

# 2025 ALUMNI ENGAGEMENT



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*Pitcure credit: UT Chattanooga*

# EXECUTIVE SUMMARY



The data presented in this engagement report were collected from our wonderful alumni network in early 2025. All data here were collected in response to direct appeals to our alumni email network and our private UTC I-O LinkedIn group that now includes nearly 450 students, alumni, and close friends of the UTC I-O program. We summarize here the responses of 97 UTC I-O alumni and hope this will inspire you and encourage you all to stay engaged as alumni in the future.

Most respondents identified as female (74.2%); the rest identified as male (25.8%). 34% of respondents still live in Chattanooga and another 53% live in the broader southeast region of the United States.

Regarding salary, 88.2% of alumni make \$70,000 or above a year with 61.3% making \$100,000 or more. Among respondents, 78.9% feel their salary is a fair representation of their skills, effort, and contributions to their company. Similarly, 83.3% of respondents feel that their total rewards package (including benefits, compensation, and other rewards or perks) is appropriate for their position and the type of work they do.



# EXECUTIVE SUMMARY (CONTINUED)



Notably, 98.9% of respondents reported that the UTC I-O program prepared them well for their work. Additionally, the majority of respondents (91.3%) reported feeling connected to the UTC I-O program. Most alumni respondents are actively working in an I-O related field/role (86.9%). On average, our alumni found their work inspiring (77.2%), immersive (86.9%), highly meaningful (84.7%) and purposeful, with an overwhelming sense of satisfaction (95.6%).

This engagement report provides a glimpse of our expansive and growing alumni network. Our current faculty and current students deeply appreciate the ongoing engagement of our alumni, and we all look forward to continuing to grow and develop this network in the future.





## NOTE TO OUR ALUMNI

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Thank you for your continued engagement and support as a member of the UTC I-O Psychology alumni. The response rate to this alumni engagement survey was relatively low ( $N = 97$ ), an improvement over our previous survey, but still a snapshot of our overall alumni population. This report thus provides a snapshot of how our alumni are doing. Hopefully you will consider responding to future alumni engagement surveys so we can have an even more complete understanding of how our UTC I-O Nation is doing out there.

## METHOD

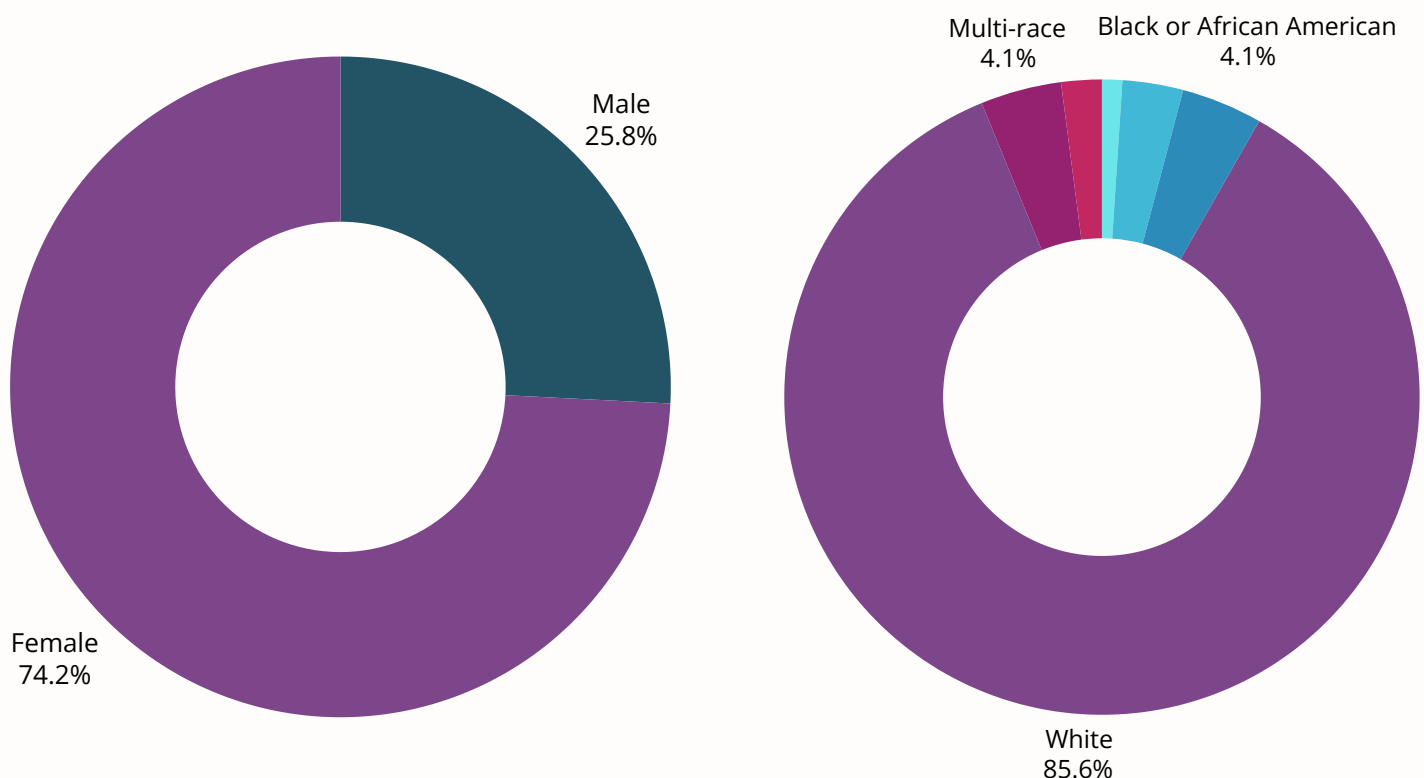
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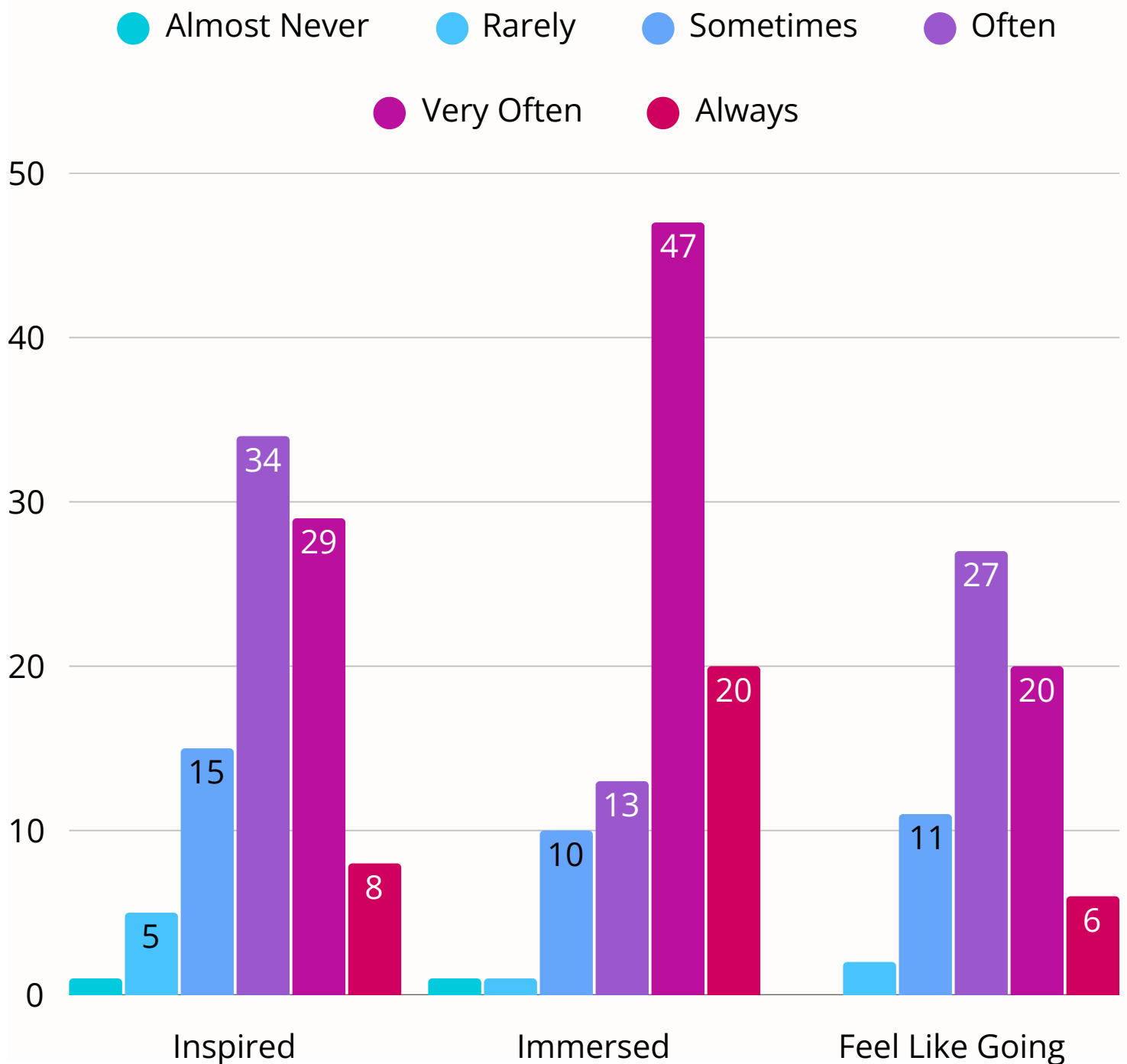
The alumni interest and engagement survey was administered to all UTC I-O Psychology alumni through direct appeals via email and via messages on the UTC I-O private LinkedIn site, which has nearly 450 members. Multiple reminders were also distributed. This survey also included items that facilitate our ongoing alumni mentorship of second year students.

## ALUMNI OVERVIEW

## DEMOGRAPHICS

Our responding alumni mainly identified as female (74.2%). Most respondents also identified as White (85.6%), with fewer respondents identifying as Asian (3.1%), Multiracial (4.1%), Black or African American (4.1%), or other (2.1%). We understand the importance of diversity within our program and alumni network, and we are actively taking steps to improve our recruitment and retention of minority students. We invite you to support these efforts by mentoring young talent, especially from underrepresented groups, who may be interested in pursuing graduate education in this field. Your guidance can make a significant difference in their journey, and we appreciate your commitment to creating a more inclusive community.

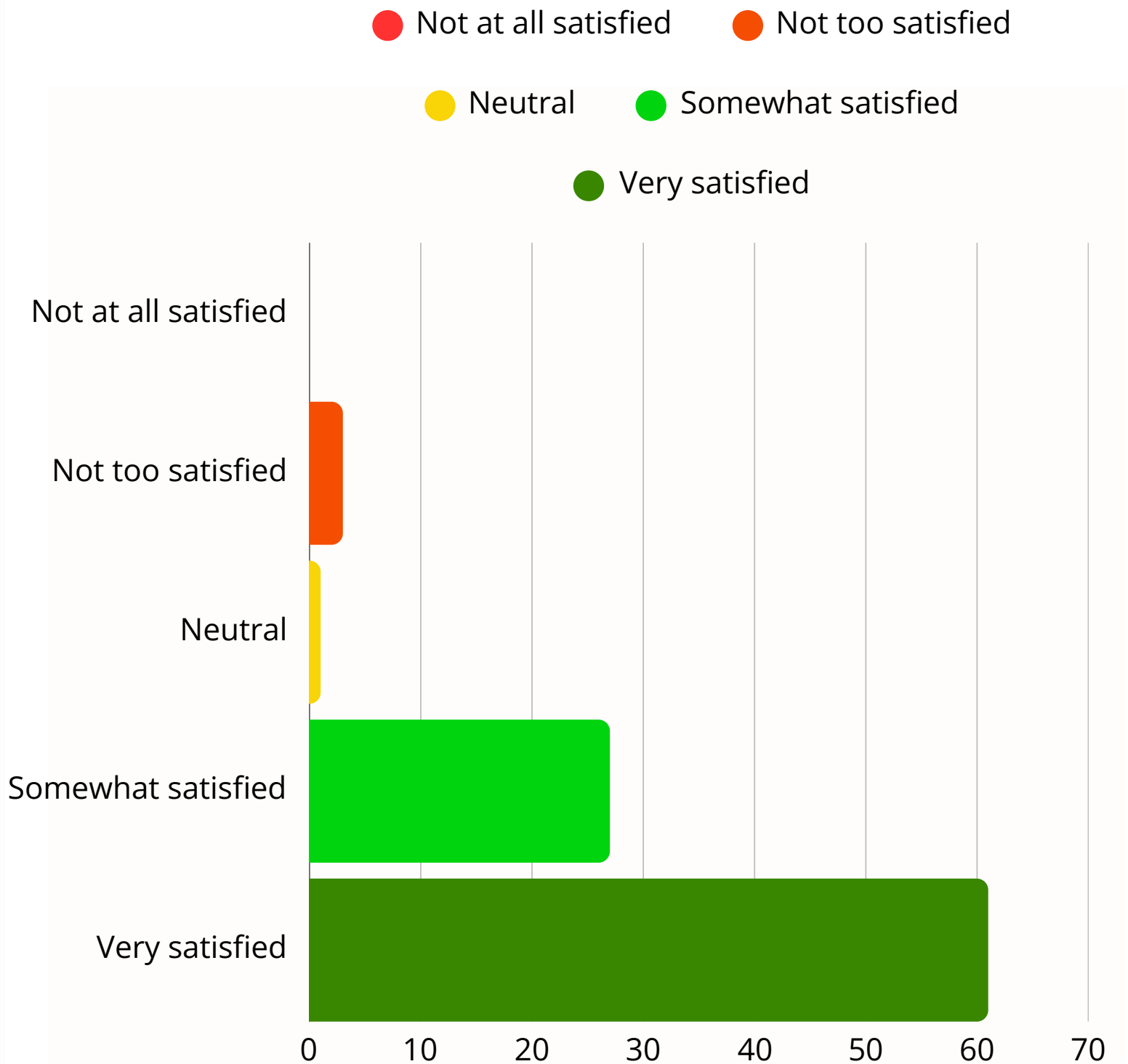




# WORK ENGAGEMENT

Work engagement was measured with items from the NIOSH WellBQ assessment. Questions included: "My work inspires me", "I am immersed in my work", and "When I get up in the morning, I feel like going to work". Our alumni respondents reported that they very often feel inspired by their work and typically felt like going to work in the mornings. Our respondents also reported that they very often feel immersed in their work.





# JOB SATISFACTION

On average, our alumni respondents are *very satisfied* with their jobs/work.



Alumni overview

# MEANING AND PURPOSE

**92.4%**

of alumni respondents  
say their UTC I-O  
education enabled  
them to contribute to  
their organization in  
personally meaningful  
ways



**84.8%**

of alumni  
respondents feel  
that the work they  
do serves a  
greater purpose



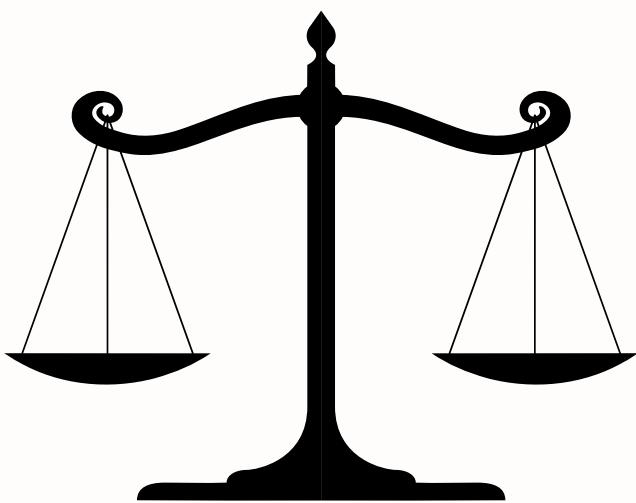


Alumni overview

# MANAGEMENT OF WORK AND PERSONAL DEMANDS

**81.5%**

of alumni respondents believe they do well in achieving harmony across their work and personal roles.



## By Work Arrangement

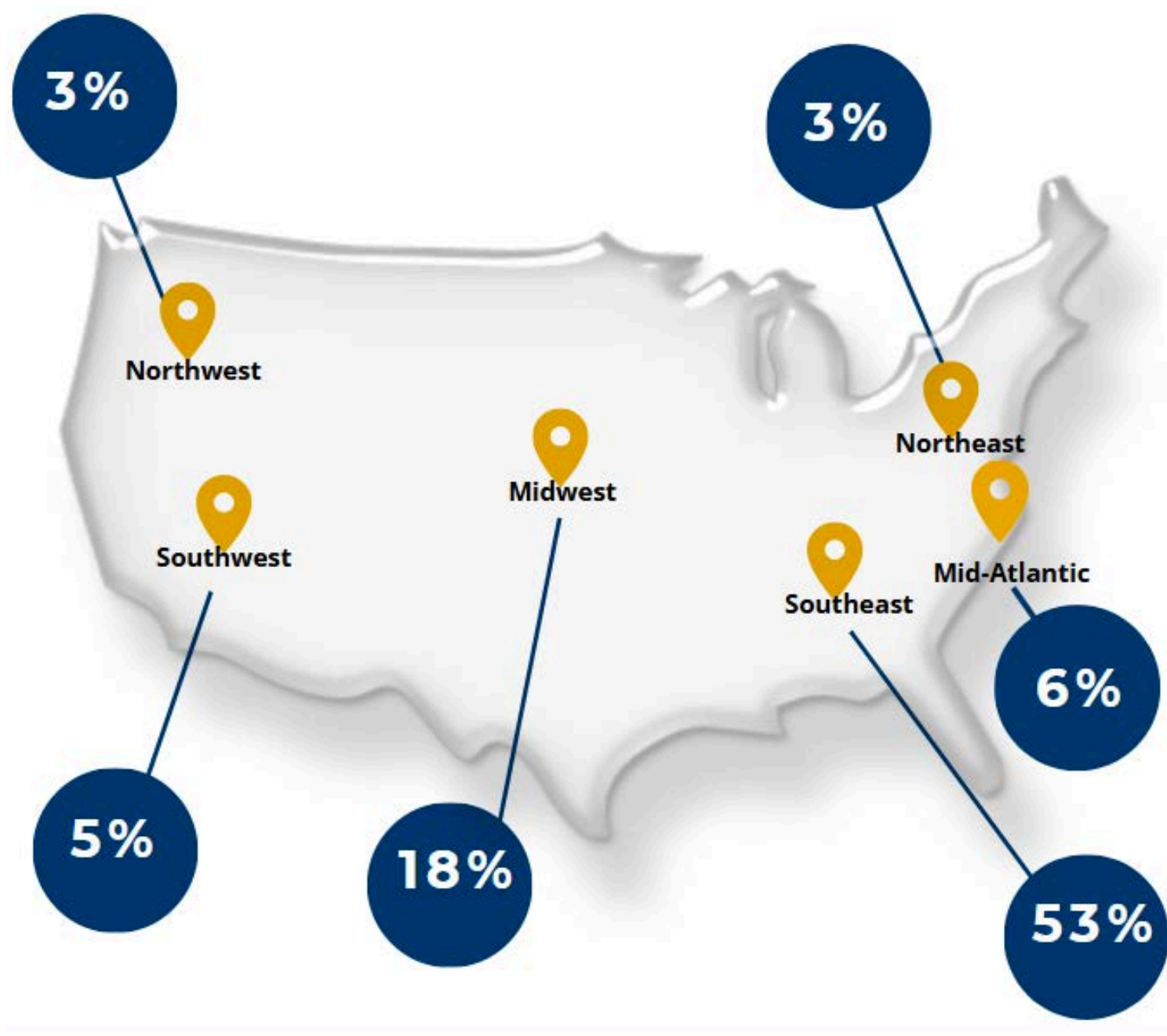
To better understand alumni work-life harmony, we calculated the percentage of respondents within each work modality who reported managing work and personal demands “well”:

**Remote: 82.4%**

**Hybrid: 75.6%**

**In-Person: 73.7%**

(Based on a within-group calculation)



## WHERE IS THE UTC I-O NATION?

34% of alumni respondents were currently living and/or working in the Chattanooga area; 65.9% currently live and/or work outside of the Chattanooga area. The top regions to live and/or work include the Southeast (53.0%) and the Midwest (18.2%). Other regions include the Northeast (3.0%), Southwest (4.6%), Northwest (3.0%), and Mid-Atlantic (6.1%).

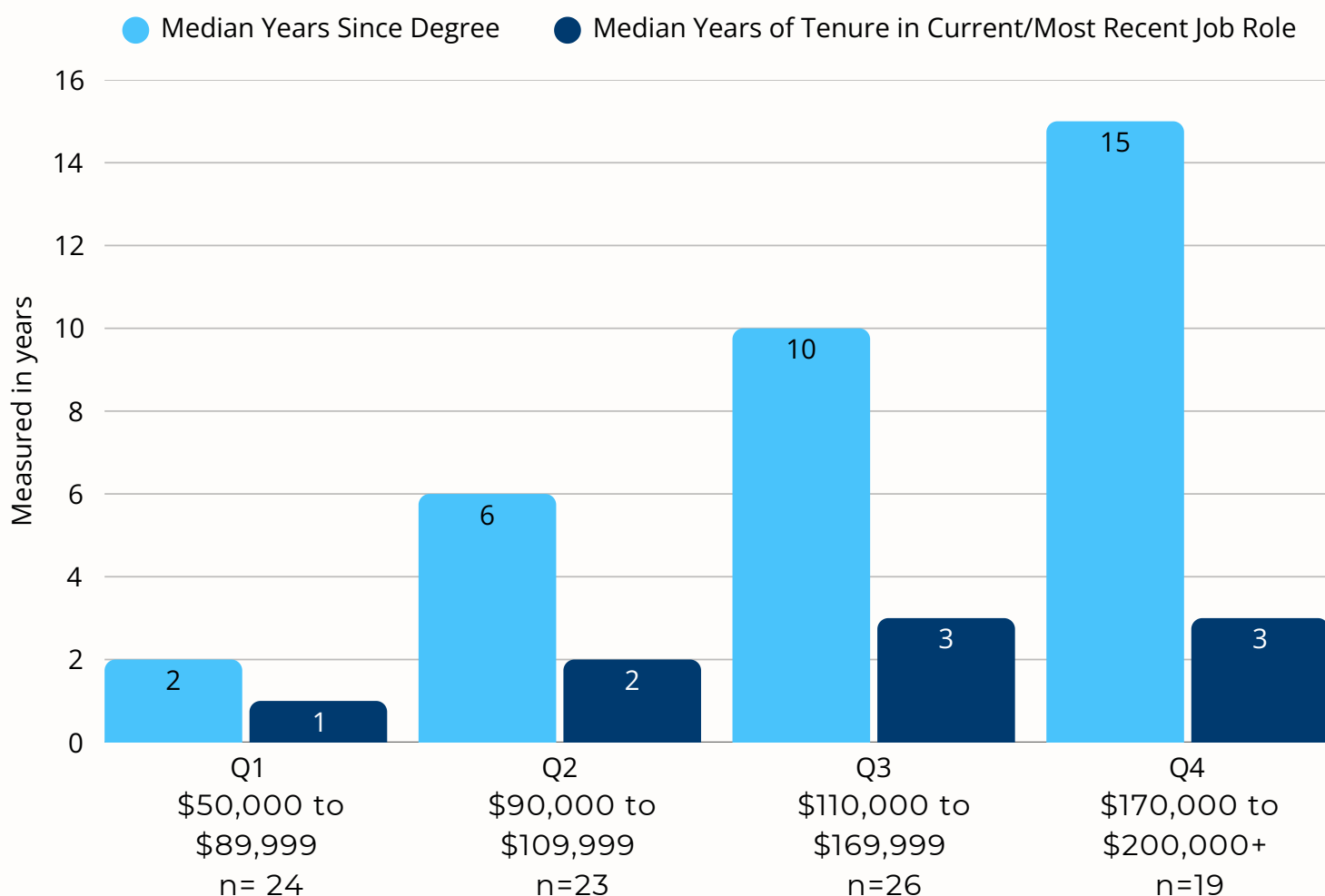
## Alumni overview

# SALARY REPORT

**88.7% of alumni respondents reported an annual salary of \$70,000+ and 61.3% reported an annual salary of \$100,000+. The figure below shows how program alumni salaries align with years of experience (grouped by salary quartile).**

## 35.5%

*earning  
\$150,000 or  
more per year.*



The median salary among alumni respondents was \$110,000-\$119,000 per year, with median tenure of 4 years.

Alumni overview

# SALARY COMPARISON

This table compares the median salaries of UTC’s I-O Psychology alumni to national benchmarks from the 2022 SIOP Practitioner Salary Survey. The table shows how alumni salaries compare across different career stages.

## Key Takeaway

*Alumni salaries consistently meet or exceed national salary benchmarks, highlighting the value of a UTC I-O degree.*

Years Since Degree	Alumni Median Salary Range	Alumni n	SIOP Median Salary	SIOP n
<2 years	\$70,000 to \$79,999	10	\$65,000	17
2–4 years	\$80,000 to \$89,999	15	\$88,000	71
5–9 years	\$105,999 to \$115,999	22	\$102,000	76
10–14 years	\$160,000 to \$169,999	18	\$120,750	31
15–19 years	\$200,000+	10	\$153,636	20
20–24 years	\$105,999 to \$115,999	10	\$160,000	11
25+ years	\$150,000 to \$159,999	8	-	*not sufficient

\*SIOP’s report did not include salary data for the 25+ years group due to insufficient sample size.  
\*All salary figures shown represent median values.

SIOP salary data was sourced from the 2022 Practitioner Income & Employment Report, specifically from the table reporting base salaries by years since earning a Master’s degree.





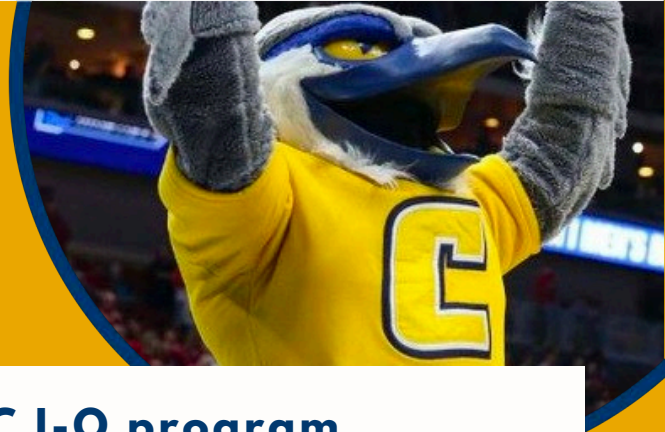
**91%**

**of alumni respondents feel  
connected to UTC's I-O  
Psychology program**

**82%**

**of alumni respondents feel  
connected to UTC**

## Alumni overview



# ADDITIONAL STATS

- **99% of alumni felt that the UTC I-O program prepared them for their current work in some way.**
- **98.9% of alumni are currently employed in a full-time position.**
- **86.9% of alumni are working in an I-O role or I-O related field.**
- **35.1% of alumni are working remote, 42.3% are working hybrid, 19.6% are working fully in-person, and 3.1% selected other and was explained to be remote with occasional travel.**

**Alumni from the program are working in a diverse range of roles.**

**The top industries are:**

- **Manufacturing (13.5%)**
- **Higher Education (11.5%)**
- **Retail (11.5%)**
- **Business Services (10.4%)**
- **Other (mix of healthcare, government, insurance, etc) (20.8%)**

**The most common job functions are:**

- **Consulting (12.4%)**
- **Data analytics (10.3%)**
- **Talent and Development (10.3%)**
- **Organizational development (9.3%)**
- **Academia (9.3%)**
- **General HR (9.3%)**

# *Save the Date!*

**Our 21st annual River Cities Industrial-Organizational (RCIO) Psychology conference will be held November 7th and 8th, 2025 at UTC. This year we will be exploring topics related to the theme of “Optimizing human performance in an era of AI and digital monitoring”. If you are interested in supporting this conference series as a sponsor, please contact the conference chair, Dr. Chris Cunningham (chris-cunningham@utc.edu)**



**FOR MORE INFORMATION, PLEASE VISIT  
[HTTPS://WWW.UTC.EDU/ARTS-AND-SCIENCES/PSYCHOLOGY/RCIO](https://www.utc.edu/arts-and-sciences/psychology/rcio)**

Alumni overview

# DONATIONS & SUPPORT

***Interested in supporting the UTC I-O Psychology Program?*** You can contact the graduate program director, Dr. Chris Cunningham (chris-cunningham@utc.edu), the UTC Office of Development and Alumni Affairs (at 423-425- 4232), or by clicking on this link, selecting "Psychology Gift Fund" in the searchable dropdown menu and then entering a note in the additional comments box (at the bottom) to apply your donation to the UTC I-O Psychology Program in general, the Biderman-Ourth Scholarship Fund, or the RCIO Conference Series account. Thank you in advance for giving back and ensuring the continued strength of this program!



***Two current students Karli Guice (left) and Cari Beth Walker (right) at SIOP 2024***





**Thank you for reading this year's alumni engagement report. If you have any questions or would like to get more involved with the program in some way, please contact the current graduate program director, Dr. Chris Cunningham ([Chris-Cunningham@utc.edu](mailto:Chris-Cunningham@utc.edu)).**



*Our first and second year students at CHAIOP's kick-off potluck for the 2024-2025 school year*