

**Program Review  
Key Performance Indicator  
and Data Profile Example  
2019-20**

# Key Performance Indicator Examples

**A data profile with key performance indicators is part of the background materials for each unit going through the review process.**

## Academic Unit Profile

### Department Composition

- Number and age distribution of faculty
- Gender and ethnic distribution of faculty

### Faculty Performance

- Output and citation data
- Sponsored research dollars proposed
- Sponsored research dollars awarded
- External honors and awards

### Student Composition

- Gender and ethnic distribution of majors/minors
- Average course enrollments
- Number of degrees awarded

### Student Satisfaction

- Student satisfaction survey data
- Course feedback data

### Student Performance

- Graduate student time to degree
- Graduate student placements

# Department of XYZ

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## Example Data Profile

2019-2020

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### **Graduate Program\***

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- **Enrollment**
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- **Placement**

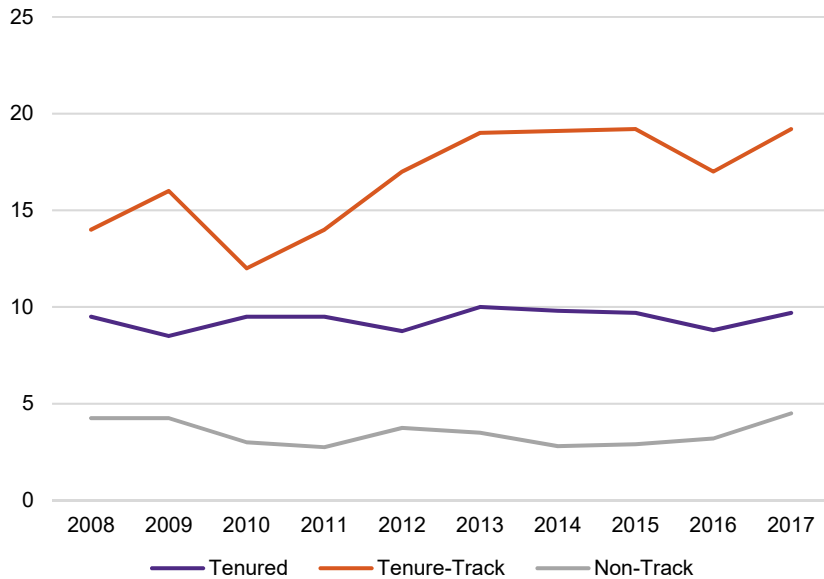
*\*Data provided by The Graduate School (TGS). Departments are responsible for providing data on graduate programs that are not administered through The Graduate School.*

# FACULTY

## Size and Composition

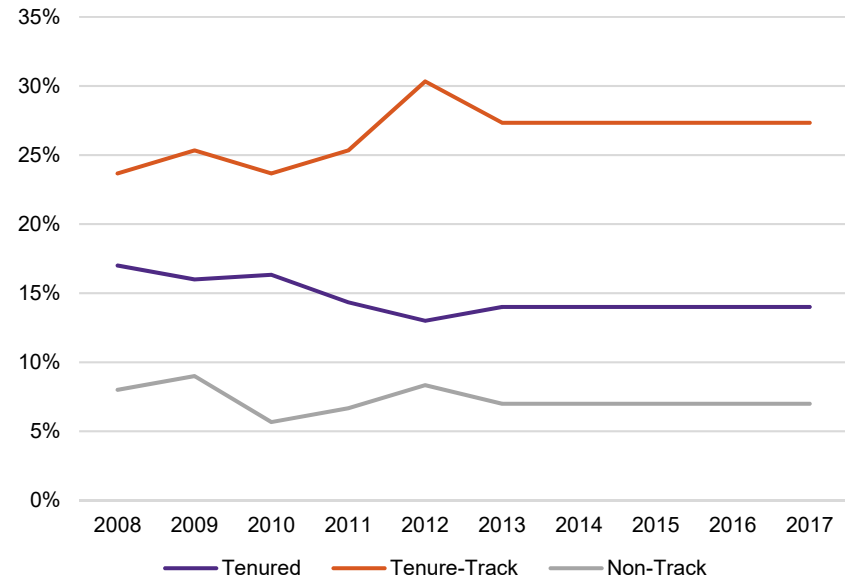
FTE counts for tenure-line faculty include the percentage of time attributed to the department, including administrative service roles. All counts are taken on November 1st of the academic year (November 1, 2012 = AY2013). Counts for School/Area exclude XYZ. Source: myHR/IR

**Faculty FTE Trends**



Category	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Tenured	9.5	8.5	9.5	9.5	8.8	10.0	9.8	9.7	8.8	9.7
Tenure-Track	14.0	16.0	12.0	14.0	17.0	19.0	19.1	19.2	17.0	19.2
Non-Track	4.3	4.3	3.0	2.8	3.8	3.5	2.8	2.9	3.2	4.5

**Faculty as Percentage of School/Area**



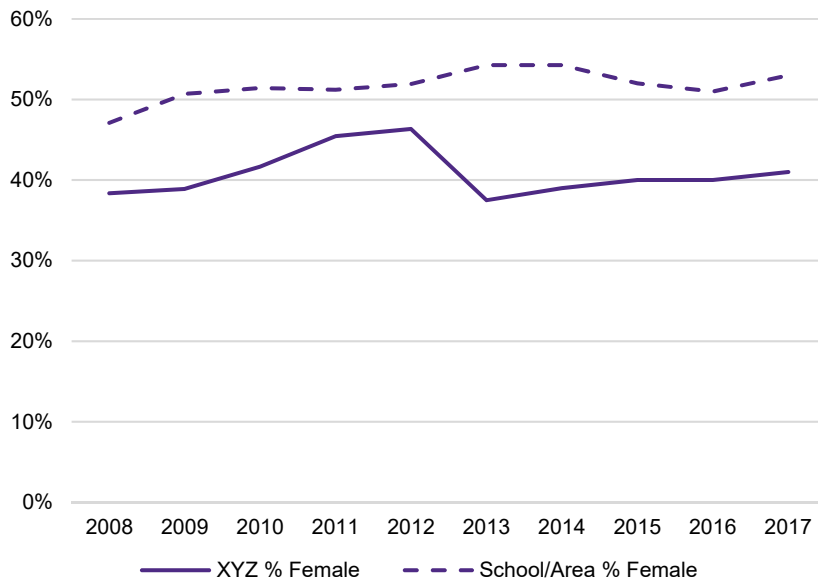
Category	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Tenured	17%	16%	16%	14%	13%	14%	14%	14%	14%	14%
Tenure-Track	24%	25%	24%	25%	30%	27%	27%	27%	27%	27%
Non-Track	8%	9%	6%	7%	8%	7%	7%	7%	7%	7%

# FACULTY DEMOGRAPHICS

## Gender and Race/Ethnicity

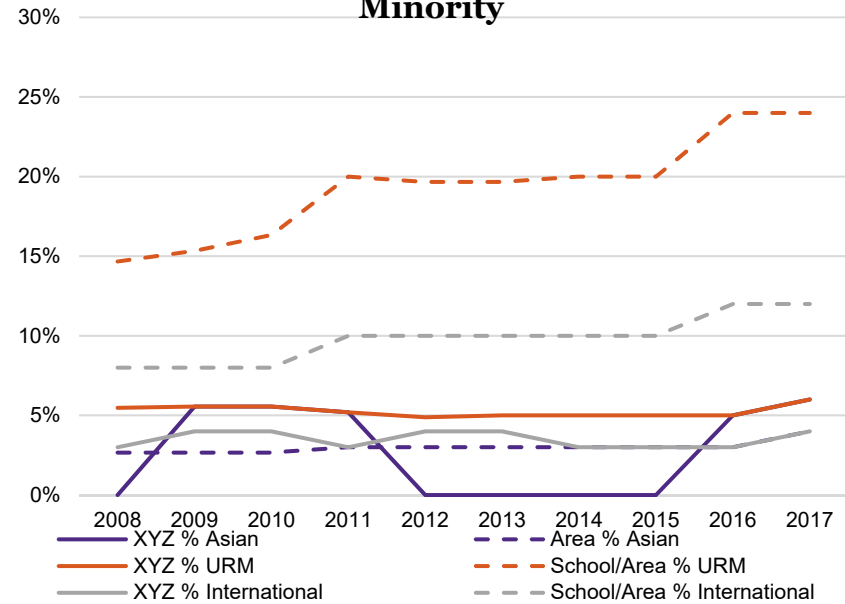
Counts for ethnicity exclude unknowns and non-US residents. Counts and percentages for Under-Represented Minorities (URMs) include all known US residents choosing African-American, Hispanic, and Native American.  
 Source: FASIS / IR

**Tenure-line Faculty Percentage Female**



Category	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
XYZ % Female	38%	39%	42%	45%	46%	38%	39%	40%	40%	41%
School/Area % Female	47%	51%	51%	51%	52%	54%	54%	52%	51%	53%

**Tenure-line Faculty Percentage Minority**

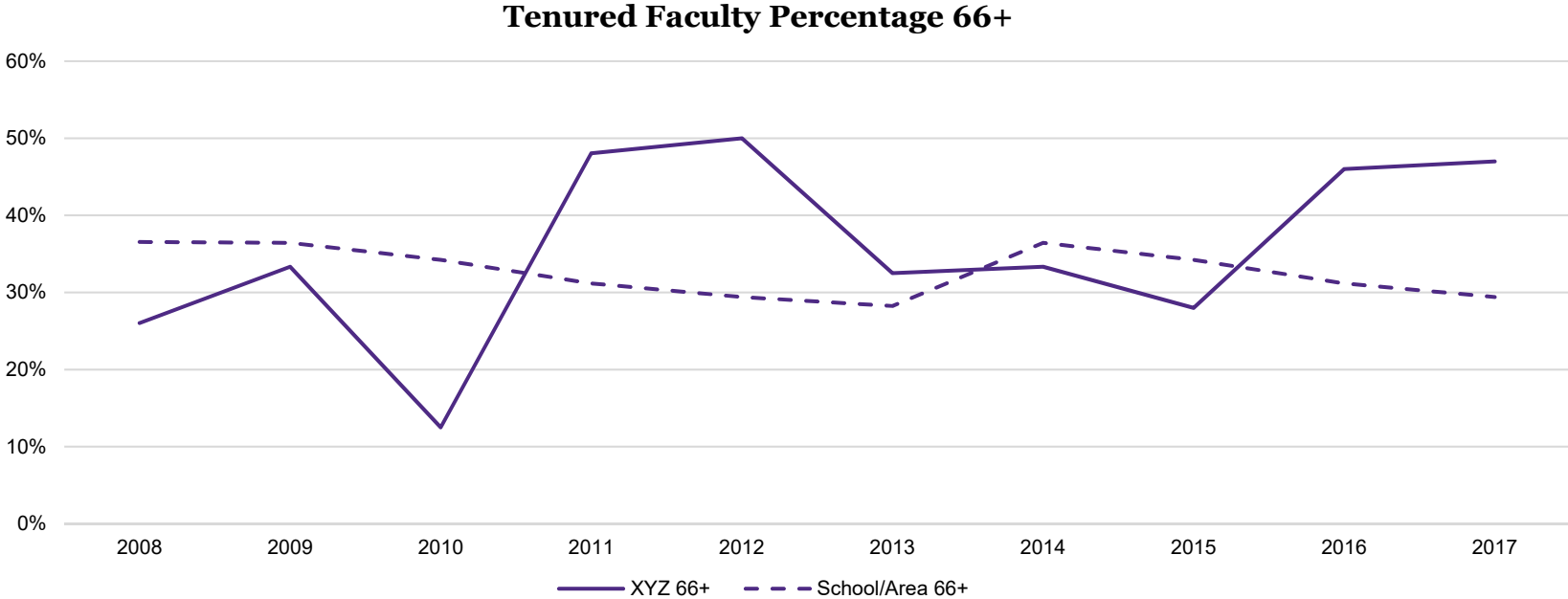


Race/Ethnicity	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
XYZ % Asian	0%	6%	6%	5%	0%	0%	0%	0%	5%	6%
Area % Asian	3%	3%	3%	3%	3%	3%	3%	3%	3%	4%
XYZ % International	3%	4%	4%	3%	4%	4%	3%	3%	3%	4%
School/Area % International	8%	8%	8%	10%	10%	10%	10%	10%	12%	12%
XYZ % URM	5%	6%	6%	5%	5%	5%	5%	5%	5%	6%
School/Area % URM	15%	15%	16%	20%	20%	20%	20%	20%	24%	24%

# FACULTY DEMOGRAPHICS

## Age compared to School/Area

Percentages of tenured faculty by age category compared to School/Area.



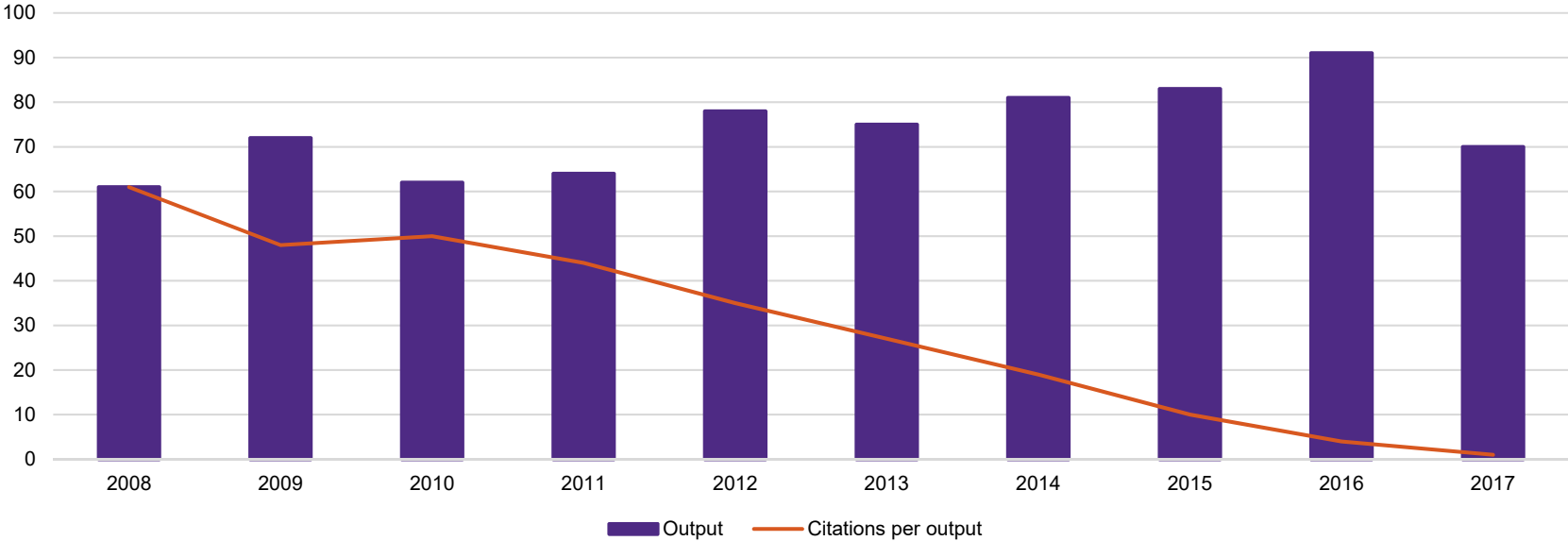
Category	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
XYZ 55 and Under	30%	33%	38%	36%	29%	46%	33%	38%	36%	29%
School/Area 55 and Under	40%	44%	45%	43%	42%	46%	44%	45%	43%	42%
XYZ 56 - 65	44%	33%	50%	16%	21%	21%	33%	50%	16%	21%
School/Area 56 - 65	23%	19%	21%	26%	28%	26%	19%	21%	26%	28%
XYZ 66+	26%	33%	13%	48%	50%	33%	33%	28%	46%	47%
School/Area 66+	37%	36%	34%	31%	29%	28%	36%	34%	31%	29%

# FACULTY OUTPUT AND CITATIONS

## Output By Year

Northwestern Scholars (NU Scholars) is a searchable database of research expertise across all disciplines at Northwestern University. NU Scholars data is pulled from the Scopus database. All counts are as of August 9, 2017 for current tenure-line faculty members in Radio/Television/Film. Source: *NU Scholars (Scopus data) and Department additions.*

**Output and Citations per Output 2008 to 2017**



Year	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Output	61	72	62	64	78	75	81	83	91	70
Citations	3721	3462	3105	2824	2721	2032	1540	821	364	73
Citations per output	61	48	50	44	35	27	19	10	4	1

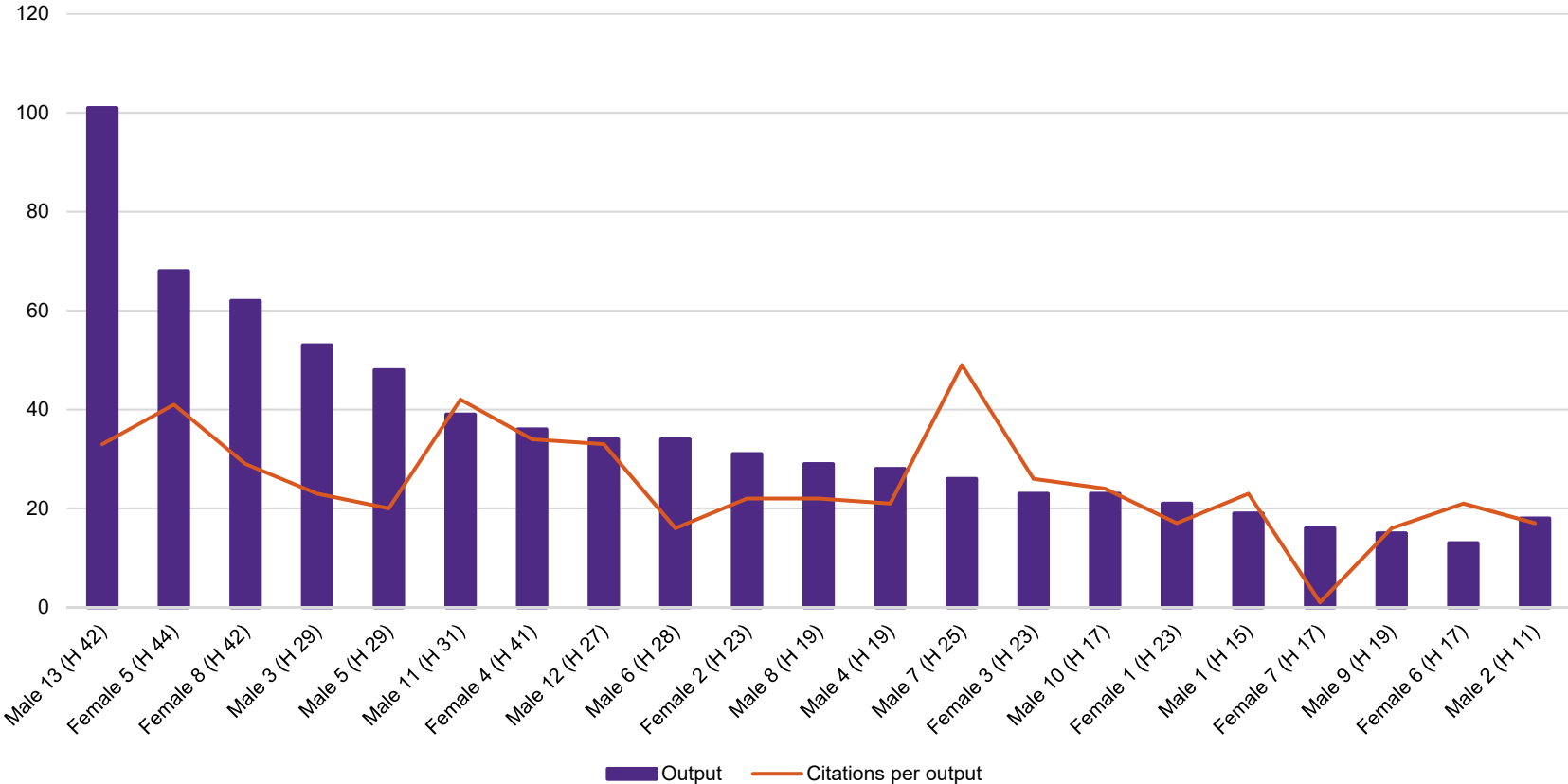


# FACULTY OUTPUT AND CITATIONS

## By Tenure-line Faculty Member

These figures include combined Output numbers as of August 2017 from 2008 to 2017 for current tenure-line faculty members in Radio/Television/Film. Source: *NU Scholars (Scopus data) and Department additions.*

Tenure-line Faculty Members Output and Citations per Output 2008 to 2017



## FACULTY HONORS AND AWARDS

### 2008 to 2017

Select awards received by faculty while members of the department between 2008 to 2017. Faculty no longer with the department are noted with an asterisk.

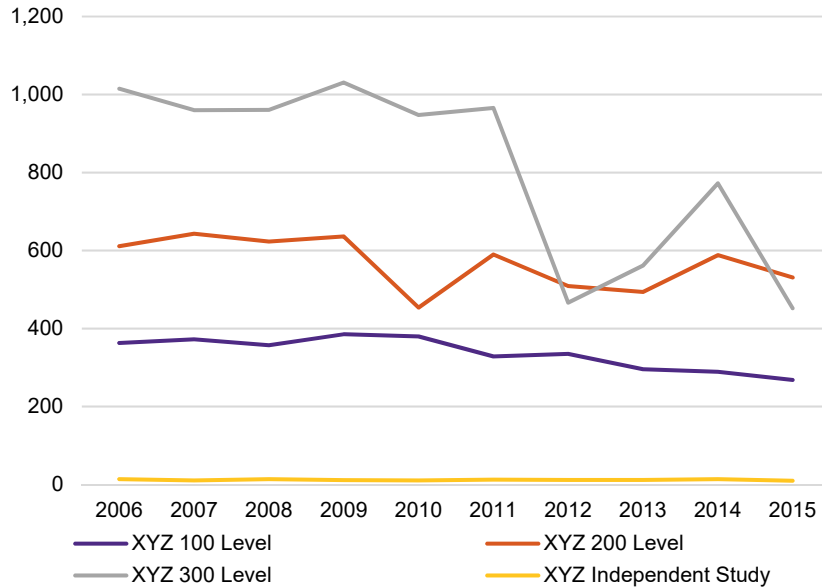
Name	Year	Award Institution	Award Name
Female 2	2014	Dignissim Finibus	Pellentesque Tincidunt
Female 2	2010	Dui at Aliquam Sagittis dui Sapien	Placerat Aliquam Tortor Eros
Male 2	2017	In Lectus Nec Enim Tincidunt Gravida Quis	Nibh Ullamcorper
Male 3	2016	Suspendisse Tristique	Nullam Porttitor
Male 3	2014	Fermentum nec Dignissim	Magna Feugiat
Male 3	2009	Cras Hendrerit Auctor	Hendrerit eu Pellentesque
Male 3	2009	Mattis Arcu	Scelerisque ex et Feugiat
Male 3	2008	Nunc ac Elit	Placerat Augue
Female 4	2014	Luctus Feugiat	Nisi Ipsum
Female 4	2011	Donec Convallis	Fusce mi Massa
Female 4	2008	Pretium Gravida Ultrices	Hendrerit Posuere
Male 4	2017	Aenean Tincidunt	Bibendum Scelerisque
Female 5	2014	Pellentesque orci Tempus Vestibulum	Tempus mi Metus
Female 5	2012	Rhoncus Posuere	Inceptos Himenaeos
Female 5	2009	Elit Donec	Curabitur sit Amet
Female 5	2008	Nisl Arcu laculis Massa	Massa Pulvinar
Male 5	2012	Scelerisque Purus	Vulputate at Lorem
Male 5	2010	Tellus Arcu	Eleifend Lacus ac Leo Dignissim
Male 5	2009	Rhoncus Vitae Nunc	Nulla Posuere a Aliquam
Male 5	2008	Blandit Euismod	Nunc at Congue Ligula
Female 6	2011	Sed Maximus Ligula Finibus id Etiam	Dapibus arcu Quisque
Male 6	2015	Urna Lobortis Ullamcorper	Sagittis Ullamcorper Odio
Male 6	2011	Placerat nam at Risus	Quisque Fringilla Ullamcorper
Female 7	2008	Viverra Quam	Vivamus id Diam
Male 7	2012	Sed Tellus arcu Blandit in Luctus Vitae	Class Aptent Taciti ad Sociosqu
Female 8	2017	Egestas Risus Vitae	Fusce vel Massa
Female 8	2013	Dolor Vitae Purus	Pellentesque Dolor
Female 8	2011	Sit Amet	Lobortis Eros
Female 8	2010	Duis Augue Massa	Quisque sed Volutpat Quam
Female 8	2008	Eleifend Sollicitudin	Convallis Varius
Male 8	2008	Fringilla Mauris Nunc Quis	Ultrices id Nisl
Male 9	2012	Neque ut Rutrum	Auctor Mauris
Male 11	2017	Interdum Nunc eu Pretium	Ligula ut Metus
Male 11	2016	Nullam Tristique	Praesent
Male 11	2011	Tincidunt eu Nibh	Luctus mi Lacinia
Male 12	2015	Ac Velit Sed Hendrerit Maximus	Proin a Porta Massa
Male 12	2012	Nunc Sollicitudin	Praesent Interdum
Male 13	2017	Pellentesque ac Neque Nunc	Etiam Luctus Libero a Purus
Male 13	2015	Consectetur Adipiscing	Dignissim Eros

# UNDERGRADUATE TEACHING

## Enrollments and Sections

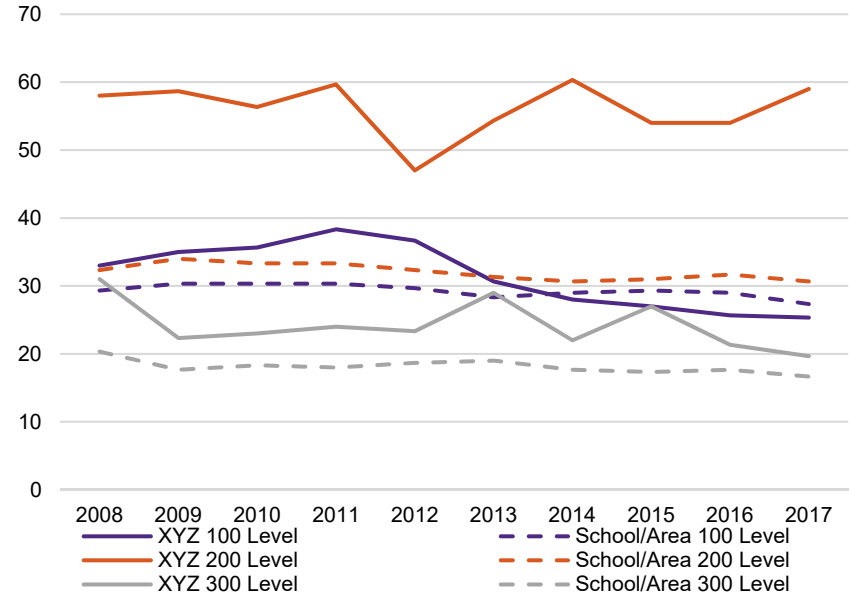
Undergraduate course enrollments include 100, 200, 300 level Radio/Television/Film, sections cross-listed with Radio/Television/Film or sections taught by Radio/Television/Film faculty. Enrollments are counted once for combined sections. Summer courses are excluded. Source: SES

**Undergraduate Course Enrollments**



Subject	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
XYZ 100 Level	363	372	357	385	380	328	335	296	289	268
XYZ 200 Level	611	643	623	636	454	590	509	494	588	531
XYZ 300 Level	1015	960	961	1031	947	966	466	561	772	452
XYZ Independent Study	14	11	14	11	11	13	12	12	14	10
XYZ Enrollment Totals	2003	1986	1955	2064	1791	1896	1323	1362	1663	1260

**Average Class Size**



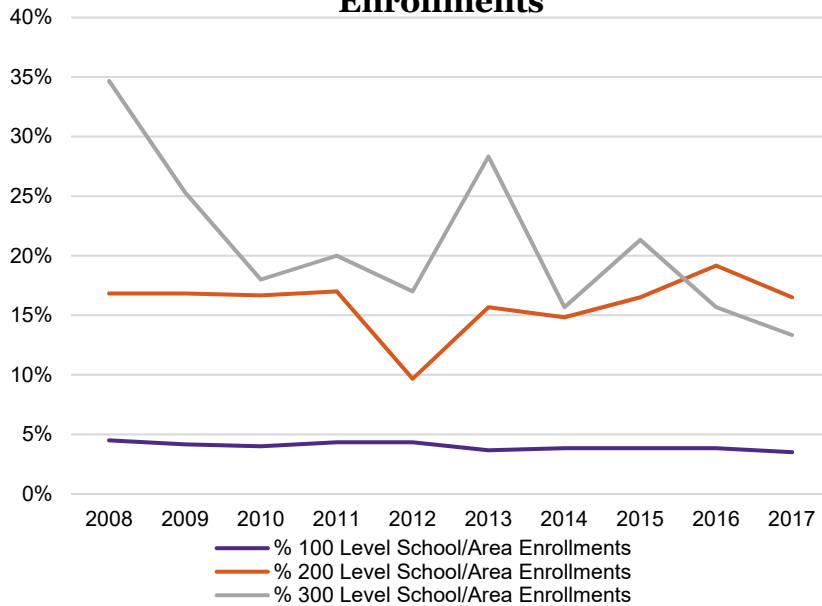
Subject	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
XYZ 100 Level	33	35	36	38	37	31	28	27	26	25
XYZ 200 Level	58	59	56	60	47	54	60	54	54	59
XYZ 300 Level	31	22	23	24	23	29	22	27	21	20
School/Area 100 Level	29	30	30	30	30	28	29	29	29	27
School/Area 200 Level	32	34	33	33	32	31	31	31	32	31
School/Area 300 Level	20	18	18	18	19	19	18	17	18	17

# UNDERGRADUATE TEACHING

## Class Size and Comparison to WCAS Social Sciences

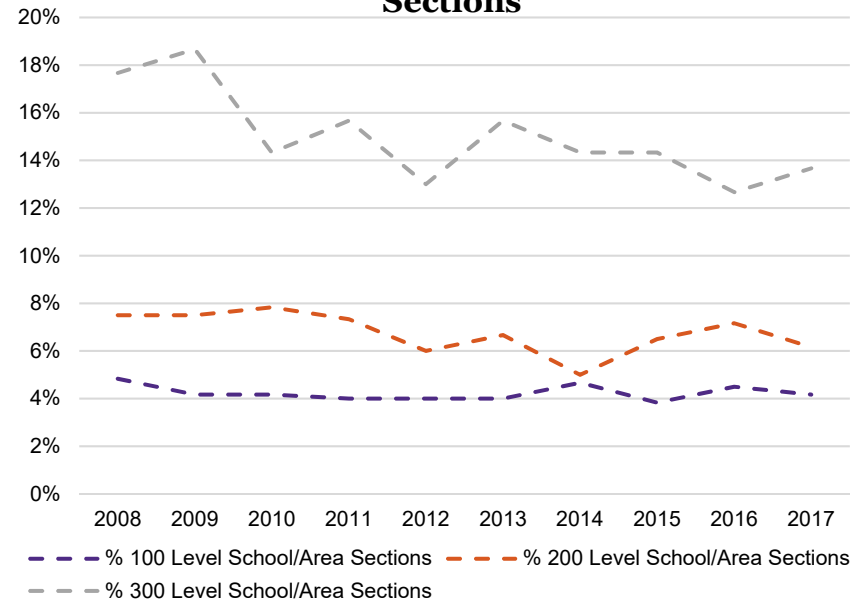
Class size calculations exclude 100 and 200 level classes of less than 8 students and 300 level classes of less than 5 students. School/Area counts exclude XYZ. Source: SES

**XYZ Percentage of School/Area Enrollments**



Level	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
% 100 Level School/Area Enrollments	5%	4%	4%	4%	4%	4%	4%	4%	4%	4%
% 200 Level School/Area Enrollments	17%	17%	17%	17%	10%	16%	15%	17%	19%	17%
% 300 Level School/Area Enrollments	35%	25%	18%	20%	17%	28%	16%	21%	16%	13%

**XYZ Percentage of School/Area Sections**



Level	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
% 100 Level School/Area Sections	5%	4%	4%	4%	4%	4%	5%	4%	5%	4%
% 200 Level School/Area Sections	8%	8%	8%	7%	6%	7%	5%	7%	7%	6%
% 300 Level School/Area Sections	18%	19%	14%	16%	13%	16%	14%	14%	13%	14%

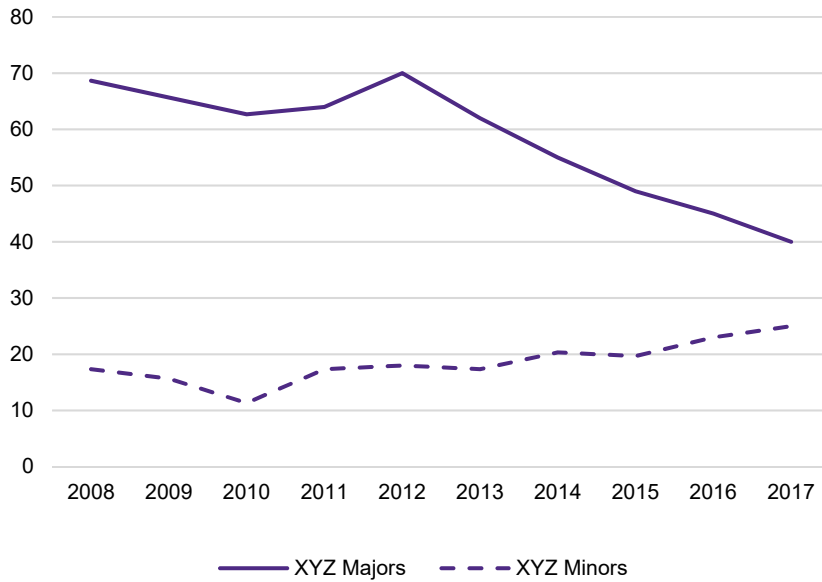
\*Comparisons to the School/Area are made throughout the document. Please see the Departments and Programs page for details.

# UNDERGRADUATE DEGREES

## Conferred Degree Counts

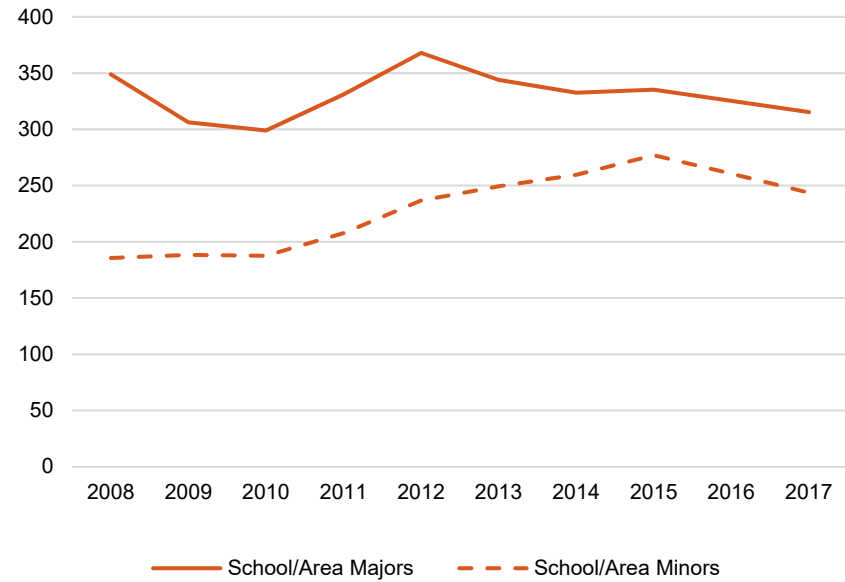
Counts of degree recipients include all students who have completed their degrees (major and minor) during the referenced Academic Year. Counts for School/Area exclude XYZ. Source: SES

**Degree Majors and Minors**



Category	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
XYZ Majors	69	66	63	64	69	63	64	49	45	54
XYZ Minors	17	16	11	17	18	17	20	20	23	20

**School/Area Majors and Minors**



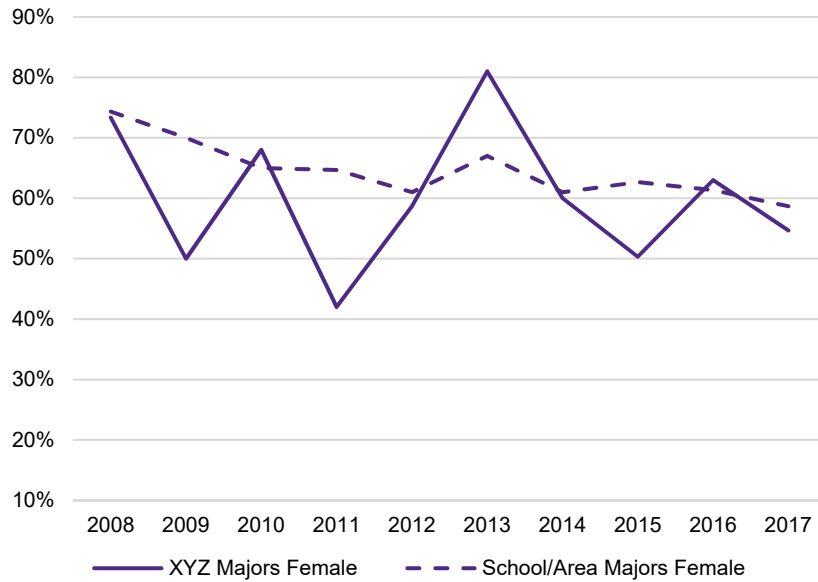
Category	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
School/Area Majors	349	306	299	331	368	344	333	335	325	315
School/Area Minors	186	188	188	208	237	249	260	277	261	244

# UNDERGRADUATE DEGREES

## Major Demographics

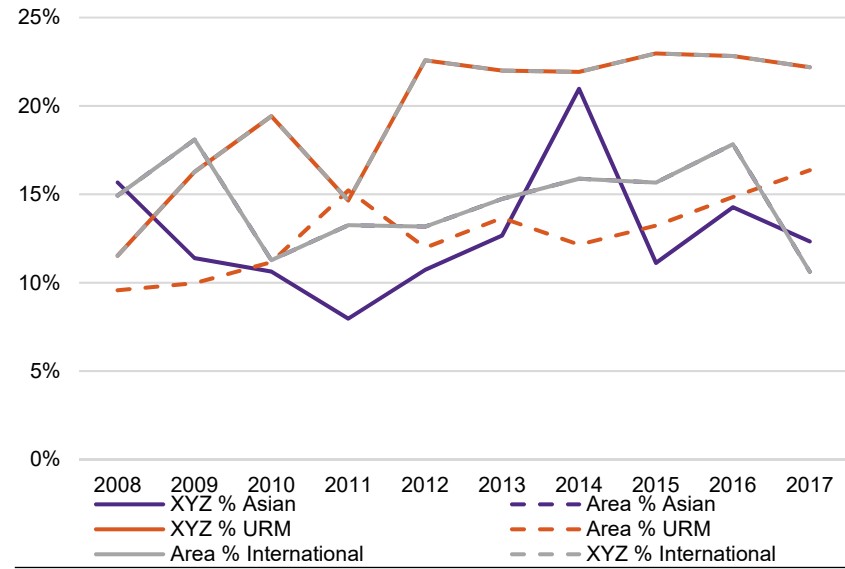
Counts and percentages for Under-Represented Minorities (URMs) include all known US students choosing African-American, Hispanic, or Native American. Source: SES

**Degree Majors Percentage Female**



Category	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
XYZ Majors Female	73%	50%	68%	42%	59%	81%	60%	50%	63%	55%
School/Area Majors Female	74%	70%	65%	65%	61%	67%	61%	63%	61%	59%

**Degree Majors Race/Ethnicity and Citizenship**



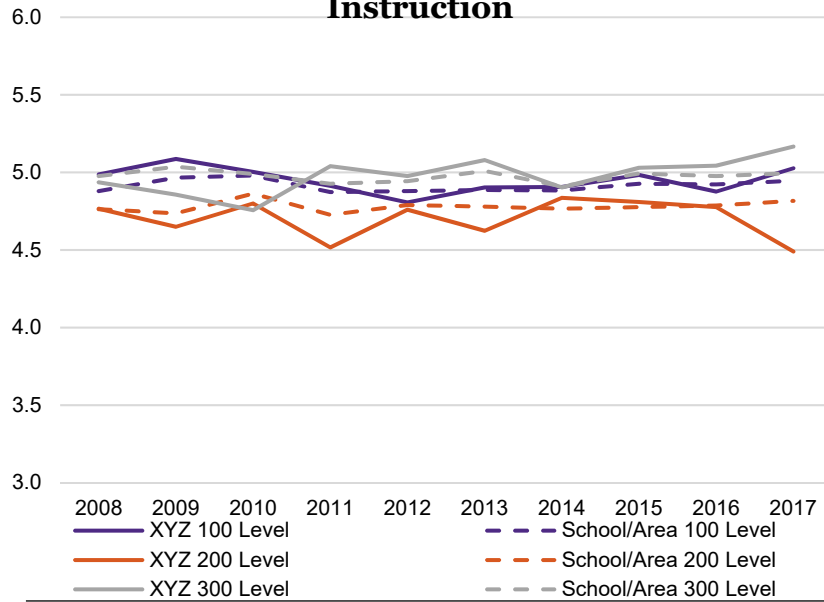
Category	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
XYZ % Asian	16%	11%	11%	8%	11%	13%	21%	11%	14%	12%
Area % Asian	15%	18%	11%	13%	13%	15%	16%	16%	18%	11%
XYZ % URM	12%	16%	19%	15%	23%	22%	22%	23%	23%	22%
Area % URM	10%	10%	11%	15%	12%	14%	12%	13%	15%	16%
Area % International	15%	18%	11%	13%	13%	15%	16%	16%	18%	11%
XYZ % International	12%	16%	19%	15%	23%	22%	22%	23%	23%	22%

# UNDERGRADUATE COURSE EVALUATIONS

## Question 1: Provide an overall rating of the instruction

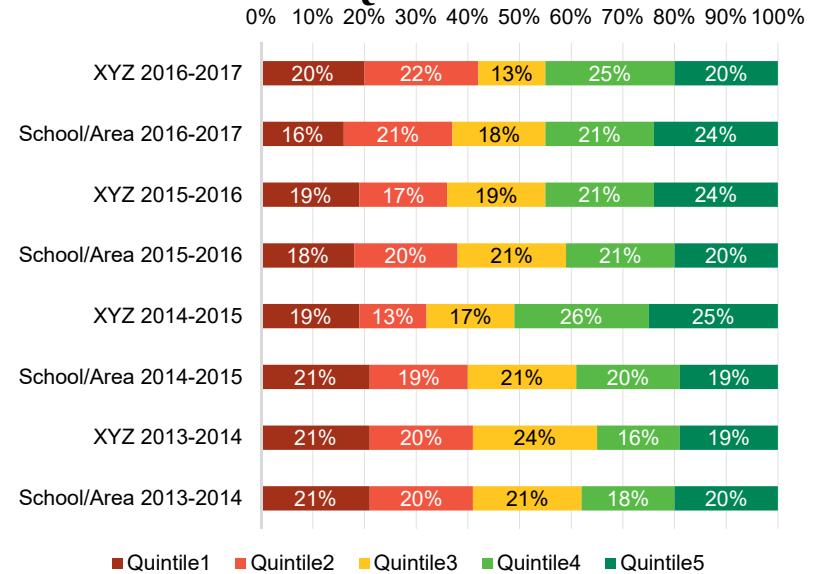
Students are given the opportunity to provide course evaluations at the end of the term. The graph on the left is an average rating (out of six points) by Course Level and on the right is the percentage of ratings within each quintile. The XYZ values are compared to the other School/Area Units. Source: CTEC and School

**XYZ and School/Area Rating of Instruction**



Rating of Instruction	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
XYZ 100 Level	4.99	5.09	5.00	4.91	4.81	4.90	4.91	4.98	4.88	5.03
School/Area 100 Level	4.88	4.97	4.98	4.87	4.88	4.89	4.88	4.93	4.92	4.95
XYZ 200 Level	4.77	4.65	4.80	4.52	4.76	4.62	4.84	4.81	4.78	4.49
School/Area 200 Level	4.76	4.74	4.86	4.73	4.79	4.78	4.77	4.78	4.79	4.82
XYZ 300 Level	4.94	4.86	4.76	5.04	4.98	5.08	4.90	5.03	5.04	5.17
School/Area 300 Level	4.98	5.04	4.99	4.93	4.94	5.01	4.91	4.99	4.98	5.00

**Q1 Overall Instruction Evaluation Quintiles**



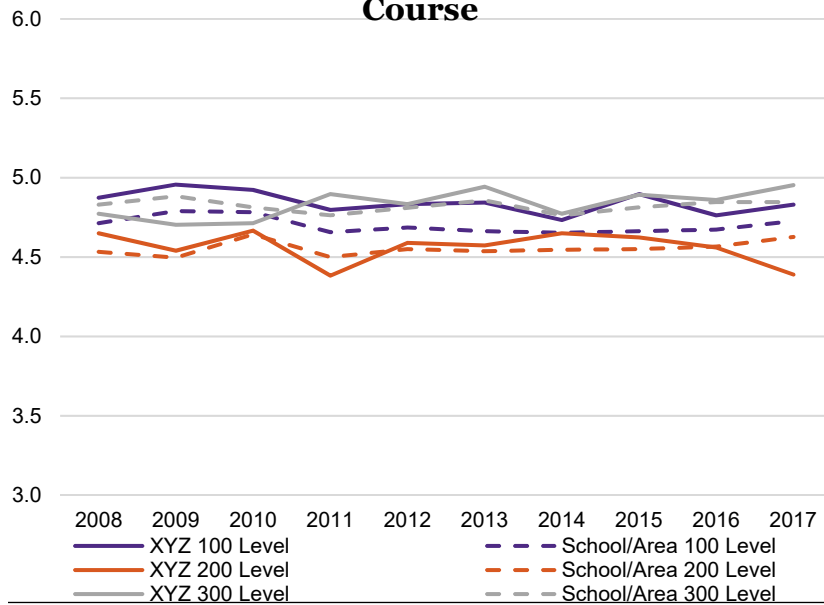
Q1: Instruction Evaluation	Quintile1	Quintile2	Quintile3	Quintile4	Quintile5
XYZ 2016-2017	20%	22%	13%	25%	20%
School/Area 2016-2017	16%	21%	18%	21%	24%
XYZ 2015-2016	19%	17%	19%	21%	24%
School/Area 2015-2016	18%	20%	21%	21%	20%
XYZ 2014-2015	19%	13%	17%	26%	25%
School/Area 2014-2015	21%	19%	21%	20%	19%
XYZ 2013-2014	21%	20%	24%	16%	19%
School/Area 2013-2014	21%	20%	21%	18%	20%

# UNDERGRADUATE COURSE EVALUATIONS

## Question 2: Provide an overall rating of the course

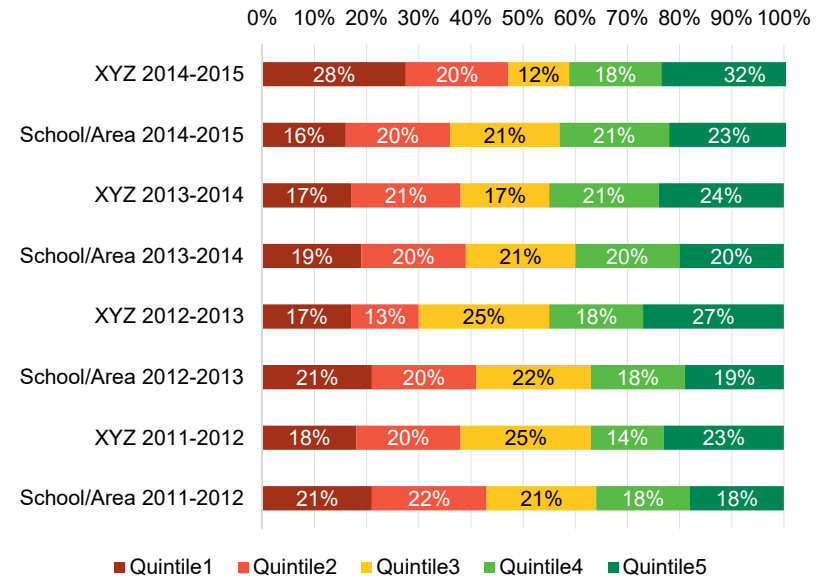
Students are given the opportunity to provide course evaluations at the end of the term. The graph on the left is an average rating (out of six points) by Course Level and on the right is the percentage of ratings within each quintile. The XYZ values are compared to the other School/Area Units. Source: CTEC and School

**XYZ and School/Area Overall Rating of Course**



Overall Rating	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
XYZ 100 Level	4.87	4.96	4.92	4.80	4.83	4.84	4.73	4.90	4.76	4.83
School/Area 100 Level	4.71	4.79	4.78	4.66	4.69	4.66	4.65	4.66	4.67	4.73
XYZ 200 Level	4.65	4.54	4.67	4.38	4.59	4.57	4.65	4.62	4.56	4.39
School/Area 200 Level	4.53	4.50	4.64	4.50	4.55	4.54	4.55	4.55	4.57	4.63
XYZ 300 Level	4.77	4.70	4.71	4.90	4.83	4.94	4.77	4.89	4.86	4.95
School/Area 300 Level	4.83	4.88	4.81	4.76	4.81	4.86	4.76	4.81	4.85	4.85

**Q2 Overall Course Evaluation Quintiles**



Q2: Course Evaluation	Quintile1	Quintile2	Quintile3	Quintile4	Quintile5
XYZ 2016-2017	28%	20%	12%	18%	32%
School/Area 2016-2017	16%	20%	21%	21%	23%
XYZ 2015-2016	17%	21%	17%	21%	24%
School/Area 2015-2016	19%	20%	21%	20%	20%
XYZ 2014-2015	17%	13%	25%	18%	27%
School/Area 2014-2015	21%	20%	22%	18%	19%
XYZ 2013-2014	18%	20%	25%	14%	23%
School/Area 2013-2014	21%	22%	21%	18%	18%



# PROGRAMS

## School/Area

<b>Majors</b>	<b>Academic Options</b>
Tellus Arcu	Majors
Rhonus Vitae Nunc	Majors and Minors
Blandit Euismod	Majors and Minors
Sed Maximus Ligula Finibus id Etiam	Majors
Urna Lobortis Ullamcorper	Majors
Placerat nam at Risus	Majors and Minors
Viverra Quam	

<b>Minors and Certificates</b>	<b>Academic Options</b>
Dolor Vitae Purus	Minors
Sit Amet	Minors
Duis Augue Massa	Certificate

# Graduate Program Data

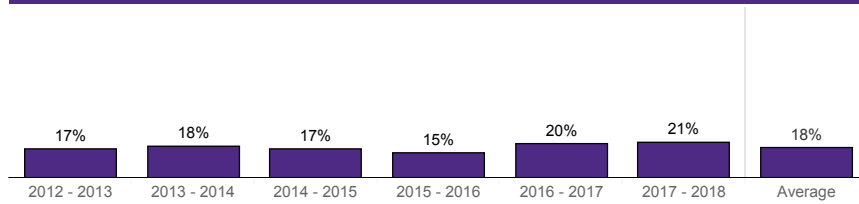
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This document includes data publicly available on the The Graduate School website (<http://www.tgs.northwestern.edu/academics/phd-program-statistics.html>) as well as select information from the unit's Academic Affairs Review, which contains trend information about the PhD program.

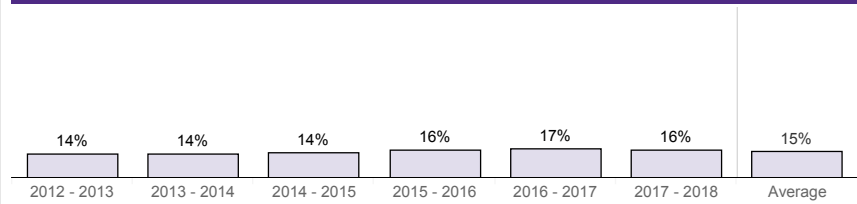
## Admissions Overview

	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018	Average
Applied	211	210	235	227	209	218	218
Admitted	36	38	39	34	42	45	39
Enrolled	13	10	10	12	12	16	12
Selectivity	17%	18%	17%	15%	20%	21%	18%
Yield	36%	26%	26%	35%	29%	36%	31%

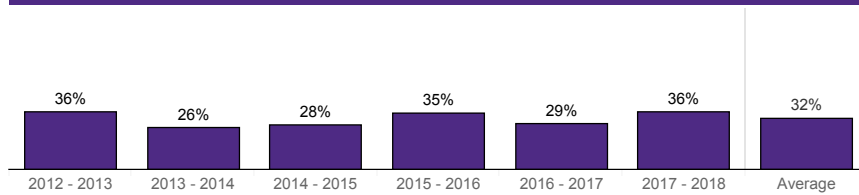
### Selectivity



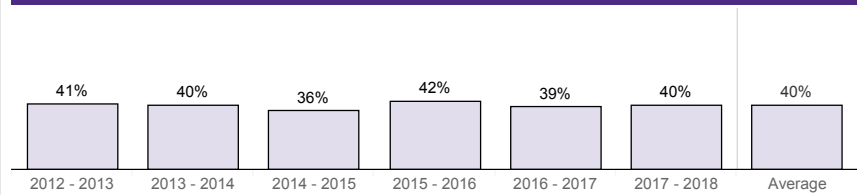
### Selectivity (Physical Sciences, Mathematics, and Engineering)



### Yield

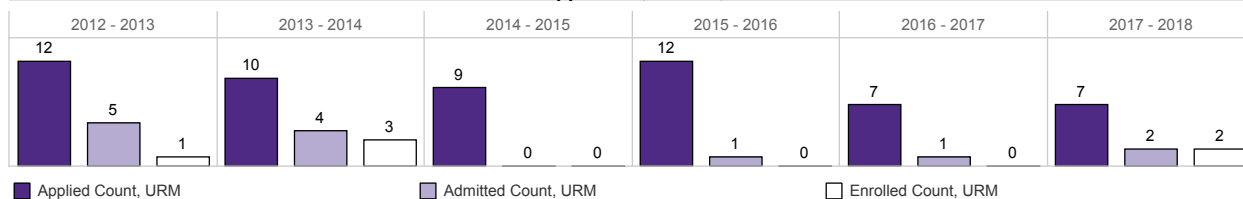


### Yield (Physical Sciences, Mathematics, and Engineering)

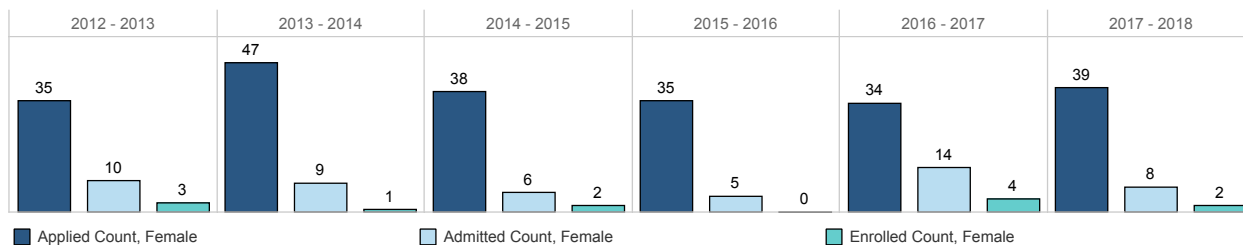


# Enrollment Overview

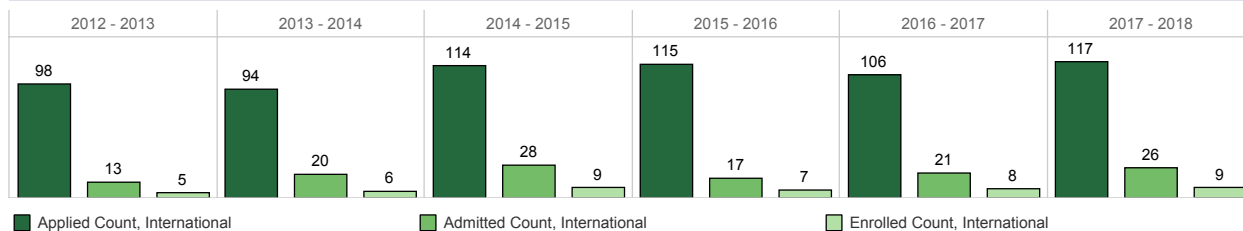
## Count of URM Applicants, Admits, and Enrollees



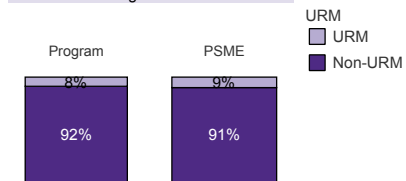
## Count of Female Applicants, Admits, and Enrollees



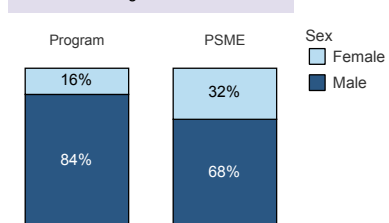
## Count of International Applicants, Admits, and Matriculants



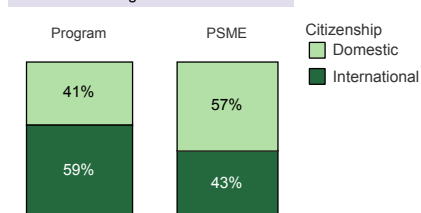
## URM Composition Enrolling 2012 - 2017



## Sex Composition Enrolling 2012 - 2017



## Citizenship Composition Enrolling 2012 - 2017



## Time-to-Degree (TTD) and Attrition

### Count of Graduates by Completion Year

2006 - 2007	2007 - 2008	2008 - 2009	2009 - 2010	2010 - 2011	2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017
<b>4</b>	<b>5</b>	<b>5</b>	<b>7</b>	<b>2</b>	<b>12</b>	<b>8</b>	<b>7</b>	<b>4</b>	<b>11</b>	<b>12</b>
Avg. TTD 4.25 years	Avg. TTD 4.85 years	Avg. TTD 5.60 years	Avg. TTD 5.43 years	Avg. TTD 5.50 years	Avg. TTD 5.27 years	Avg. TTD 5.13 years	Avg. TTD 5.39 years	Avg. TTD 4.81 years	Avg. TTD 5.50 years	Avg. TTD 5.13 years

#### TTD for Program; Completing Summer '06 to Summer '17

	Average TTD	Count of Graduates
URM	5.9	2
Non-URM	5.2	83
Overall	5.2	85

#### TTD for PSME; Completing Summer '06 to Summer '17

	Average TTD	Count of Graduates
URM	5.7	102
Non-URM	5.4	2,072
Overall	5.4	2,174

#### Attrition for Program; Matriculating Summer '06 to Spring '15

	Attrition Rate	Count of Students Leaving Without a PhD
URM	33%	2
Non-URM	21%	19
Overall	21%	21

#### Attrition for PSME; Matriculating Summer '06 to Spring '15

	Attrition Rate	Count of Students Leaving Without a PhD
URM	31%	49
Non-URM	21%	447
Overall	22%	496

#### Attrition Timing for Program; Matriculating Summer '06 to Spring '15

	Early Attrition (Years 1-3)	Late Attrition (Years 4+)
URM	100%	
Non-URM	89%	11%

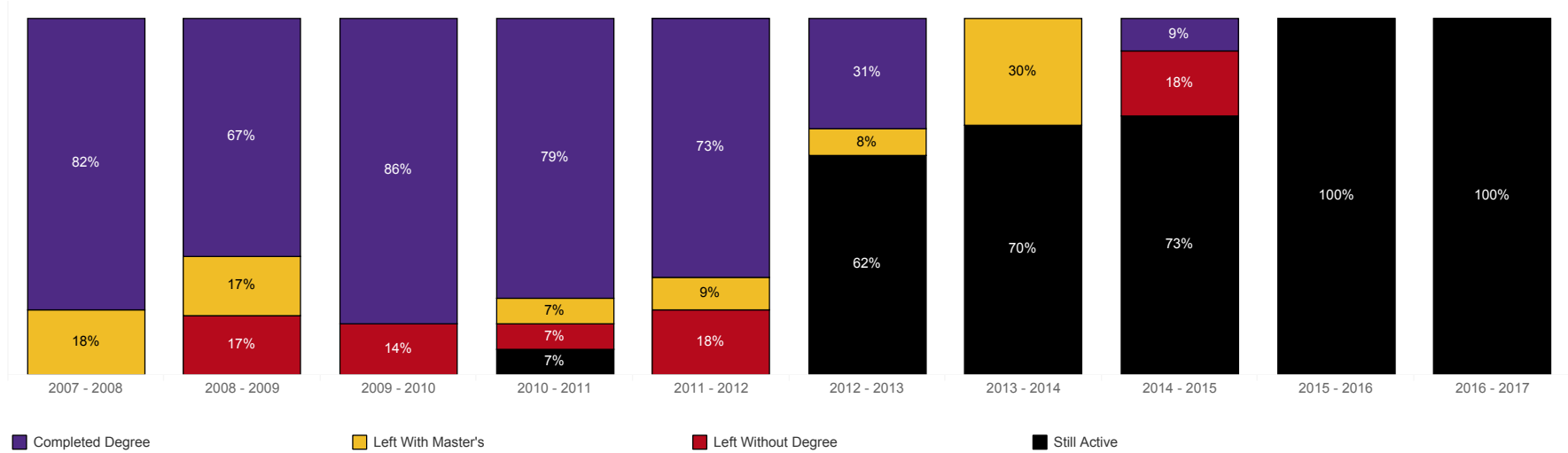
#### Attrition Timing for PSME; Matriculating Summer '06 to Spring '15

	Early Attrition (Years 1-3)	Late Attrition (Years 4+)
URM	85%	15%
Non-URM	89%	12%

## Academic Outcomes

	2007 - 2008	2008 - 2009	2009 - 2010	2010 - 2011	2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017
Enrolling	11	12	7	14	11	13	10	11	12	12
Completed Degree	9	8	6	11	8	4	0	1	0	0
Left With Master's	2	2	0	1	1	1	3	0	0	0
Left Without Degree	0	2	1	1	2	0	0	2	0	0
Still Active	0	0	0	1	0	8	7	8	12	12

Academic Outcomes by Admitted Year



	2007 - 2008	2008 - 2009	2009 - 2010	2010 - 2011	2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017	Average
Graduates	5	5	7	2	12	8	7	4	11	12	7
Percent of Graduates with Placement Info	100%	80%	86%	100%	100%	100%	71%	100%	91%	100%	93%
Grads Average Time to Degree in Years	4.85	5.60	5.43	5.50	5.32	5.13	5.39	4.81	5.39	5.13	5.25
Grads Median Time to Degree in Years	4.75	5.75	5.00	5.50	5.75	4.88	5.75	4.75	5.75	5.13	5.30

### **Possible Career Sectors/Industries**

Academia  
 Advertising, Marketing, & Public Relations  
 Arts  
 Communication & Media  
 Computer Science, Information, & Internet Technology  
 Consulting  
 Consumer Products & Retail  
 Energy & Sustainability  
 Engineering, Manufacturing, & Transportation  
 Farm, Fish, & Food Manufacturing & Distribution  
 Finance  
 Government & Public Policy  
 Healthcare, Medical Devices & Services, & Pharmaceuticals  
 Law  
 Nonprofit  
 Publishing  
 Teaching & Educational Institutions

### **Category Definitions**

Career Sector/Industry - Refers to the primary purpose of the organization (e.g. an engineer working for an energy company would indicate "Energy and Sustainability," not "Engineering").

Position Type - Refers to the day-to-day work of the graduate (e.g. working in Information Technology at a law firm).

Organization - Name of employer

Placement information is captured by the TGS Career Outcomes Database using graduate responses from the Exit Survey and Survey of Earned Doctorates, and updated with the help of faculty and staff after each graduation. The database is intended to capture all first placement information, as well as subsequent placements since graduation. This summary presents the placement information TGS has captured on graduates' placements, including temporary positions, and a section on most recent placements.

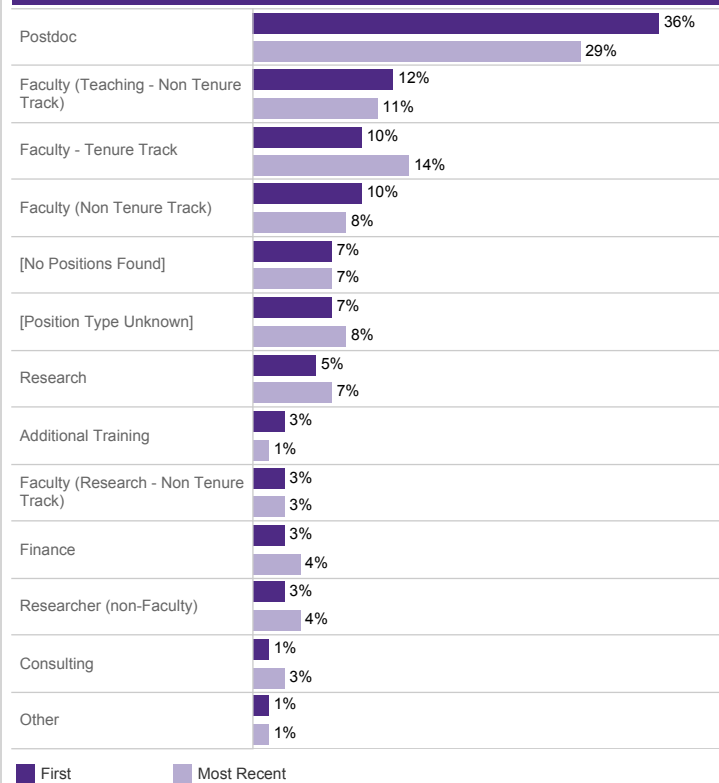
### **Possible Position Types**

Additional Training  
 Administration  
 Consulting  
 Counseling  
 Design  
 Development  
 Education  
 Engineering  
 Faculty  
 Finance  
 Information Technology  
 Medical Professional  
 Postdoc  
 Practice/Performance  
 Purchasing  
 Research  
 Sales  
 Student  
 Teaching  
 Writing/Creative

### Placement Sectors

	First	Most Recent
Academia	54	50
Finance	4	5
Computer Science, Information, & Internet Technology	2	3
Energy & Sustainability	2	1
Consulting	1	2
Government & Public Policy	1	1
Nonprofit	1	1
Teaching & Educational Institutions	1	0
Engineering, Manufacturing, & Transportation	0	1

### Position Type



■ First    ■ Most Recent