates Residing in Sunflower County*

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Employment County for AY 2007 Graduates Residing in Grenada County*

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Employment County for AY 2007 Graduates Residing in Desoto County*

- DESOTO: 20
- BOLIVAR: 2
- TATE: 1
- PONTOTOC: 1
- MADISON: 1

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Employment in Mississippi within One Year of Graduation by Degree Level (AY 2007)*

- Bachelor (Total=448): 75% (336)
- Master (Total=199): 73% (145)
- Professional (Total=21): 95% (20)
- Doctoral (Total=1): 100% (1)

Average = 75%

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Employment Status within One Year of Graduation (AY 2007)*

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
AY 2007 Graduates by Number of Jobs within One Year of Graduation*

![Graph showing the number of graduates with one job and multiple jobs.]

- Graduates with One Job: 321 (64%)
- Graduates with Multiple Jobs: 181 (36%)

Total = 502

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Annual Wage for AY 2007 Graduates at First-Year Employment in Mississippi*

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Employment in Mississippi within One Year of Graduation by Industry (AY 2007)*

- Service: 68.3%
- Retail: 11.7%
- Manufacturing: 5.0%
- Finance & Insurance: 4.4%
- Public Administration: 3.8%
- Information: 2.3%
- Wholesale: 1.6%
- Construction: 1.1%
- Agriculture & Mining: 1.0%
- Transportation: 0.8%

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Annual Wage for AY 2007 Graduates at First-Year Employment in Mississippi by Industry*

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Employment in Mississippi's Service Sector within One Year of Graduation (AY 2007)*

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Annual Wage for AY 2007 Graduates at First-Year Employment in Mississippi’s Service Sector*

- Health Care & Social Assistance: $38,911
- Educational Services: $37,149
- Professional, Scientific, and Technical: $33,336
- Accommodation & Food: $23,641
- Administrative & Support: $22,283
- Arts, Entertainment, and Recreation: $16,792
- Other: $31,946

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Comparison of Employed Graduates by GPA
Employment of AY 2007 Graduates in Mississippi within One Year of Graduation by GPA*

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Annual Wage for AY 2007 Graduates at First-Year Employment in Mississippi by GPA*

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Comparison of Employed Graduates by College
Number of AY 2007 Graduates by College

<table>
<thead>
<tr>
<th>College</th>
<th>Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>College of Education</td>
<td>336</td>
</tr>
<tr>
<td>College of Business</td>
<td>255</td>
</tr>
<tr>
<td>College of Art &amp; Sciences</td>
<td>218</td>
</tr>
<tr>
<td>School of Nursing</td>
<td>50</td>
</tr>
</tbody>
</table>

Total = 859

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Employment in Mississippi within One Year of Graduation by College (AY 2007)*

*Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Annual Wage at First-Year Employment in Mississippi by College: (AY 2007)*

- College of Art & Sciences: $28,903
- College of Business: $34,130
- College of Education: $37,455
- School of Nursing: $53,931

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Five-Year Wage Growth for AY 2001 Graduates by College (2002 – 2007)*

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Employment in Mississippi within One Year for AY 2007 Graduates of the College of Education*

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Annual Wage at First-Year Employment in Mississippi for AY 2007 Graduates of the College of Education*

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Employment in Mississippi within One Year for AY 2007 Graduates of the School of Nursing*

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Annual Wage at First-Year Employment in Mississippi for AY 2007 Graduates of the School of Nursing*

- Ambulatory Health Care Services: $67,951
- Hospitals: $53,369
- Other Sectors: $40,287

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Five-Year Wage Growth for 2001 Graduates of the School of Nursing (2002 – 2007)*

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Employment in Mississippi within One Year for AY 2007 Graduates of the College of Arts and Sciences*

- Service: 47.0%
- Retail: 9.1%
- Public Administration: 6.1%
- Manufacturing: 3.7%
- Information: 1.8%
- Finance & Insurance: 1.8%
- Wholesale: 1.2%
- Construction: 0.6%
- Agriculture & Mining: 0.6%
- Other: 1.2%
- Not Employed in MS: 26.8%

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Annual Wage at First-Year Employment in Mississippi for AY 2007 Graduates of the College of Arts and Sciences*

<table>
<thead>
<tr>
<th>Industry</th>
<th>Annual Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Administration</td>
<td>$32,201</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>$31,101</td>
</tr>
<tr>
<td>Service</td>
<td>$29,022</td>
</tr>
<tr>
<td>Construction</td>
<td>$26,082</td>
</tr>
<tr>
<td>Wholesale</td>
<td>$25,343</td>
</tr>
<tr>
<td>Retail</td>
<td>$23,624</td>
</tr>
<tr>
<td>Finance &amp; Insurance</td>
<td>$20,365</td>
</tr>
<tr>
<td>Information</td>
<td>$13,899</td>
</tr>
</tbody>
</table>

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Five-Year Wage Growth for AY 2001 Graduates of the College of Arts and Sciences (2002 – 2007)*

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Employment in Mississippi within One Year for AY 2007 Graduates of the College of Business*

- Service: 30.0%
- Manufacturing: 10.3%
- Retail: 8.5%
- Finance & Insurance: 8.0%
- Wholesale: 3.8%
- Public Administration: 3.8%
- Information: 2.8%
- Transportation: 1.4%
- Construction: 0.9%
- Agriculture & Mining: 0.9%
- Other: 0.5%
- Not Employed in MS: 29.1%

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.
Annual Wage at First-Year Employment in Mississippi for AY 2007 Graduates of the College of Business*

<table>
<thead>
<tr>
<th>Industry</th>
<th>Annual Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture &amp; Mining</td>
<td>$49,186</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>$44,600</td>
</tr>
<tr>
<td>Transportation</td>
<td>$33,934</td>
</tr>
<tr>
<td>Wholesale</td>
<td>$33,157</td>
</tr>
<tr>
<td>Service</td>
<td>$32,925</td>
</tr>
<tr>
<td>Public Administration</td>
<td>$31,911</td>
</tr>
<tr>
<td>Retail</td>
<td>$31,052</td>
</tr>
<tr>
<td>Finance &amp; Insurance</td>
<td>$29,261</td>
</tr>
<tr>
<td>Information</td>
<td>$21,534</td>
</tr>
</tbody>
</table>

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.

* Only includes graduates not returning to school.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Delta State University, 2009.