



**Central Michigan University**  
**First Destination Survey**  
**2016- 2017 Graduates**

**Office of Institutional Research and Planning**  
**Central Michigan University**  
**December 2017**

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**Summary:**

The information contained in this document summarizes the data collected from those undergraduate students who graduated from Central Michigan University in August 2016, December 2016, and May 2017. These three groups constitute a total of 3,638 graduates. Of these graduates, 1,004 completed the First-Destination Survey online, resulting in a response rate of 28% of the graduating class. The respondents had a higher GPA than the graduating population (3.26 vs. 3.19) and consisted of more females (65.1% vs. 56.5%). There were no significant differences in race/ethnicity between the respondents and the graduating population. Based on the results of the survey, 73.4% of respondents are employed either full- or part-time six months after graduating from CMU, while an additional 16% chose to continue their education.

**Demographics: Response Rates by GPA, Gender, and Race/Ethnicity**

	Graduates		Online Respondents		Difference
Total n	3638		1004		1630
Mean <sup>1</sup>	3.19		3.26		-.07
SD	.440		.443		-.003
Male <sup>2</sup>	1582	43.5%	350	34.9%	8.7%
Female	2056	56.5%	654	65.1%	-8.6%
Nonresident alien <sup>3</sup>	67	1.8%	18	1.8%	0.0%
Hispanic/Latino	129	3.5%	36	3.6%	-0.1%
American Indian or Alaska Native	27	0.7%	9	0.9%	-0.2%
Asian	29	0.8%	5	0.5%	0.3%
Black or African American	247	6.8%	75	7.5%	-0.7%
Native Hawaiian or Other Pacific Islander	1	0.0%	0	0.0%	0.0%
White	2939	80.8%	813	81.0%	-0.2%
Two or more races	77	2.1%	21	2.1%	0.0%
Race and ethnicity unknown	122	3.4%	27	2.7%	0.7%

*Note:* “Difference” is the difference in Graduates (minus respondents) - Online Respondents. Percentages describe the proportion of people within the group (column) that graduated from the given group (row).

<sup>1</sup> There was a significant effect of GPA,  $t(4640) = -4.374, p < .001, 95\% \text{ CI } [-.100, -.038]$

<sup>2</sup> There was a significant effect of gender,  $\chi^2(1, N = 4642) = 24.090, p < .001$

<sup>3</sup> There was not a significant effect of race/ethnicity,  $\chi^2(8, N = 4642) = 3.105, p = .928$

## Demographics: Response Rates by College and Department

Department	Graduates		Online Respondents		Difference
Business Administration	731	20.1%	166	16.5%	3.6%
Communication and Fine Arts	403	11.1%	103	10.3%	0.8%
Education and Human Services	480	13.2%	134	13.3%	-0.1%
Global Campus	299	8.2%	113	11.3%	-3.1%
H.H. & G.A. Dow College of Health Professions	475	13.1%	140	13.9%	-0.8%
Humanities and Social & Behavioral Sciences	663	18.2%	175	17.4%	0.8%
Science and Engineering	585	16.1%	173	17.2%	-1.1%
Accounting, School of	98	2.7%	27	2.7%	0.0%
Art and Design	48	1.3%	8	0.8%	0.5%
Biology	180	4.9%	52	5.2%	-0.3%
Broadcast and Cinematic Arts, School of	98	2.7%	24	2.4%	0.3%
Business Information Systems	53	1.5%	19	1.9%	-0.4%
Chemistry and Biochemistry	37	1.0%	11	1.1%	-0.1%
Communication and Dramatic Arts	62	1.7%	13	1.3%	0.4%
Communication Sciences and Disorders	72	2.0%	33	3.3%	-1.3%
Computer Science	85	2.3%	22	2.2%	0.1%
Counseling and Special Education	49	1.3%	14	1.4%	-0.1%
Earth and Atmospheric Sciences	24	0.7%	6	0.6%	0.1%
Economics	17	0.5%	5	0.5%	0.0%
Engineering and Technology, School of	120	3.3%	42	4.2%	-0.9%
English Language and Literature	50	1.4%	17	1.7%	-0.3%
Entrepreneurship	104	2.9%	23	2.3%	0.6%
Finance and Law	80	2.2%	13	1.3%	0.9%
Geography	26	0.7%	5	0.5%	0.2%
Global Campus	299	8.2%	113	11.3%	-3.1%

Department	Graduates		Online Respondents		Difference
Health Sciences, School of	285	7.8%	82	8.2%	-0.4%
History	41	1.1%	5	0.5%	0.6%
Human Environmental Studies	270	7.4%	71	7.1%	0.3%
Interdepartmental	49	1.3%	12	1.2%	0.1%
Interdisciplinary	220	6.0%	62	6.2%	-0.2%
Journalism	63	1.7%	15	1.5%	0.2%
Management	112	3.1%	21	2.1%	1.0%
Marketing and Hospitality Services Administration	218	6.0%	46	4.6%	1.4%
Mathematics	66	1.8%	18	1.8%	0.0%
Music, School of	49	1.3%	23	2.3%	-1.0%
Philosophy and Religion	5	0.1%	1	0.1%	0.0%
Physical Education and Sport	98	2.7%	20	2.0%	0.7%
Physics	5	0.1%	3	0.3%	-0.2%
Political Science and Public Administration	56	1.5%	12	1.2%	0.3%
Psychology	229	6.3%	67	6.7%	-0.4%
Recreation, Parks and Leisure Services Administration	155	4.3%	49	4.9%	-0.6%
RMS - Athletic Training Program	20	0.5%	5	0.5%	0.0%
Sociology, Anthropology and Social Work	180	4.9%	39	3.9%	1.0%
World Languages and Cultures	15	0.4%	6	0.6%	-0.2%

*Note:* “Difference” is the difference in Graduates (minus respondents) - Online Respondents. Percentages describe the proportion of people within the group (column) that graduated from the given group (row).

**Question 1: What is your employment status?**

	CBA		CCFA		CEHS		CHP		CHSBS		CS&E		GC		Total
Employed full-time	135	81%	59	57%	103	77%	59	42%	83	47%	105	61%	81	72%	625
Employed part-time	10	6%	18	18%	13	10%	13	9%	25	14%	10	6%	6	5%	95
Volunteer or Service program	0	0%	0	0%	1	1%	0	0%	0	0%	1	1%	1	1%	3
Self-Employed	3	2%	1	1%	0	0%	0	0%	1	1%	1	1%	3	3%	9
Student	8	5%	12	12%	13	10%	54	39%	31	18%	31	18%	11	10%	160
Planning to Continue Education	0	0%	2	2%	1	1%	7	5%	10	6%	4	2%	1	1%	25
Military	1	1%	0	0%	0	0%	0	0%	2	1%	2	1%	0	0%	5
Not Employed (Seeking Employment)	9	5%	9	9%	3	2%	6	4%	23	13%	18	10%	8	7%	76
Not Employed (not Seeking Employment)	0	0%	2	2%	0	0%	1	1%	0	0%	1	1%	2	2%	6
<b>Total</b>	166		103		134		140		175		173		113 72%		1004

*Note:* Percentages describe the proportion of people within the group (column) that selected the given option (row).

**Question 2: How satisfied are you with your current employment status?**

	CBA		CCFA		CEHS		CHP		CHSBS		CS&E		GC		Total
Extremely Dissatisfied	9	6%	13	14%	7	6%	5	4%	16	11%	12	8%	11	12%	73
Somewhat Dissatisfied	10	7%	11	12%	11	9%	16	13%	30	20%	19	13%	6	7%	103
Neutral	10	7%	16	18%	8	7%	30	24%	21	14%	11	7%	12	13%	108
Somewhat Satisfied	54	37%	26	29%	38	32%	31	25%	45	30%	52	35%	25	28%	271
Extremely Satisfied	63	43%	25	28%	55	46%	44	35%	40	26%	55	37%	36	40%	318
<b>Total</b>	146		91		119		126		152		149		90		873

*Note:* Percentages describe the proportion of people within the group (column) that selected the given option (row).

**Question 3: If your primary status is employed full time or employed part time please select the category which BEST describes your employment:**

	Count	Percent
Employed as an entrepreneur	21	3.6%
Employed in a temporary/contract work assignment	91	15.4%
Employed freelance	8	1.4%
Employed in a postgraduate internship or fellowship	19	3.2%
Employed in all other work categories	452	76.5%
Total	591	100%



**Question 4: Which category best describes the type of organization in which you currently work?**

	CBA		CCFA		CEHS		CHP		CHSBS		CS&E		GC		Total	
Education (K-12)	0	0.0%	7	10.4%	33	35.5%	4	6.8%	22	22.9%	16	16.0%	5	7.0%	87	14.4%
Education (post-secondary)	1	0.9%	0	0.0%	1	1.1%	2	3.4%	2	2.1%	4	4.0%	1	1.4%	11	1.8%
Finance, insurance, or real estate	25	21.4%	5	7.5%	1	1.1%	2	3.4%	1	1.0%	1	1.0%	6	8.5%	41	6.8%
Government (including law enforcement and military)	5	4.3%	1	1.5%	3	3.2%	1	1.7%	10	10.4%	6	6.0%	12	16.9%	38	6.3%
Guest services (e.g., lodging, restaurants)	5	4.3%	2	3.0%	2	2.2%	6	10.2%	7	7.3%	0	0.0%	0	0.0%	22	3.6%
Healthcare	2	1.7%	1	1.5%	12	12.9%	27	45.8%	11	11.5%	12	12.0%	12	16.9%	77	12.8%
Manufacturing	11	9.4%	0	0.0%	0	0.0%	1	1.7%	0	0.0%	5	5.0%	5	7.0%	22	3.6%
Media (e.g., television, arts, broadcasting)	0	0.0%	21	31.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.4%	22	3.6%
Professional or business services	33	28.2%	6	9.0%	4	4.3%	1	1.7%	7	7.3%	2	2.0%	11	15.5%	64	10.6%
Sales	12	10.3%	5	7.5%	3	3.2%	4	6.8%	7	7.3%	6	6.0%	1	1.4%	38	6.3%
Science and technology (e.g., engineering, programming)	11	9.4%	2	3.0%	0	0.0%	0	0.0%	0	0.0%	39	39.0%	3	4.2%	55	9.1%
Social services / non-profit	1	0.9%	2	3.0%	13	14.0%	3	5.1%	23	24.0%	1	1.0%	3	4.2%	46	7.6%
Transportation / public utilities	1	0.9%	0	0.0%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	2	2.8%	4	0.7%
Other	10	8.5%	15	22.4%	21	22.6%	8	13.6%	5	5.2%	8	8.0%	9	12.7%	76	12.6%
Total	117		67		93		59		96		100		71		603	

*Note:* Percentages describe the proportion of people within the group (column) that selected the given option (row). ‘Other’ responses may be found in Appendix A.

**Question 5: What was the required level of education to obtain your current position?**

	CBA		CCFA		CEHS		CHP		CHSBS		CS&E		GC		Total	
Some high school	2	1.7%	4	6.0%	1	1.1%	2	3.4%	4	4.2%	3	3.0%	0	0.0%	16	2.7%
High school diploma	10	8.5%	6	9.0%	8	8.5%	10	17.2%	29	30.2%	11	11.1%	20	28.6%	94	15.6%
Some college	4	3.4%	4	6.0%	7	7.4%	2	3.4%	13	13.5%	5	5.1%	5	7.1%	40	6.7%
Associate's degree	3	2.6%	1	1.5%	3	3.2%	4	6.9%	0	0.0%	4	4.0%	13	18.6%	28	4.7%
Bachelor's degree	95	81.2%	45	67.2%	73	77.7%	37	63.8%	47	49.0%	74	74.7%	27	38.6%	398	66.2%
Graduate or professional degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.4%	1	0.2%
None	3	2.6%	7	10.4%	2	2.1%	3	5.2%	3	3.1%	2	2.0%	4	5.7%	24	4.0%
Total	117		67		94		58		96		99		70		601	

*Note:* Percentages describe the proportion of people within the group (column) that selected the given option (row).

**Question 6: How satisfied are you with your current position?**

	CBA	CCFA	CEHS	CHP	CHSBS	CS&E	GC	Total
Extremely Dissatisfied	6 5.2%	4 6.0%	4 4.3%	2 3.5%	8 8.3%	2 2.0%	3 4.2%	29 4.8%
Somewhat Dissatisfied	8 6.9%	11 16.4%	5 5.4%	9 15.8%	16 16.7%	15 15.2%	5 7.0%	69 11.5%
Neutral	7 6.0%	6 9.0%	4 4.3%	8 14.0%	12 12.5%	7 7.1%	7 9.9%	51 8.5%
Somewhat Satisfied	41 35.3%	23 34.3%	41 44.1%	17 29.8%	38 39.6%	32 32.3%	29 40.8%	221 36.9%
Extremely Satisfied	54 46.6%	23 34.3%	39 41.9%	21 36.8%	22 22.9%	43 43.4%	27 38.0%	229 38.2%
Total	116	67	93	57	96	99	71	599

*Note:* Percentages describe the proportion of people within the group (column) that selected the given option (row).

**Question 7: How closely does your academic major at CMU relate to your current position?**

	CBA	CCFA	CEHS	CHP	CHSBS	CS&E	GC	Total
Not at all related	9 7.8%	14 21.2%	4 4.4%	12 21.1%	25 26.3%	11 11.1%	16 22.5%	91 15.3%
Slightly related	15 12.9%	6 9.1%	4 4.4%	6 10.5%	10 10.5%	12 12.1%	6 8.5%	59 9.9%
Somewhat related	15 12.9%	4 6.1%	7 7.7%	3 5.3%	10 10.5%	9 9.1%	16 22.5%	64 10.8%
Moderately related	30 25.9%	13 19.7%	18 19.8%	14 24.6%	15 15.8%	19 19.2%	20 28.2%	129 21.7%
Extremely related	47 40.5%	29 43.9%	58 63.7%	22 38.6%	35 36.8%	48 48.5%	13 18.3%	252 42.4%
Total	116	66	91	57	95	99	71	595

*Note:* Percentages describe the proportion of people within the group (column) that selected the given option (row).

**Question 8A: What is the main reason you are not working in a field related to your major at CMU?**

	Count	
Never planned to work in my field	5	5.5%
Developed a new career interest	5	5.5%
Desired higher pay	3	3.3%
Could not find a suitable job related to my major	45	49.5%
Would have to relocate for a job in my field	7	7.7%
Desired increased opportunity for advancement	2	2.2%
Have not obtained required license, registration, or certification for my field	7	7.7%
Other	17	18.7%
Total	91	

**Question 8b:** “Other” responses are included in the Chart below:

	Frequency	Percent
	1	5.9%
Already had a full time job	1	5.9%
Career switch, searching for a sales position	1	5.9%
Going back to school	1	5.9%
Got my degree to move up in my current employer	1	5.9%
Have been employed at General Motors as a skilled tradesman for thirty three years	1	5.9%
have yet to hear back from government agencies I have applied to	1	5.9%
I already had this job before I graduated, but I cannot find a job in my major, or one in general that pays more than \$12.00.	1	5.9%
I have my job before I received my Degree	1	5.9%
I was in my current position before graduation and Medical issues arose with my daughter post graduation which has not allowed for me to change my career path at the moment	1	5.9%
I was just certified and technically work contingently in major field	1	5.9%
Need experience	1	5.9%
Quality opportunity	1	5.9%
Scheduling conflicts and family concerns	1	5.9%
Still applying	1	5.9%
Still looking for a job in my field	1	5.9%
Still searching for Job in my field	1	5.9%
Total	17	100.0%

**Question 9: Based on your academic major at CMU, how prepared were you for your current position?**

- This question appeared only for those who indicated employment in Question 1.

	CBA		CCFA		CEHS		CHP		CHSBS		CS&E		GC		Total	
Not at all prepared	0	0.0%	6	9.2%	4	4.4%	0	0.0%	6	6.5%	4	4.0%	1	1.5%	21	3.6%
Slightly prepared	6	5.2%	4	6.2%	4	4.4%	3	5.4%	8	8.6%	11	11.1%	5	7.5%	41	7.0%
Somewhat prepared	22	19.1%	10	15.4%	8	8.8%	11	19.6%	17	18.3%	20	20.2%	12	17.9%	100	17.1%
Moderately prepared	56	48.7%	24	36.9%	37	40.7%	23	41.1%	36	38.7%	41	41.4%	21	31.3%	238	40.6%
Extremely prepared	31	27.0%	21	32.3%	38	41.8%	19	33.9%	26	28.0%	23	23.2%	28	41.8%	186	31.7%
Total	115		65		91		56		93		99		67		586	

*Note:* Percentages describe the proportion of people within the group (column) that selected the given option (row).

**Question 10: How important are the following skills to performing your current job successfully?**

- This question appeared only for those who indicated employment in Question 1.

	Not at all important		Slightly important		Somewhat important		Moderately important		Extremely important		Total
Verbal communication	3	0.5%	0	0.0%	19	3.3 %	65	11.4%	483	84.7%	570
Written communication	12	2.1%	32	5.6%	58	10.2%	150	26.4%	317	55.7%	569
Math / statistics	79	13.9%	134	23.6%	141	24.8%	131	23.1%	83	14.6%	568
Information gathering	15	2.6%	21	3.7%	53	9.3%	139	24.4%	341	59.9%	569
Critical thinking	12	2.1%	21	3.7%	46	8.1%	119	20.9%	372	65.3%	570
Using computer technology	18	3.2%	34	6.0%	64	11.2%	136	23.9%	318	55.8%	570
Leadership	19	3.3%	37	6.5%	92	16.1%	140	24.6%	282	49.5%	570
Planning and organizing	8	1.4%	20	3.5%	44	7.7%	124	21.8%	374	64.6%	570
Interpersonal skills	1	0.2%	9	1.6%	40	7.0%	109	19.2%	410	72.1%	569

*Note:* Percentages describe the proportion of respondents who rated importance for each skill, grouped by rating (e.g., of those 569 respondents who rated Information Gathering, 3.7% rated it as slightly important).

**Question 11: What is your annual income (before taxes) from your primary employment?**

- This question appeared only for those who indicated full-time employment in Question 1. Note that of the 475 respondents, the average annual income reported was \$39,510.00 annually. Additionally, 345 students reported an average end of the year bonus of \$1,169.00.

	CBA		CCFA		CEHS		CHP		CHSBS		CS&E		GC		Total	
Less than \$20,000	5	5.2%	10	18.5%	11	15.9%	9	22.5%	15	20.5%	11	13.9%	5	7.9%	66	13.9%
\$20,000 to \$29,999	9	9.3%	19	35.2%	12	17.4%	7	17.5%	23	31.5%	10	12.7%	4	6.3%	84	17.7%
\$30,000 to \$39,999	16	16.5%	15	27.8%	30	43.5%	16	40.0%	24	32.9%	15	19.0%	11	17.5%	127	26.7%
\$40,000 to \$49,999	21	21.6%	7	13.0%	12	17.4%	3	7.5%	9	12.3%	6	7.6%	8	12.7%	66	13.9%
\$50,000 to \$59,999	26	26.8%	1	1.9%	2	2.9%	4	10.0%	2	2.7%	14	17.7%	7	11.1%	56	11.8%
\$60,000 to \$69,999	13	13.4%	1	1.9%	0	0.0%	0	0.0%	0	0.0%	12	15.2%	9	14.3%	35	7.4%
Over \$70,000	7	7.2%	1	1.9%	2	2.9%	1	2.5%	0	0.0%	11	13.9%	19	30.2%	41	8.6%
Total	97		54		69		40		73		79		63		475	

*Note:* Percentages describe the proportion of people within the group (column) that selected the given option (row).

**Question 12: Where are you currently employed?**

- This question appeared online only for those who indicated employment in Question 1.
- This question was open-ended. For all responses to this question, see Appendix B.



**Question 13: What, if any, further education have you pursued since graduating from CMU?**

	Count	
Graduate degree	137	55.0%
Certification program	22	8.8%
Additional bachelor's degree / course(s)	12	4.8%
Associate's degree	1	0.4%
Job training / professional development program	7	2.8%
Other educational plan	5	2.0%
None of the above	65	26.1%
Total	249	

*Note:* Responses to this question are not mutually exclusive. Respondents selected all that applied to them. Therefore, percentages describe the proportion of responses endorsing an education option compared to the total number of responses.

**Question 14A: What type(s) of degree are you currently pursuing?**

- This question was asked only of those who indicated they were pursuing further education.

	Count	
Professional certificate	16	8.9%
Associate's degree	1	0.6 %
Bachelor's degree	10	5.6%
Master's degree	117	65.4%
Doctoral degree	27	15.1%
Other	8	4.5%
Total	179	

*Note:* Responses to this question are not mutually exclusive. Respondents selected all that applied to them. Therefore, percentages describe the proportion of responses endorsing an education option compared to the total number of responses.

**Question 14b: Do you plan to eventually...**

	Count	
Obtain a graduate or professional degree	450	41.1%
Obtain certification through college course work	73	6.7%
Obtain certification through non-college work	98	8.9%
Obtain another bachelor's degree	29	2.6%
Take additional college courses	100	9.1%
Take professional development courses	219	20.0%
I have no plans to continue my education	127	11.6%
Total	1096	

*Note:* Responses to this question are not mutually exclusive. Respondents selected all that applied to them. Therefore, percentages describe the proportion of responses endorsing an education option compared to the total number of responses.

**Question 15: What specific degree / certification are you currently pursuing?**

- This question was asked only of those who indicated they were pursuing further education.
- This question was open-ended. For all responses to this question, see Appendix C.

**Question 16: How helpful has CMU been in your...**

	Not at all helpful		Slightly helpful		Somewhat helpful		Moderately helpful		Extremely helpful		Total
Intellectual growth	10	1.4%	26	3.6%	82	11.4%	267	37.1%	334	46.5%	719
Personal growth	17	2.4%	41	5.7%	87	12.1%	195	27.1%	379	52.7%	719
Preparation for further education	27	3.8%	57	8.0%	132	18.4%	251	35.1%	249	34.8%	716
Preparation for a career	40	5.6%	57	7.9%	125	17.4%	253	35.3%	242	33.8%	717

*Note:* Percentages describe the proportion of respondents who rated helpfulness for each growth type, grouped by rating (e.g., of those 719 respondents who rated Personal Growth, 27.1% rated it as moderately helpful).

**Question 17: How helpful has CMU been in your development of the following skills?**

	Not at all helpful		Slightly helpful		Somewhat helpful		Moderately helpful		Extremely helpful		Total
Verbal communication	17	2.5%	48	6.9%	94	13.6%	268	38.8%	264	38.2%	691
Written communication	14	2.0%	41	5.9%	110	15.9%	241	34.8%	287	41.4%	693
Math / statistics	70	10.7%	103	15.7%	175	26.7%	185	28.2%	122	18.6%	655
Information gathering	13	1.9%	39	5.6%	118	17.1%	265	38.3%	257	37.1%	692
Critical thinking / Quantitative reasoning	11	1.6%	21	3.0%	89	12.8%	269	38.8%	303	43.7%	693
Using computer technology	38	5.6%	75	11.0%	155	22.8%	210	30.9%	201	29.6%	679
Leadership	31	4.5%	44	6.4%	115	16.7%	215	31.3%	283	41.1%	688
Planning and organizing	24	3.5%	41	5.9%	99	14.3%	233	33.7%	295	42.6%	719
Interpersonal skills	21	3.0%	36	5.2%	97	14.1%	251	36.4%	285	41.3%	690

*Note:* Percentages describe the proportion of respondents who rated helpfulness in development for each skill, grouped by rating (e.g., of those 719 respondents who rated CMU’s helpfulness in the development of planning and organizing skills, 5.9% rated it as slightly helpful).

**Question 18: How satisfied are you with the following at CMU?**

	Extremely dissatisfied		Somewhat dissatisfied		Neutral		Somewhat satisfied		Extremely satisfied		Total
Availability of required courses in your major	16	2.4%	60	9.0%	45	6.7%	270	40.3%	279	41.6%	670
Extent to which coursework prepared you for employment	29	4.5%	77	11.9%	95	14.6%	280	43.1%	168	25.9%	649
Extent to which coursework prepared you for graduate or professional school	14	2.9%	31	6.4%	98	20.2%	181	37.4%	160	33.1	484
Opportunities to participate in internships or practicums	38	6.5%	65	11.1%	96	16.3%	160	27.2%	229	38.9%	588
Teaching ability of faculty	12	1.8%	41	6.2%	75	11.3%	303	45.6%	234	35.2%	665
Professional expertise of faculty	6	0.9%	29	4.4%	53	8.0%	254	38.2%	323	48.6%	665
Ability of faculty to provide academic guidance	14	2.1%	46	6.9%	65	9.8%	250	37.5%	291	43.7%	666
Ability of faculty to provide career guidance	31	4.8%	79	12.3%	86	13.4%	214	33.3%	232	36.1%	642
Ability of career services advisors to provide career guidance	52	9.5%	74	13.6%	108	19.8%	162	29.7%	150	27.5%	546

*Note:* Percentages describe the proportion of respondents who rated satisfaction for each facet, grouped by rating (e.g., of those 665 respondents who rated the Teaching Ability of Faculty, 35.2% were extremely satisfied).

**Question 19: While attending CMU, did you participate in any of the following experiences?**

	<b>CBA</b>	<b>CCFA</b>	<b>CEHS</b>	<b>CHP</b>	<b>CHSBS</b>	<b>CS&amp;E</b>	<b>GC</b>	<b>Total</b>
Campus employment	47 15.4%	46 15.0%	41 13.4%	49 16.0%	49 16.0%	64 20.9%	10 3.3%	306
Capstone course	87 25.1%	51 14.7%	48 13.8%	37 10.7%	51 14.7%	61 17.6%	12 3.5%	347
Clinical work	15 9.6%	10 6.4%	32 20.5%	43 27.6%	24 15.4%	25 16.0%	7 4.5%	156
Co-curricular activities	24 15.8%	37 24.3%	25 16.5%	19 12.5%	16 10.5%	25 16.5%	6 4.0%	152
Fraternity or sorority	36 22.0%	20 12.2%	21 12.8%	32 19.5%	23 14.0%	27 16.5%	5 3.1%	164
Honors thesis	8 9.3%	9 10.5%	8 9.3%	19 22.1%	13 15.1%	22 25.6%	7 8.1%	86
Internship	82 23.0%	48 13.5%	73 20.5%	61 17.1%	38 10.6%	54 15.1%	1 0.3%	357
Intramural sports	43 21.0%	20 9.8%	31 15.1%	42 20.5%	25 12.2%	37 18.1%	7 3.4%	205
Off-campus employment	59 18.4%	37 11.6%	51 15.9%	52 16.3%	49 15.3%	54 16.9%	18 5.6%	320
Research project with a faculty member	18 10.3%	16 9.1%	19 10.9%	31 17.7%	35 20.0%	45 25.7%	11 6.3%	175
Student club / organization	57 16.1%	43 12.2%	64 18.1%	61 17.2%	57 16.1%	66 18.6%	6 1.7%	354
Student government	17 20.2%	11 13.1%	10 11.9%	15 17.9%	11 13.1%	15 17.9%	5 6.0%	84
Student teaching	9 6.9%	20 15.4%	37 28.5%	12 9.2%	15 11.5%	32 24.6%	5 3.9%	130
Study abroad	18 11.4%	21 13.3%	21 13.3%	25 15.8%	32 20.3%	31 19.6%	10 6.3%	158
Varsity sports	11 15.1%	8 11.0%	9 12.3%	18 24.7%	7 9.6%	13 17.8%	7 9.6%	73

*Note:* Because activities are not mutually exclusive, percentages describe the proportion of respondents who indicated participation in each activity within each College (e.g., of those 357 respondents participating in an internship, 13.5% graduated from CCFA).

**Question 20: Where did you complete your internship?**

- This question appeared only for those who indicated participation in an internship.
- This question was open-ended. For all responses to this question, see Appendix D.

**Question 18: How helpful were these experiences in obtaining your current position?**

	Not at all helpful		Slightly helpful		Somewhat helpful		Moderately helpful		Extremely helpful		Total
Study abroad	35	22.2%	7	4.4%	18	11.4%	18	11.4%	80	50.6%	158
Internship	27	7.7%	16	4.5%	33	9.4%	65	18.5%	211	59.9%	352
Clinical work	23	14.7%	4	2.6%	20	12.8%	34	21.8%	75	48.1%	156
Capstone course	55	15.9%	42	12.1%	55	15.9%	80	23.1%	115	33.1%	347
Honors thesis	32	37.2%	9	10.5%	13	15.1%	10	11.6%	22	25.6%	86
Research project with a faculty member	26	14.9%	13	7.4%	23	13.1%	36	20.6%	77	44.0%	175
Campus employment	45	14.7%	31	10.1%	44	14.4%	66	21.6%	120	39.2%	306
Off-campus employment	43	13.4%	29	9.1%	59	18.4%	72	22.5%	117	36.6%	320
Varsity sports	28	38.4%	3	4.1%	10	13.7%	14	19.2%	18	24.7%	73
Intramural sports	74	36.1%	34	16.6%	27	13.2%	34	16.6%	36	17.6%	205
Student government	34	40.5%	14	16.7%	13	15.5%	9	10.7%	14	16.7%	84
Fraternity or sorority	38	23.2%	7	4.3%	23	14.0%	33	20.1%	63	38.4%	164
Student teaching	24	18.5%	4	3.1%	14	10.8%	22	16.9%	66	50.8%	130
Co-curricular activities (e.g., plays)	29	19.1%	10	6.6%	32	21.1%	37	24.3%	44	28.9%	152
Other student club / organization	23	6.5%	38	10.7%	56	15.8%	115	32.5%	122	34.5%	354

*Note:* Percentages describe the proportion of respondents who rated helpfulness for each activity, grouped by rating (e.g., of those 352 respondents who rated the Internship, 18.5% rated the activity as moderately helpful)

**Question 19: What is your total student loan debt?**

Of the 598 respondents that answered this question the average amount of loans reported was \$31,444.

	Count	
None	134	13.3%
Less than \$5,000	13	1.3%
\$5,001 to \$10,000	12	1.2%
\$10,001 to \$15,000	23	2.3%
\$15,001 to \$20,000	43	4.3%
\$20,001 to \$30,000	112	11.2%
\$30,001 to \$40,000	77	7.7%
\$40,001 to \$50,000	60	6.0%
Over \$50,000	124	12.4%
I prefer not to answer	406	40.4%
Total	1004	

**Question 20: What is your overall attitude toward CMU?**

	CBA		CCFA		CEHS		CHP		CHSBS		CS&E		GC		Total	
Extremely negative	2	2.0%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	4	3.5%	1	1.4%	8	1.2%
Somewhat negative	4	4.0%	10	13.2%	3	3.4%	4	4.1%	5	4.4%	4	3.5%	1	1.4%	31	4.7%
Neutral	6	6.0%	7	9.2%	4	4.5%	4	4.1%	6	5.3%	12	10.6%	8	11.1%	47	7.1%
Somewhat positive	24	24.0%	17	22.4%	25	28.4%	29	29.6%	38	33.6%	43	38.1%	16	22.2%	192	29.1%
Extremely positive	64	64.0%	41	53.9%	56	63.6%	61	62.2%	64	56.6%	50	44.2%	46	63.9%	382	57.9%
Total	100		76		88		98		113		113		72		660	

Note: Percentages describe the proportion of people within the group (column) that selected the given option (row).

**Question 21: What is your impression of the educational quality at CMU...?**

	Extremely negative		Somewhat negative		Neutral		Somewhat positive		Extremely positive		Total
In your major department	9	1.4%	35	5.4%	30	4.6%	238	36.6%	339	52.1%	651
Across all departments	8	1.2%	30	4.6%	133	20.4%	315	48.3%	166	25.5%	652

*Note:* Percentages describe the proportion of respondents who rated the quality for each department cluster, grouped by rating (e.g., of those 652 respondents who rated quality Across All Departments, 25.5% rated their impression as extremely positive).

**What is your impression of the educational quality at CMU in your major department?**

	CBA		CCFA		CEHS		CHP		CHSBS		CS&E		GC	
Extremely negative	1	1.0%	0	0.0%	1	1.2%	0	0.0%	1	0.9%	5	4.6%	1	1.4%
Somewhat negative	4	4.0%	7	9.2%	3	3.5%	3	3.1%	8	7.1%	9	8.3%	1	1.4%
Neutral	4	4.0%	6	7.9%	1	1.2%	3	3.1%	4	3.6%	7	6.4%	5	6.9%
Somewhat positive	39	39.4%	25	32.9%	25	29.1%	34	35.1%	39	34.8%	55	50.5%	21	29.2%
Extremely positive	51	51.5%	38	50.0%	56	65.1%	57	58.8%	60	53.6%	33	30.3%	44	61.1%
Total	99		76		86		97		112		109		72	



**Question 22: If you could start over again, would you still choose to attend CMU?**

	CBA		CCFA		CEHS		CHP		CHSBS		CS&E		GC		Total	
Definitely no	5	5.1%	5	6.6%	1	1.1%	1	1.0%	2	1.8%	4	3.7%	1	1.4%	19	2.9%
Probably no	4	4.0%	5	6.6%	4	4.5%	4	4.1%	12	10.8%	16	14.7%	1	1.4%	46	7.1%
Unsure	9	9.1%	11	14.5%	7	8.0%	7	7.2%	8	7.2%	12	11.0%	6	8.5%	60	9.2%
Probably yes	24	24.2%	15	19.7%	24	27.3%	19	19.6%	27	24.3%	35	32.1%	20	28.2%	164	25.2%
Definitely yes	57	57.6%	40	52.6%	52	59.1%	66	68.0%	62	55.9%	42	38.5%	43	60.6%	362	55.6%
Total	99		76		88		97		111		109		71		651	

*Note:* Percentages describe the proportion of people within the group (column) that selected the given option (row).

**Question 23: What reasonable measures can be taken to improve the student experience at CMU?**

- This question was open-ended. For all responses to this question, see Appendix D.

**APPENDIX A: Other types of organizations in which respondents work**

	Frequency	Valid Percent
Accounting Firm	1	1.30%
Administration	1	1.30%
Adult education	1	1.30%
Agricultural Trucking	1	1.30%
ALDI corporate buying assistant	1	1.30%
Automotive	1	1.30%
Automotive Racing Event Production	1	1.30%
Building Trades	1	1.30%
Childcare	1	1.30%
Childcare center	1	1.30%
Communications	1	1.30%
construction	1	1.30%
Construction	1	1.30%
Construction management	1	1.30%
Contracting	1	1.30%
Courts	1	1.30%
Customer service	1	1.30%
Design	1	1.30%
Early childhood	3	3.90%
Early Childhood Education	1	1.30%
Education (preschool)	1	1.30%
Engineering/Integration	1	1.30%
Event coordinator	1	1.30%
Event planning	1	1.30%
Event Producing and Catering	1	1.30%
Fast food	1	1.30%
Fast Food	1	1.30%
fast food but enrolled to go back to school in the winter	1	1.30%
Fitness industry	1	1.30%
Ford Motor Company IT	1	1.30%
Graduate student	1	1.30%
Ground maintenance	1	1.30%
Gym	1	1.30%
Hearing Care - Beltone	1	1.30%
I am a secretary at a Tree Service	1	1.30%
I work at a grocery store - _ -	1	1.30%
Interior design	1	1.30%
Legal	1	1.30%
Market Research	1	1.30%

	Frequency	Valid Percent
marketing	1	1.30%
Marketing	2	2.60%
Music Sales	1	1.30%
nature center	1	1.30%
Oil and gas	1	1.30%
Online retail / shipping	1	1.30%
Operations	1	1.30%
Outdoor recreation	1	1.30%
Public relations firm	1	1.30%
Quoting and Design	1	1.30%
Real Estate	1	1.30%
Recreation therapy	1	1.30%
Recruiting	1	1.30%
Research	1	1.30%
Resort Recreation	1	1.30%
Restaurant	1	1.30%
Restoration and Mitigation	1	1.30%
Retail	7	9.20%
Retired	1	1.30%
Service	1	1.30%
Sport performance	1	1.30%
Sports	1	1.30%
State government	1	1.30%
Technology Marketing	1	1.30%
Union hall	1	1.30%
Utility	1	1.30%
Utility - Power Company	1	1.30%
Utility communications	1	1.30%
Total	76	100%

**APPENDIX B:**

**“Where are you currently employed?”**

<b>Position</b>	<b>Company</b>	<b>City</b>	<b>State</b>
<b>Talent Acquisition Specialist</b>	ZF Group	Livonia	MI
<b>5th grade teacher</b>			
<b>7-8 grade Teacher</b>	Michigan Collegiate Middle School	Warren	MI
<b>A community action agency (I do not wish to provide any more information)</b>	A community action agency (I do not wish to provide anymore information)	A community action agency (I do not wish to provide anymore information)	MI
<b>ABA tech</b>	Centria Healthcare	Novi	MI
<b>ABA therapist</b>	Stepping Stones Behavioral Solutions	Mio	MI
<b>Account Coordinator</b>	SeyferthPR	Grand Rapids	MI
<b>Account Executive</b>	Memphis Redbirds	Memphis	TN
<b>Account Executive</b>	CBS Radio	Detroit	MI
<b>Account Executive</b>	Yelp	Chicago	IL
<b>Account manager</b>	Utilitec	Troy	MI
<b>Account manager</b>	Universal traffic Service	Grand rapids	MI
<b>Accountant</b>	John D Vanator CPA PC	Eaton Rapids	MI
<b>Accounting Intern</b>	Rock Ventures	Detroit	MI
<b>Actuarial Associate</b>	Jackson National Life	Lansing	MI
<b>Admin</b>	RE/MAX Bayshore Properties	Traverse City	MI
<b>Administrative Assistant</b>	Title Source	Detroit	MI
<b>Administrative Assistant</b>	Wayne County	Detroit	MI
<b>Administrative assistant</b>	EXECUTIVE LANGUAGE SERVICES	Bloomfield hills	MI
<b>Administrative Assistant</b>	Custom Heating and Plumbing	Mt Pleasant	MI
<b>Administrative secretary</b>	Macomb county	Mt Clemens	MI
<b>Administrative Support Coordinator</b>	Spectrum Health	Ludington	MI
<b>All source intelligence analyst</b>	505th MI Brigade	Ft sam Houston	TX
<b>Analyst</b>	State of Michigan	Lansing	MI

<b>Analyst</b>	LARA	Lansing	MI
<b>Analyst</b>	Accenture	Southfield	MI
<b>animal care technician</b>	Best Friends Pet Care	Lansing	MI
<b>Application Specialist 2</b>	Wayne State University	Detroit	MI
<b>Apprentice</b>	Miller Glass	Ionia	MI
<b>Aquatics Operation Supervisor</b>	Holland Community Aquatic Center	Holland	MI
<b>Art Teacher</b>	Hamadeh Educational Services	Detroit	MI
<b>ASD Teacher</b>	GRPS	Grand Rapids	MI
<b>Assistant Account Planner</b>	Blue 449	New York	NY
<b>Assistant Buyer</b>	Payless Shoesource	Topeka	KS
<b>Assistant Deli Manager</b>	Arbor Farms Market	Ann Arbor	MI
<b>Assistant Director/Chippewa Athletic Fund</b>	CMU	Mount Pleasant	MI
<b>Assistant General Manager</b>			
<b>Assistant Hearing Care Practitioner</b>	Sound Hearing, Beltone Inc.	Southgate	MI
<b>Assistant Manager</b>	Pet Supplies Plus	Southgate	MI
<b>Assistant Manager</b>	Menards	Warren	MI
<b>Assistant Manager</b>	Citi Trends	Flint	MI
<b>Assistant Media Planner</b>	Carat	Detroit	MI
<b>Associate account manager</b>	Collabera	Southfield	MI
<b>Associate Accountant</b>	Auto Owners Insurance	Lansing	MI
<b>Associate Business Analyst</b>	Auto-Owners Insurance	Lansing	MI
<b>Associate Buyer</b>	Cooper Standard Automotive	Novi	MI
<b>Associate Process Engineer</b>	General Motors	Fort Wayne	IN
<b>Associate Process Engineer</b>	General Motors	Warren	MI
<b>Associate Teacher</b>	Morey Montessori Public School academy	Shepherd	MI
<b>Assurance Associate</b>	PricewaterhouseCoopers	Detroit	MI
<b>Assurance staff</b>	Plante moran	Traverse city	MI
<b>Athletic Trainer</b>	Healthquest	Romeo	MI
<b>Athletic Trainer</b>	C Weaver Physical Therapy	East Lansing	MI

<b>Auto Estimator Appraiser</b>	State Farm Insurance	West Bloomfield	MI
<b>Automotive Designer</b>	General Motors	Warren	MI
<b>Baker</b>	Tim Hortons	Clinton Township	MI
<b>Band Director</b>	Novi Community School District	Novi	MI
<b>Bankruptcy Specialist</b>	Quicken Loans Inc.	Detroit	MI
<b>Barista</b>	Claddagh Coffee Cafe	St. Paul	MN
<b>Bartender</b>	Soaring eagle casino	Mount pleasant	MI
<b>behavior tech</b>	Residential Options Inc.	Okemos	MI
<b>Behavior Technician</b>	Judson Center	Royal Oak	MI
<b>Behavior Technician</b>	Gateway Pediatric Therapy	Warren	MI
<b>Behavior Therapist</b>	North shore pediatric therapy		
<b>Book sales</b>	Barnes and noble	Midland	MI
<b>Business Analyst</b>	Ford Motor Co.	Allen Park	MI
<b>Business Office Coordinator</b>	Mercy Health Physician Partners	Grand Rapids	MI
<b>Business Procurement Rep</b>	Marathon Petroleum	Findlay	OH
<b>Business systems Analyst</b>	Spectrum health		
<b>Care advocate</b>	Volkswagen	Auburn hills	MI
<b>Carrier Development Associate</b>	Echo Global Logistics	Chicago	IL
<b>Case Manager/Supports Coordinator</b>	Gratiot Integrated Health Network	Alma	MI
<b>Casher/Retail Stocker</b>	IGA Sunrise Market	Au Gres	MI
<b>Cashier</b>	Menards	Mt. Pleasant	MI
<b>Cashier</b>	Meijer	Jackson	MI
<b>cashier</b>	Big Apple Bagel	Bay City	MI
<b>Cashier</b>	Meijer	Marysville	MI
<b>Casino Finance Manager</b>	Soaring Eagle Casino & Resort	Mount Pleasant	MI
<b>Cast member</b>	Celebration cinemas	Mount pleasant	MI
<b>Catering &amp; Sales Manager</b>	Radisson Hotel Lansing at the Capitol	Lansing	MI
<b>CEO</b>	Integrated Financial Group	Atlanta	GA
<b>Chemistry Teacher</b>	Waverly School District	Lansing	MI
<b>Children &amp; a Youth Services Assistant</b>	Fort Campbell ACS	Fort Campbell	TN

<b>Choir/Piano Teacher</b>	Lansing School District	Lansing	MI
<b>Client Advocate</b>	Quicken Loans	Detroit	MI
<b>Client Advocate</b>	North Central Indiana Rural Crisis Center	Rensselaer	IN
<b>Client advocate</b>	Neurocore	Grand Rapids	MI
<b>Client Relations Manager</b>	Balanced Home Care	Troy	MI
<b>Clinical Lab Technologist</b>	Mayo Clinic	Rochester	MN
<b>CNA</b>	Ciena Healthcare: Regency at Shelby Township	Shelby Township	MI
<b>Commercial Real Estate Advisor</b>	Newmark Grubb Pfeifferle	Appleton	WI
<b>Communications Specialist</b>	Austin Benefits Group	Bloomfield Hills	MI
<b>Community educator</b>	Hfhs	Detroit	MI
<b>Community Health Educator</b>	Munson Medical Center	Traverse City	MI
<b>Computer Engineer</b>	The Dow Chemical Company	Midland	MI
<b>Construction Shift Leader</b>	32 North Construction	Richmond	MI
<b>Content Creation/Web Development</b>	Social Solutions, LLC	Cheboygan	MI
<b>Contract worker</b>	Ironcad	Atlanta	GA
<b>Contractor</b>	RC Contractors	East Lansing	MI
<b>Contractor</b>	Office of Retirement Services	Lansing	MI
<b>Controls Engineer</b>	Mark One Corporation	Gaylord	MI
<b>Controls Engineer</b>	Ford Motor Company	Sterling Heights	MI
<b>COORD/SYSTEMS &amp; TECH/FIS</b>	Central Michigan University	Mount Pleasant	MI
<b>Coordinator</b>	The University of Toledo	Toledo	OH
<b>Coordinator, Digital Marketing</b>	Detroit Regional Chamber	Detroit	MI
<b>Corporate Buying Assistant</b>	ALDI	Batavia	IL
<b>Crew Leader</b>	Lake Pro	Swartz Creek	MI
<b>CTRS</b>	The Lakeland Center	Southfield	MI
<b>Customer Advocate</b>	The Dako Group	Troy	MI
<b>Customer Service Agent</b>	Domino's Pizza (corporate)	Ann Arbor	MI
<b>Customer Service Manager</b>	Lake Holdings LLC	Asheville	NC
<b>Customer Service Representative</b>	Healthy Michigan Dental	Detroit	MI
<b>Customer Service Representative</b>	Court One Athletic Clubs	Okemos	MI

<b>Customer service representative</b>	Blue Cross blue shield / Morley	Saginaw	MI
<b>Customer service specialist</b>	At&t	Livonia	MI
<b>Data warehouse analyst</b>	Nissan	Mt. Juliet	TN
<b>Database Administrator Associate</b>	Steelcase	Grand Rapids	MI
<b>Deli</b>	Holdens	Milford	MI
<b>Design Engineer</b>	General Motors	Pontiac	MI
<b>Design engineer</b>	General Motors	Warren	MI
<b>Design Engineer</b>	BOS Automotive Products Inc.	Rochester Hills	MI
<b>Design Engineer</b>			MI
<b>Design leader</b>	Autoneum	Novi	MI
<b>Design Release Engineer</b>	General Motors	Warren	MI
<b>Designer</b>	The Holland Sentinel	Holland	MI
<b>Designer</b>	General Motors	Warren	MI
<b>Diet Tech</b>	Touch point Support Services	Saginaw	MI
<b>Digital Marketing Assistant</b>	Mt. Pleasant Area CVB	Mt. Pleasant	MI
<b>Direct Care Counselor</b>	D.A. Blodgett - St. Johns	Grand Rapids	MI
<b>Direct Care Worker</b>	Green Acres of Mount Pleasant	Mount Pleasant	MI
<b>Direct Support Professional</b>	JARC	Farmington Hills	MI
<b>Director of IT</b>	Michigan State University - Dept of Mathematics	East Lansing	MI
<b>Director of Recreational Therapy</b>	WellBridge of Pinckney	Pinckney	MI
<b>District Manager and Outreach Educator</b>	Kalamazoo Conservation District	Kalamazoo	MI
<b>Document Imaging Specialist</b>	Hyland Software	Lansing	MI
<b>Early Preschool Assistant Teacher</b>	Milestones Child Development Center	Calendonia	MI
<b>Educator</b>	Martin Public Schools	Martin	MI
<b>EHS Home Visitor</b>	Eigjr CAP, Inc.	Alma	MI
<b>EHS teacher</b>	Aka headstart	Spring valley	CA
<b>Electrical Controls Engineer</b>	Integrated Packaging Machinery	Rockford	MI
<b>Electrical design engineer</b>	General Motors	Warren	MI
<b>Elementary Music Teacher</b>	Lamphere Public Schools	Madison Heights	MI
<b>Elementary Spanish Teacher</b>	Midland Public Schools	Midland	MI



<b>Elementary Teacher</b>	Traverse City Area Public Schools	Traverse City	MI
<b>Elementary teacher</b>	The Antioch Partners		
<b>Elementary teacher</b>		Colorado Springs	CO
<b>Employment Navigator</b>	Disability Network of Mid Michigan	Midland	MI
<b>Engineer</b>			
<b>Engineering</b>	General Motors	Warren	MI
<b>English as a Second Language Teacher</b>	Red Balloon Language School	Rio de Janeiro	Rio de Janeiro
<b>Environmental Health Food Sanitarian</b>	Health Department of Northwest Michigan	Gaylord	MI
<b>Environmental Health Specialist</b>	MPHI	Lansing	MI
<b>Environmental Health Specialist</b>			MI
<b>Event Coordination Specialist</b>		Lansing	MI
<b>Event Coordinator</b>	M1 Concourse	Pontiac	MI
<b>Event coordinator</b>	Entertainment cruises	Chicago	IL
<b>Event Coordinator</b>	College for Creative Studies	Detroit	MI
<b>Event Producer</b>	Entertaining Company	Chicago	IL
<b>Event Specialist</b>	The Social Connection	Ferndale	MI
<b>Executive administrator</b>	Non-profit	Livonia	MI
<b>Executive Assistant</b>	Moore Stephens Doeren Mayhew	Troy	MI
<b>Executive Director</b>			
<b>Exercise Physiologist</b>	St. John Macomb Hospital	Warren	MI
<b>Exercise Physiologist</b>	McLaren Bay Region	Bay City	MI
<b>Exercise Physiologist</b>	McLaren		MI
<b>Exercise Physiologist</b>	Henry Ford Health System	Detroit	MI
<b>Exercise Physiology</b>	West Branch Regional	West Branch	MI
<b>Exercise Tech</b>	Cardiology and Vascular Associates	Bloomfield	MI
<b>Explosive Ordinance Disposal Technician</b>	United States Navy		
<b>Facility and Event Coordinator</b>	The Legacy Center	Brighton	MI
<b>Families First Worker</b>	Samaritas	Detroit	MI
<b>Family Programs Assistant</b>	YMCA of the Rockies - Snow Mountain Ranch	Granby	CO
<b>Financial Analyst Intern</b>	Planet Fitness	Brighton	MI

<b>Financial Associate</b>	Hilltop Securities	Atlanta	GA
<b>Financial Planner in training</b>	Merrill Lynch	Farmington Hills	MI
<b>Financial Reporting and Consolidations Analyst</b>	Masco Corporation	Livonia	MI
<b>First Grade Teacher</b>	NHA schools	Detroit	MI
<b>Fisheries Acoustician</b>	NOAA	Newport	OR
<b>Food and beverage supervisor</b>	Soaring Eagle Casino & Resort	Mount pleasant	MI
<b>Food Service Manager</b>	Aramark	Mount Pleasant	MI
<b>Forest Fire Officer</b>	Michigan Dept. Of Natural Resources	Mio	MI
<b>Foster care licensing worker</b>	Wellspring Lutheran services	Kent wood	MI
<b>Foster Care Worker</b>	Samaritas	Ann Arbor	MI
<b>Freelance Contributor</b>	Heavy	New York	NY
<b>Friend Of The Court Caseworker</b>	Menominee Court	Menominee	MI
<b>Front desk agent</b>	Hilton Garden Inn	Benton Harbor	MI
<b>Front desk employee</b>	Planet Fitness	Toledo	OH
<b>Front End Supervisor</b>	The Home Depot	Mishawaka	IN
<b>GIS Analyst</b>	Western Land Services	Ludington	MI
<b>GIS Technician</b>	Apple Inc. via Apex Systems	Austin	TX
<b>GM Clerk</b>	Meijer	Mt. Pleasant	MI
<b>GMNA People Services Rep</b>	General Motors	Detroit	MI
<b>Ground maintenance</b>	Central Michigan University	Mount Pleasant	MI
<b>Group Sales Executive</b>	Youngstown Phantoms Hockey	Youngstown	Oh
<b>Health &amp; Biology Teacher</b>	East Kentwood high school	Kentwood	MI
<b>Healthcare Project Coordinator</b>	Arrow Strategies	Southfield	MI
<b>HELCSW specialist</b>	USDA	Easy Lansing	MI
<b>HR Data Generalist</b>		Dearborn	MI
<b>HR Data Generalist</b>		Dearborn heights	MI
<b>HR Specialist</b>	GE Digital	Van Buren Township	MI
<b>HS ELA Teacher</b>	Landmark Academy	Kimball	MI
<b>Human Resource Co-op</b>	Gentherm, Inc.	Northville	MI

<b>Human Resources Assistant</b>	McLaren Health Care Corporation	Flint	MI
<b>Human Resources Generalist</b>	Success Mortgage Partners	Plymouth	MI
<b>Human Resources Team Member</b>	Target	Livonia	MI
<b>Implementation Analyst</b>	Apptio	Morrisville	NC
<b>Information Planner</b>	US Navy	Virginia Beach	VA
<b>Information System Analyst</b>	The Dow Chemical Company	Midland	MI
<b>Insurance Accountant</b>	The Dow Chemical Company	Midland	MI
<b>Insurance Agent</b>	Farm Bureau	Grand Rapids	MI
<b>Intelligence Analyst</b>	Drug Enforcement Agency		TN
<b>Integration and demand product owner</b>	Ford	Dearborn	MI
<b>Interiors Project Coordinator</b>	Eview 360	Farmington Hills	MI
<b>Intern</b>	Title Source Technology	Detroit	MI
<b>International Internal Auditor</b>	Nestle	St. Louis	MO
<b>Inventory Analyst</b>	NSK Corporation	Ann Arbor	MI
<b>IT Ops Engineer</b>	GM	Detroit	MI
<b>IT Specialist</b>	DENCAP Dental Plans	Detroit	MI
<b>ITFCG Data Architect</b>	Ford Motor Company	Dearborn	MI
<b>K-2 Special Education Teacher</b>	Surline Elementary	West Branch	MI
<b>k-7 Art teacher</b>	National Heritage Academies	livonia	MI
<b>Key holder/stylist</b>	Evereve	Grand rapids	MI
<b>key team leader (manager)</b>	Dunhams	wb	MI
<b>Kindergarten teacher</b>	Owosso public schools	Owosso	MI
<b>Kitchen Staff</b>	Max and Emily's	Mt Pleasant	MI
<b>LDP IT Corporate Applications</b>	Textron	Providence	RI
<b>Lead Infant Teacher</b>	Adventures Learning Center	Kentwood	MI
<b>Lead Teacher</b>	Preschool	Naperville	IL
<b>Legal assistant</b>	James Veldhuis	Mt pleasant	MI (MI)
<b>Legislative Aide</b>	Michigan Senate	Lansing	MI
<b>Legislative Aide</b>	Michigan House of Representatives	Lansing	MI
<b>Licensed Insurance Agent</b>		Highland	MI

<b>Licensed Respiratory Therapist</b>	HFHS Wyandotte	Wyandotte	MI
<b>Life Enrichment Director</b>		Holt	MI
<b>Lifeguard</b>	YMCA	Saginaw	MI
<b>Logistics Account Executive</b>	Total Quality Logistics	Denver	CO
<b>Logistics Analyst</b>	Two Men and a Truck Intl.	Lansing	MI
<b>Logistics Distribution &amp; Transportation Coordinator</b>	PepsiCo	Chicago	IL
<b>Logistics Supervisor</b>	Faurecia	Saline	MI
<b>Long Term Substitute: Choir Director</b>	Tawas Area School	Tawas City	MI
<b>Long-Term Substitute Teacher</b>	Mount Pleasant Public Schools	Mt. Pleasant	MI
<b>Mainframe Engineer</b>	Ford Motor Company	Dearborn	MI
<b>Management Program Trainee</b>	Flagstar Bank	Troy	MI
<b>Manager</b>	Sault Tribe	Sault Ste. Marie	MI
<b>Manager</b>	Mid Michigan Health	Midland	MI
<b>Manager</b>	Blandford Nature Center	Grand Rapids	MI
<b>Manager</b>	Beaumont Health	Taylor	MI
<b>Manager/Head PT</b>	Snap Fitness	Grand Rapids	MI
<b>Marketing and Business Development Associate</b>	LOC Federal Credit Union	Farmington	MI
<b>Marketing and Communications Intern</b>	Team Elmer's	Traverse City	MI
<b>Marketing and Events Assistant</b>	Hour Media	Troy	MI
<b>Marketing and Public Relations Manager</b>	Jeff Glover no Associates	Birmingham	MI
<b>Marketing Associate</b>	HigherEducation.com	Seattle	WA
<b>Marketing Communication Specialist</b>	Towne Mortgage Company	Troy	MI
<b>Marketing Content Manager</b>	Central Michigan University	Mount Pleasant	MI
<b>Marketing Coordinator</b>	Magna International	Troy	MI
<b>Marketing Manager</b>	Burch Tank & Truck, Inc.	Mount Pleasant	MI
<b>Marketing Support Coordinator / Job File Auditor</b>	SERVPRO of Mount Clemens/ New Baltimore	Chesterfield	MI
<b>master control board op</b>	WBKB/ Thunder bay broadcasting	Alpena	MI

<b>Material and Logistics Manager</b>			
<b>Material Planning Analyst</b>	Amphenol Fiber Systems	Allen	TX
<b>Material Supervisor</b>	FCA	Warren	MI
<b>Math Teacher</b>	River Valley Schools	Three Oaks	MI
<b>Math Teacher</b>			
<b>Marketing Traffic Coordinator</b>	Real Green Systems	Walled Lake	MI
<b>Mechanical Engineer</b>	Eagle Technologies	St Joseph	MI
<b>Media Production Specialist</b>	Michigan Department of Natural Resources	Lansing	MI
<b>Medical assistant</b>	Beaumont	Royal oak	MI
<b>Medication Passer/Direct Care Worker</b>	Green Acres Assisted Living	Mount Pleasant	MI
<b>Member Service Manager</b>	Palace Sports & Entertainment	Auburn Hills	MI
<b>Membership Coordinator</b>	Texas Classroom Teachers Association	Austin	TX
<b>Merchandise Services Associate</b>	Meijer	Walker	MI
<b>Michigan Civilian Conservation Corps member</b>	Michigan Department of Natural Resources	Howell	MI
<b>Microfilming Specialist</b>	Central Michigan University	Mt Pleasant	MI
<b>Middle School English Teacher</b>	HARRISON COMMUNITY SCHOOLS	HARRISON	MI
<b>midland hospital</b>	Mid Michigan	midland	MI
<b>Millwright</b>	General Motors	Lansing	MI
<b>Mobile Recreation Coordinator</b>	Central Michigan University	Mount Pleasant	MI
<b>Moderate Need Special Education Teacher</b>	Eagle County Schools	Gypsum	CO
<b>Mt</b>	Enterprise rent a car	Ferndale	MI
<b>Music teacher</b>	Pasco county schools	Land o lakes	FL
<b>Network Management and credentialing oversight coordinator</b>	MeridianRx	Detroit	MI
<b>News Intern</b>	MLive Media Group	Saginaw	MI
<b>News Producer/Assignment Editor</b>	Sinclair Broadcast Group	Steubenville	OH
<b>Nurse assistant</b>	Munson medical center	Traverse city	MI
<b>Office Manager</b>	Water District #1 of Midland County	Midland	MI

<b>Office Manager</b>	Metric Tool Company Inc.	Detroit	MI
<b>Office Professional</b>	City of Mt. Pleasant	Mt. Pleasant	MI
<b>Office project support</b>	GFS	Wyoming	MI
<b>Office Specialist in Data Entry</b>	Central Michigan University	Mount Pleasant	MI
<b>Officer</b>	Army		
<b>On site specialist</b>	Stryker	Alexandria	VA
<b>Operations assistant</b>	Kinetix International Logistics	Alexandria	VA
<b>Operations Associate</b>	Jackson National	Lansing	MI
<b>Outbound caller</b>	Alpena Alcona area credit union	Alpena	MI
<b>Outdoor Camp Director/ Year Round Coordinator</b>	Camping Unlimited	Boulder Creek	CA
<b>Owner/operator</b>	Rose Creek Farm	Lachine	MI
<b>Para-educator</b>	Clarkston schools	Clarkston	MI
<b>Patient Services Assistant</b>	MidMichigan Physicians Group	Midland	MI
<b>Patient Services Rep</b>	Spectrum Health	Grand Rapids	MI
<b>Payroll Associate</b>	The LaSalle Network	Chicago	IL
<b>PE teacher</b>	Renaissance public school academy	Mount Pleasant	MI
<b>Perioperative Nurse Manager</b>	MidMichigan Heath	Alma	MI
<b>Personal Investor</b>	Vanguard	Tempe	AZ
<b>Personal Trainer</b>	YMCA Macomb	Mount Clemens	MI
<b>Personal trainer</b>	Equinox	Newport beach	CA
<b>photographer</b>	Geskus photography	Grand rapids	MI
<b>Physical Education and School Health Teacher</b>	Shepherd Public Schools	Shepherd	MI
<b>Physical therapy technician</b>	Team rehabilitation	Canton	MI
<b>Physical Therapy Technician</b>	Lederman and Kwartowitz Center for Orthopedics and Sports Medicine	West Bloomfield	MI
<b>Portfolio Management</b>	Ford Motor Company	Dearborn	MI
<b>PR Account Associate</b>	W2O Group	San Francisco	CA
<b>PR Coordinator</b>	Franco	Detroit	MI

<b>Practice Manager III</b>	Beaumont Health	Royal oak	MI
<b>Preschool teacher</b>	Wb rc schools	West branch	MI
<b>Preschool Teacher</b>	Performing Arts School	Grand Blanc	MI
<b>Preschool Teacher</b>	Anna Mae Burdi Center	Chesterfield	MI
<b>Process assistant</b>	Amazon.com	Campellsville	KY
<b>Procurement Business Rep</b>	Marathon Petroleum	Findlay	OH
<b>Product Development Engineer (Electrical Engineering)</b>	Roush Industries	Allen Park	MI
<b>Product Development Manager</b>	Halpin Solutions	Dana Point	CA
<b>Production &amp; Travel Coordinator</b>	JHE Production, CSM	Harrisburg	NC
<b>Production Associate</b>	Takara Bio Usa	Ann Arbor	MI
<b>Production support analyst</b>	Vertafore	East Lansing	MI
<b>Production Support Engineer</b>	Gentex	Zeeland	MI
<b>Program administrator</b>	Marketing associates	Detroit	MI
<b>Program administrator</b>	Marketing associates	Detroit	MI
<b>Program Assistant</b>	Disabled Sports Eastern Sierra	Mammoth Lakes	CA
<b>Program Associate</b>	Make-A-Wish Michigan	Brighton	MI
<b>Programmer</b>	Savant Group	Midland	MI
<b>Project Engineer</b>	ProAct Services Corporation	Ludington	MI
<b>Project Manager</b>	Southern California Edison	Wildomar	CA
<b>Project Manager</b>	Genesys Telecommunications Laboratories, Inc.	Daly City	CA
<b>Property Manager</b>	Village Green Holding	Farmington Hills	MI
<b>Property Manager</b>	GSA Elite Realty	Warren	MI
<b>Prototype Buyer</b>	Ford Motor Company	Dearborn	MI
<b>Psychiatric Technician</b>	Pine Rest Christian Mental Health Services	Grand Rapids	MI
<b>Pupil Accounting Manager</b>	Grand Rapids Public Schools	Grand Rapids	MI
<b>Quality Control Microbiology Lab Analyst</b>	Manpower	Zeeland	MI
<b>Quality Manager</b>	Windsor Machine Group	Taylor	MI
<b>Receptionist</b>	YMCA	Port Huron	MI
<b>Receptionist</b>	Ingenuity IEQ	Midland	MI

<b>Receptionist/Cashier</b>	Bay Mills Housing Authority	Brimley	MI
<b>Recreation Guest Experience Manager</b>	Walt Disney Parks and Resorts	Lake Buena Vista	FL
<b>Recreation Therapist</b>	Veterans affairs	Tampa	FL
<b>Recreational Therapist</b>	The Lighthouse Neurological Rehabilitation Center	Kingsley	MI
<b>Recreational Therapist</b>	St. John Providence	Southfield	MI
<b>Recreational therapist</b>	Fulton State Hospital	Fulton	MO
<b>Recreational Therapist</b>	St. Joseph Mercy Hospital	Ann Arbor	MI
<b>Recruiter</b>	LaSalle Network	Chicago	IL
<b>Recruiter/sales trainee</b>	Aerotek	Southfield	MI
<b>Relationship Manager</b>	Bank of America	Springfield	VA
<b>Reporter</b>	Midland Daily News	Midland	MI
<b>Reporter I</b>	MLive	Muskegon	MI
<b>Research Coordinator</b>	Gongos	Auburn Hills	MI
<b>Research Technician</b>	MPI Research	Mattawan	MI
<b>Research technician</b>	Carolinas healthcare system	Charlotte	NC
<b>Residential Specialist</b>	Lee County Youth Development Center	Opelika	AL
<b>Resource Room teacher</b>	WWCSD	Wayne	MI
<b>Rf engineer</b>	NuWaves Engineering	Middletown	OH
<b>Sales</b>	Macomb group	Sterling heights	MI
<b>Sales</b>	Lowe's	Midland	MI
<b>Sales advisor</b>	24 hour fitness	San Diego	CA
<b>Sales and Event Coordinator</b>	Michigan State University	East Lansing	MI
<b>Sales associate</b>	Michigan chamber of commerce	Lansing	MI
<b>Sales associate</b>	Meyer Music	Grand Rapids	MI
<b>Sales Associate</b>	Comcast	Plymouth	MI
<b>Sales Coordinator</b>	IHS	Dallas	TX
<b>Sales Executive</b>	CH Robinson	Traverse City	MI
<b>Scribe</b>	Scribeamerica	Lansing	MI
<b>Second grade teacher</b>	American academy charter school	Castle pines	CO



<b>second shift maintenance supervisor/ engineer</b>	nexteer automotive	Saginaw	MI
<b>Secondary mathematics educator</b>	Merrill community schools	Merrill	MI
<b>Secretary</b>	Spectrum Health	Grand Rapids	MI
<b>Secretary</b>	Johnnys Tree Service	Jackson	MI
<b>Secretary</b>	Evert Public Schools	Evert	MI
<b>Secretary</b>	David Moffitt and Associates	Bingham Farms	MI
<b>Senior analyst</b>	Mercantile Bank	Mt pleasant	MI
<b>Senior Executive Management Assistant</b>	State of Michigan Michigan Veterans Affairs Agency	Lansing	MI
<b>Senior Secretary</b>	County of Macomb - Juvenile Court	Mt. Clemens	MI
<b>Sergeant</b>	Eaton County Sheriff's Office	Charlotte	MI
<b>Sergeant</b>	C co 1-27 2bct 25th id	Schofield barracks	Hi
<b>Server</b>	Soaring eagle casino and resort	Mount pleasant	MI
<b>Server</b>	Mystic Creek Golf Course and Banquet Center	Milford	MI
<b>Shift Lead</b>	Planet Fitness	Olympia	WA
<b>Shift manager</b>	Biggby coffee	Mt. Pleasant	MI
<b>Shift manager, recreation aide</b>	Arby's, ShorePointe rehabilitation	Royal oak, St Claire shores	MI
<b>Sobriety Court Case Manager</b>	65 B District Court	ITHACA	MI
<b>Software Architect</b>	Nexteer Automotive	Saginaw	MI
<b>Software Engineer</b>	Cerner Corporation	Kansas City	MO
<b>Special Education Teacher</b>	Lansing School District	Lansing	MI
<b>Special education teacher</b>	Lanse creuse public school	Harrison Township	MI
<b>Special Education Teacher</b>	Grand Blanc Community Schools	Grand Blanc	MI
<b>Special Education Teacher</b>	Fairfield-Suisun Unified School District	Suisun Cuty	CA
<b>Special education teacher</b>	CLK Elementary	Calumet	MI
<b>Special Education Teacher</b>	Birmingham Public Schools/Groves High School	Beverly Hills	MI
<b>Special Events Manager</b>	Habitat for Humanity of Kent County	Grand Rapids	MI
<b>Specialist</b>	State of Michigan		
<b>SPED Teacher</b>			KS

<b>Sports Anchor/Reporter</b>	KREX/KFQX	Grand Junction	CO
<b>Sports Writer</b>	Petoskey News-Review	Petoskey	MI
<b>Sr. Business System Analyst</b>	Blue Cross Blue Shield Michigan	Detroit	MI
<b>St. Mary's</b>		Royal Oak	MI
<b>Staff</b>	Plante Moran		
<b>Staff Accountant</b>	Inspired Concepts	Mount Pleasant	MI
<b>Staff Accountant</b>	EY	Detroit	MI
<b>Stocker</b>	Meijer	Woodhaven	MI
<b>Store Assistant Manager</b>	Kohl's	Canton	MI
<b>Store manager</b>	Omaha steaks	Rochester	MI
<b>Strategic Communications Specialist</b>	Consumers Energy	Jackson	MI
<b>Strategic Operations Manager</b>	Northern Logistics	Boyne City	MI
<b>Study Abroad Advisor</b>	Central Michigan University	Mount Pleasant	MI
<b>Substitute Teacher</b>	EDUStaff, LLC	Grand Rapids	MI
<b>Substitute Teacher</b>	PESG/Utica Community Schools	Sterling Heights	MI
<b>Substitute teacher</b>	PESG	Quincy	MU
<b>Substitute Teacher</b>	Mt Clemens Montessori Academy	Mt Clemens	MI
<b>Substitute Teacher</b>	Kent County ISD	Grand Rapids	MI
<b>Substitute Teacher</b>	Gretchens House Childcare Center	Ann Arbor	MI
<b>Substitute Teacher</b>	Edustaff	Lansing	MI
<b>substitute teacher</b>	edustaff	grand rapids	MI
<b>SUD Administrative Coordinator</b>		Port Huron	MI
<b>supervisor</b>	Gerber life insurance	Fremont	MI
<b>Supervisor</b>	FCA US llc	Auburn Hills	MI
<b>Supply Chain Analyst</b>	Motorola Solutions	Schaumburg	IL
<b>Supply chain analyst</b>	Dart container	Mason	MI
<b>Supply Chain Lead</b>	Steelcase	Grand Rapids	MI
<b>Supports Coordinator Assistant</b>	Au Sable Valley CMH	Oscoda	MI
<b>Surgical Technologist</b>	Henry Ford Health System	West Bloomfield	MI
<b>System Analyst</b>	Dow Chemical	Midland	MI

<b>System Coordinator Palliative Care</b>	St. John Providence	Warren	MI
<b>Systems engineer</b>	Altair engineering	Troy	MI
<b>Systems Engineer Intern</b>	Walt Disney World Parks & Resorts	Lake Buena Vista	FL
<b>Tax Associate</b>	PricewaterhouseCoopers	Detroit	MI
<b>Tax Staff</b>	Rehmann	Saginaw	MI
<b>Tax Staff</b>	Plante Moran	East Lansing	MI
<b>Teacher</b>	Sault Area Public Schools	Sault Ste. Marie	MI
<b>Teacher</b>	Saint Lucie Public Schools	Port Saint Lucie	FL
<b>Teacher</b>	Our lady of refuge	Orchard lake	MI
<b>Teacher</b>	MRA	China	
<b>Teacher</b>	Ionia Public Schools	Ionia	MI
<b>Teacher</b>		Dearborn	MI
<b>Teacher</b>		Hesperia	CA
<b>Team Captain Escalation</b>	Quicken Loans	Detroit	MI
<b>Technical Analyst</b>	Comerica Bank	Auburn Hills	MI
<b>Therapist</b>	Addiction Solutions Counseling Center	Alma	MI
<b>Tooling Engineer</b>	Grupo Antolin	Howell	MI
<b>Tooling Engineer</b>	Grupo Antolin	Howell	MI
<b>Training Coordinator</b>	Quicken Loans	Detroit	MI
<b>Transportation Manager</b>	Werner Enterprises	Hartford	CT
<b>Underwriter</b>	Auto-Owners Insurance	Lansing	MI
<b>Urethane compounder</b>	Lear Corporation	Farwell	MI
<b>Utilization Management</b>	Meridian Health Plan	Detroit	MI
<b>V.P. Sales and Purchasing</b>	R.A.B. Industries	Almont	MI
<b>Vehicle Engineering and User Experience</b>	Ford Motor Company	Allen Park	MI
<b>Vice President</b>	The Hardenbergh Group, Inc	Livonia	MI
<b>Victim Advocate</b>	Shelterhouse	Midland	MI
<b>VISTA development associate</b>	Arc of Weld County	Greeley	CO
<b>Volunteer Coordinator</b>	Isabella County	Mount Pleasant	MI
<b>Waterfront Director</b>	Sherman Lake YMCA	Augusta	MI

<b>Wealth advisory associate</b>	Morgan Stanley	Flint	MI
<b>Website Designer</b>	Webhorse Marketing	Howell	MI
<b>Westlake Health Campus</b>	Trilogy Health Services	Commerce	MI
<b>Wholesale Credit Program - Financial Analyst</b>	Wells Fargo Capital Finance	Atlanta	GA
<b>WMI Trainee</b>	Southern Glazers Wine and Spirits	Linden	NJ
<b>Workers Compensation Claims Representative</b>	ESIS	Chicago	IL
<b>Youth specialist</b>	Wedgwood Christian Services	Grand rapids	MI
<b>Youth Specialist</b>	State of Michigan	Escanaba	MI
<b>Youth Specialist</b>	Bethany Christian Services	Grand Rapids	MI
	OE 324	Bloomfield twp.	MI
	Masonic Pathways	Alma	MI
	DMC Children's Hospital of Michigan		
	Department of Defense	Warren	MI

**APPENDIX C:**

**Responses to the Question: “What specific degree/certification are you currently pursuing?”**

<b>Degree</b>	<b>Field</b>	<b>Institution</b>
Supervised Practice	Dietetics	Michigan State University
ASA	Actuarial Science	SOA
AuD	Audiology	Central Michigan University
AuD	Audiology	Wayne State University
BS	Nursing	Denver College of Nursing
Bs	Nursing	Saginaw valley state university
BSN	Nursing	University of Michigan-Flint
BSN	Nursing	LCC
BSN	Nursing	SVSU
Certificate	Cultural Museum Studies	Eastern Michigan University
DDS	Dental	Universi
DO		
Doctor of Occupational Therapy	Occupational Therapy	
Doctoral	Pure Mathematics	University of Hawaii
Doctorat	Occupati	Creighto
Doctorate	Chiropractic	Palmer College of Chiropractic
DPT	Physical	Universi
DPT	Physical Therapy	Central Michigan University
DPT	Physical Therapy	Central Michigan University
DPT	Physical Therapy	Central Michigan University
DVM	Veterinary Medicine	St. Matthew’s University
First aid		
JD	Law	Michigan State University College of Law
JD	Law	MSU College of Law
JD	Law	Indiana University

JD	Law	Michigan State
Juris doctor	Law	Wayne State University Law School
Juris Doctorate and Masters of Law	Law	Thomas M Cooley
LPC	Psy	Spring Arbor University
M.A.	Speech-Language Pathology	Central Michigan University
M.D.	Human Medicine	Michigan State University
M.D.		
M.Ed	Student Affairs	University of Maryland
M.Ed	College Student Affairs Leadership	Grand Valley State University
M.Ed.	Student	Seattle
M.S.	Biochemistry, Cellular and Molecular Biology	Central Michigan University
MA	Anthropology	National University of Ireland Maynooth
MA	Electronic Media Studies	Central Michigan University
MA	Speech I	Central
MA	Speech L	Central
MA	speech language pathology	Central Michigan University
MA	Communicative Sciences and Disorders	Michigan State University
MA	Speech Language Pathology	CMU
MA	Speech-Language Pathology	Central Michigan University
MA	Speech Language Pathology	Central Michigan University
MA	Speech-Language Pathology	Central Michigan University
MA	Speech Language Pathology	Michigan State University
MA	Speech-Language Pathology	The University of Toledo
MA	Speech Language Pathology	Central Michigan
MA	Communication Disorders	Central Michigan University
MA	Speech Language Pathology	Central Michigan University
MA	Speech Language Pathology	Central Michigan University
MA	Speech-Language Pathology	University of North Texas
MA	Communic	Central

MA	Exercise Physiology	Central Michigan University
MA	French Studies	University of Minnesota
MA	higher education administration	CMU
MA	History	CMU
MA	Political Science	Central Michigan Univ
MA	Arts Administration	University of Kentucky
MA	Higher Education Administration	Central Michigan University
MA	Counseli	CMU
MA	Counseling	Oakland University
MA	Clinical Mental Health Counseling	Western Michigan University
MA	School counseling	Oakland University
MA Sport	Athletic	Eastern
MAA	Sports A	CMU
Master of Science in Administration	Human Resources Administration	Central Michigan University
Master of Science in Administration	Human Resources	Central Michigan University
Masters	Psycholo	Central
masters	communication disorders	CMU
MBA	Accounti	CMU
MBA	General	Central Michigan University
MD	Medicine	Michigan State University College of Human Medicine
MD	Medicine	Oakland University William Beaumont School of Medicine
MD	Medical	
MD	Medicine	OUWB
MD	Medicine	Wayne State University School of Medicine
MD	Medical Doctor	Central Michigan university College of Medicine
ME	Instruct	Universi
MHA	Healthca	Colorado

MM	Saxophone performance	University of Michigan
MM	Music Performance	Ohio University
MM and MME	Saxophone Performance and Music Education	Indiana University
MM in performance	Music	New England Conservatory
MPA	state and local government	CMU
MPH	Public Health	Central Michigan University
MPH	PUBLIC HEALTH	CMU
MPS and		UALR
MS	Mathematics	Wayne State University
MS	Apparel Product Development & Merchandising Technology	Central Michigan University
MS	Physician Assistant	Wayne State University
MS	Biomedic	Boston U
MS	Social W	
MS	Human Resources Administration	Central Michigan University
MS	Communication Sciences and Disorders	Central Michigan University
MS	Speech-Language Pathology	Marquette University
MS	Speech Language Pathology	University of Toledo
MS	Speech Language Pathology/Communication Science & Disorders	Central Michigan University
MS	Chemistry	Central Michigan University
MS	Chemistr	Central
MS	Chemistry	Central Michigan University
MS	Physician Assistant Studies	
MS	Occupati	Wayne St
MS	PA	
MS	Exercise physiology	CMU
MS	Marriage and family therapy	Seattle pacific university
MS	Geology	University of Texas
MS	Informat	CMU



MS	Administration	CMU
MS	Applied	Georgeto
MS	Engineering	CMU
MS	Physics with a concentration in astronomy	San Francisco State University
MS	Social Work	Not yet pursuing it, just applying
MS	Social Administration	Case Western Reserve University
MS	Sport management	University of Tennessee
Ms	Exercise physiology	Central Michigan university
MS in Di	Video Pr	Northeas
MS of Medical Physiology	Physiology	Case Western Reserve University
MS/PhD	Neuroscience	Central Michigan University
MSA	Human Resources	CMU
MSA	Apparel Product Development & Merchandising Technology	Central Michigan University
MSA	Human Resources	CMU
MSA	Health Services Administration	CMU
MSA	Health Services	Central Michigan University
MSA	International Admin	Cmu
MSA	General Administration	CMU
MSA	Health Services Administration	CMU
Msc	Ecological Economics	University of Edinburgh
Msc	Finance	
MSW	Social Work	
MSW	Social Work	UW-Madison
MSW	Social W	Universi
MSW	Social Work	Michigan State University (Oakland Program)
PA	Medicine	Hospital
Ph.D	Computer	The Ohio
Ph.D.	Psychology	
Ph.D.	Psychology	Wayne State University

Ph.D.	Industrial/Organizational Psychology	Central Michigan University
PharmD	Pharmacy	Colorado University Skaggs School of Pharmacy
Post bachelor certificate	Dietetics	Wayne state university
Rn	Nursing	Schoolcraft

**APPENDIX D**

**Responses to Question 17: “Where Did You Complete Your Internship?”**

<b>Internship Organization</b>	<b>City</b>	<b>State</b>
Women's Resource Center of Northern MI	Petoskey	MI
52-1 district court	Nov	MI
65B District Court Probation	Ithaca	MI
Addiction Solution Counseling Center	Mount Pleasant	MI
Addictions Solutions Counseling Center	Mount Pleasant	MI
Agresearch		New Zealand
AIS Construction Equipment	Lansing	MI
Alpena Public Schools	Alpena	MI
Altair engineering	Troy	MI
ArtPrize	Grand Rapids	MI
Aspirus Wausau Hospital	Wausau	WI
ATF	Cincinnati	OH
Austin Benefits Group	Bloomfield Hills	MI
Austplan	Livonia	MI
Auto-Owners Insurance	Lansing	Mi
Barwis Methods	Plymouth	MI
Baseball Youth	Morehead	KY
Basecamp at Big Sky Resort	Big Sky	MT
Bayside Home Care	Midland	MI
Beal		
Berkley schools	Berkley	MI
Best Buddies International	Miami	FL
Bicycle Network	Melbourne	Australia
Big city bride	Chicago	Il
Black tie tuxedo	Mount pleasant	MI
Blandford Nature Center	Grand Rapids	MI
Bliss Weddings and Events	Chicago	IL (IL)
Bloomfield hills high school	Bloomfield hills	MI
Borgwarner	Auburn Hills	MI
Bronson south haven	South haven	MI
C Weaver Physical Therapy	East Lansing	MI
Capital City Internship Program	Lansing	MI
Carol Holt elementary	Arlington	TX
CAT	Peoria	IL
Cedar Springs Area Schools	Cedar Springs	MI
Central MI University	Mount Pleasant	MI
Central MI University	Mount Pleasant	MI

Central MI University	Mount Pleasant	MI
Central MI University	Mount Pleasant	MI
Central MI university	Mount pleasant	MI
Central MI University College of Medicine	Mount Pleasant	MI
Central MI University OIT Help Desk	Mt Pleasant	MI
Central MI University Research Corporation	Mount Pleasant	MI
Central MI University Teacher Education and Profe	Mount Pleasant	MI
Central Montcalm Public Schools	Stanton	MI
Chandler Woods Charter	Belmont	MI
Chemical Bank	Bay City	MI
Chicago Red Stars	Chicago	IL
Child and Family Charities	Lansing	MI
China Daily	Beijing	China
City of Mount Pleasant Parks & Recreation	Mount Pleasant	MI
Clare County Department of Health and Human Services	Harrison	MI
Clare middle school	Clare	MI
Clarke/Park Library	Mount Pleasant	MI
CMU Athletics & Lansing Lugnuts	Mt Pleasant & Lansing	MI
Coleman Community Schools	Coleman	MI
College for Creative Studies	Detroit	MI
Colorado Parks and Wildlife	Steamboat Springs	CO
Comerica Bank	Auburn Hills	MI
Community Care Services	Lincoln Park	MI
Cooper Standard Automotive	Novi	MI
Cops and Doughnuts	Clare	MI
Courtyard Marriott at Central MI University	Mount Pleasant	MI
Covenant Healthcare	Saginaw	MI
Crittenton Hospital Medical Center	Rochester	MI
Current employer		
Dart container	Mason	MI
Dart Container Corporation	Mason	MI
DelGrosso's Park and Laguna Splash	Tipton	PA
Delta College	University Center	MI
Delta township parks and recreation	Lansing	MI
Department of Health and Human Services		MI
Department of health and human services	Mount pleasant	MI
Detroit Tigers	Detroit	MI
DevilishGames	Alicante	Spain
DeWitt Public Schools	DeWitt	MI
Disabled Sports Eastern Sierra	Mammoth Lakes	CA
Disneyland - Disney College Program	Anaheim	CA

Dlz	Lansing	MI
DM payroll services	Troy	MI
Dow Chemical	Midland	MI
Dow chemical	Midland	MI
DTE Energy	Detroit	MI
Eagle County School	Avon	CO
East Kentwood High School	Kentwood	MI
Edsel and Eleanor Ford House	Grosse Point Shores	MI
El Nomad	Cuenca	Ecuador
Elementary school	Mt. Pleasant	MI
Enchanting Event Designs and Planning	Orlando	FL
Encore Financial Group	Cheboygan	MI
Enterprise Rent-a-Car	Troy	MI
Essendant	Deerfield	IL
Evangelists & Associates	Ann Arbor	MI
Exos	Carlsbad	CA
Experience Grand Rapids	Grand Rapids	MI
EY	Detroit	MI
Farm Bureau Insurance	Lansing	MI
Fiat Chrysler Automobiles	Auburn Hills	MI
Flagstar Bank	Troy	MI
Ford Motor Co.	Dearborn	MI
Ford Motor Company	Dearborn	MI
Ford Motor Company	Dearborn	MI
Ford Motor Company	Dearborn	MI
Ford Motor Company	Dearborn	MI
Ford Motor Company	Dearborn	MI
Ford Motor Company	Dearborn	MI
Ford Motor Company		
Ford Motor company	Dearborn	MI
Ford Motor Company/ Kimberly Clark	Dearborn/ Neenah	MI/ WI
Fort Wayne TinCaps	Fort Wayne	IN
Fox 2 News	Southfield	MI
Fox 2 News, 9&10 News	Detroit, Cadillac	MI
Fox Sports Detroit	Southfield	MI
Freedom House	Detroit	MI
Fulton-Middleton High School Athletic Department	Middleton	MI
Garden city Hospital	Garden City	MI
General Motors	Warren	MI
Gentex Corporation	Zeeland	MI
Girls on the Run of Central MI	Sheppard	MI

Glik's	Saugatuck	MI
Global Team Blue	Southfield	MI
Golden Horizons Adult Day Care	Bay City	MI
Grand hotel	Mackinac island	MI
Grand traverse resort and spa	Traverse city	MI
Gratiot Isabella RESD	Alma	MI
Great Lakes Collaborative for Autism	Toledo	OH
Green Bay Packers	Green Bay	WI
Grupo Antolin	Howell	MI
Grupo antolin	Howell	MI
Grupo Antolin & Gil-Mar Manufacturing	Howell & Canton	MI
GTB	Dearborn	MI
GTB	Dearborn	MI
Gus Macker	Mount Pleasant	MI
Gus Macker Basketball, LLC	Belding	MI
Henry Ford allegiance health	Jackson	MI
Henry Ford Health System	Detroit	MI
Hfhs	Detroit	MI
HOMTV	Meridian Township	MI
Hope Middle School	Holt	MI
House of Honey	South Pasadena	CA
Howell Nature Center	Howell	MI
Huf NA	Farmington Hills	MI
Humane Society of West MI	Grand Rapids	MI
ICCAC	Mt. Pleasant	MI
Ingham county medical care facility and rehab center	Okemos	MI
Ingham county prosecuting attorney's office	Lansing	MI
Ingham County Prosecutor's Office	East Lansing	MI
Integrative child psychiatry	Troy	MI
Interactive health	Warren	MI
Internship abroad- Farm Direct Foods of Latin America	Queretaro	Queretaro, Mexico
Inteva products	Troy	MI
Invisi-Tag	Walled Lake	MI
Ionia City Parks and Recreation	Ionia	MI
Ironcad	Atlanta	GA
Isabella County Courthouse	Mount Pleasant	MI
Isabella county day treatment	Mt pleasant	MI
ITW	Troy	MI
J Phillips	Bay Harbor	MI
Jackson National Life	Lansing	MI
James A. Haley Veterans Hospital	Tampa	FL

Judson Center	Royal Oak	MI
Kalamazoo Nature Center	Kalamazoo	MI
Kalamazoo psychiatric hospital	Kalamazoo	MI
Kimberly Clark	Neenah	WI
Kohl's	Lapeer	MI
Kohl's	Westland	MI
KPMG	Detroit	MI
Laingsburg High School Athletics Department	Laingsburg	MI
Lake Orion Community Schools	Lake Orion	MI
Lake Pro	Swartz Creek	MI
Lakeba	Manly	Australia
Lakeshore High School	Stevensville	MI
L'Anse Cruse Public Schools	Chesterfield	MI
LARA	Lansing	MI
Law firm	Farmington	MI
LEAR SEATING	FARWELL	MI
Lee & Birch	Grand haven	MI
Livonia Public Schools - Cass Elementary	Livonia	MI
Local 4	Detroit	MI
Mac tv	Mt p	MI
Magna	Troy	MI
Magna International	Troy	MI
Magna Mirrors	Kentwood	MI
Marathon Petroleum	Findlay	OH
Mason Middle School	Mason	MI
May extension	Grand Rapids	MI
McLaren	Flint	MI
McLaren Bay Region	Bay City	MI
McLaren Heath care	Macomb	MI
McLaren Hospitality House	Flint	MI
McLaren Macomb	Mount Clemens	MI
Meijer	Walker	MI
Menards	Mount Pleasant	MI
Mercantile bank	Mt pleasant	MI
Mercy Health	Muskegon	MI
Mercy health physician partners	Grand rapids	MI
Meridian Health Plan	Detroit	MI
MI Department of Environmental Quality	Lansing	MI
MI Department of Environmental Quality	Lansing	MI
MI department of health and human services	Lansing	MI
MI House of Representatives	Lansing	MI

MI House of Representatives	Lansing	MI
MI house of reps.	Lansing	MI
MI International Speedway	Brooklyn	MI
MI Science Center	Detroit	MI
MI Senate	Lansing	MI
MI State Senator Mike Kowall	Lansing	MI
Mid MI Community College	Mount Pleasant	MI
Midland County Educational Services Agency	Midland	MI
Midland County ESA	Midland	MI
Midland Hospital	Midland	MI
MidMI health	Midland	MI
MLive	Muskegon, Ann Arbor, Detroit	MI
MLive Media Company	Grand Rapids	MI
Motorola Solutions	Schaumburg	IL
Mount pleasant high school	Mount Pleasant	MI
Mount Pleasant Public Schools	Mt. Pleasant	MI
MSU Extension	Midland	MI
Mt Pleasant Chamber of Commerce	Mount Pleasant	MI
Mt Pleasant Discovery Museum	Mt Pleasant	MI
Mt. Pleasant Area Chamber of Commerce	Mount Pleasant	MI
Munson Community Health	Traverse City	MI
Munson Medical Center	Traverse City	MI
National Cherry Festival	Traverse City	MI
National Cherry Festival	Traverse City	MI
National Weather Service	Gaylord	MI
newaygo county court house	newaygo	MI
Nimkee Memorial Wellness Center	Mount Pleasant	MI
Nissan	Mississauga	Canada, ON
North Gate	Flint	MI
northville public schools	Northville	MI
Northwestern Mutual	Portage	MI
Northwestern Mutual	Ann Arbor	MI
Office of Student Activities & Involvement	Mount Pleasant	MI
Ottawa County 20th Circuit Court	West Olive	MI
Pafco	BLOOMFIELD	MI
Perry Elementary School	Perry	MI
Pet Supplies Plus	Southgate	MI
Petoskey News-Review	Petoskey	MI
Pine Rest Christian Mental Health Hospital	Grand Rapids	MI
Planet Fitness	Brighton	MI
Plante Moran	Flint	MI



Plante Moran	East Lansing	MI
Plante moran	Traverse city	MI
Premier business product, b co 1-14 2nd sbct 25th id	Troy/ Schofield barracks	MI/ HI
PricewaterhouseCoopers	Detroit	MI
PricewaterhouseCoopers	Detroit	MI
PricewaterhouseCoopers	Detroit	MI
Quicken Loans Inc.	Detroit	MI
Quicken loans Inc.	Detroit	MI
Rainbow Homes	Holt	MI
Rehmann		
Rehmann	Troy	MI
Renaissance Public Charter Academy	Mount Pleasant	MI
Research Tool Corporation	Ovid	MI
Rhino Media Productions	Kalamazoo	MI
Riverwood Resort	Mount Pleasant	MI
Rock Ventures	Detroit	MI
Rodenroth Motors	Sault Ste. Marie	MI
Ronald McDonald House Charities of El Paso	El Paso	TX
Sacred Heart Academy	Mount Pleasant	MI
Sage Products	Cary	IL
Saginaw Chippewa Indian Tribe	Mt. Pleasant	MI
Saginaw Spirit	Saginaw	MI
Same as employer	Same as employer	MI
Senator Kowall	Lansing	MI
September Boutique	Savannah	GA
SERVPRO of Mount Clemens/ New Baltimore	Chesterfield	MI
Shepherd Elementary School	Shepherd	MI
Shepherd Public Schools	Shepherd	MI
Sherwin Williams	Livonia	MI
ShorePointe rehabilitation	St Claire shores	MI
Society for public health education	Washington	DC
Sparrow Hospital	Lansing	MI
Special Olympics MI	Mt. Pleasant	MI
Special Olympics MI	Mount Pleasant	MI
Spectrum Health	Grand Rapids	MI
Spectrum Health	Ludington	MI
Spring Hill Camps	Ewart	MI
St. John	Detroit	MI
St. John Hospital	Detroit	MI
St. John Providence	Warren	MI
St. John Providence	Southfield	MI

St. John's public schools	St. John's	MI
Stafford's Hospitality	Charlevoix	MI
Stanley Black & Decker	Towson	MD
Startup Tasmania	Hobart	Tasmania
State of MI	Lansing	MI
State of MI House of Representatives	Lansing	MI
Steelcase	Grand Rapids	MI
Student taught at Jefferson Middle School	Midland	MI
Summit Academy North Middle School	Romulus	MI
Surline Elementary	West Branch	MI
Sweet Dreamzzz Inc	Livonia	MI
Ten Sixteen recovery network	Midland	MI
The Dow Chemical Company	Midland	MI
The Dow Chemical Company	Midland	MI
The Homebuilders Association of Central MI	Mt. Pleasant	MI
The Lakeland Center	Southfield	MI
The Legacy Center	Brighton	MI
The Lighthouse Neurological Rehabilitation Center	Kingsley	MI
The Listening Ear	Mount Pleasant	MI
The National Aquarium	Baltimore	MD
The Walt Disney Company	Orlando	FL
TI Automotive	New Haven	MI
To Write Love On Her Arms	Melbourne	FL
TopLine Comms	London	UK
Transcorr National	Grandville	MI
Trenton Tribune	Trenton	MI
TTi Global	Rochester Hills	MI
Tullymore golf resort	Stanwood	MI
Tumbl Trak	Mount Pleasant	MI
Turning Point, INC		
U.S. Army	Kaiserslautern	Germany
Unified Brands	Weidman	MI
United shore professional baseball league	Utica	MI
University of North Dakota	Grand Forks	ND
University Recreation	Mt Pleasant	MI
Utica Community Schools	Utica	MI
Utica Community Schools	Shelby Township	MI
Utica community schools	Shelby Township	MI
Vanguard Charter Academy	Wyoming	MI
Veterans home	Grand Rapids	MI
Walt Disney World Parks & Resorts	Lake Buena Vista	FL

Waterfront Cafe	Mackinac Island	MI
Waverly Middle School	Lansing	MI
WBKB tv	Alpena	MI
Weichert realtors	Mt pleasant	MI
WellBridge of Brighton	Brighton	MI
West Branch Regional	West Branch	MI
West MI Sports Commission	Grand Rapids	MI
Wework	New York	NY
Wilderness Inquiry	Minneapolis	MN
WillowBrook Rehabilitation Services	Brighton	MI
Willowbrooke rehabilitation facility	Brighton	MI
WOMEN'S AID SERVICE	MT.PLEASANT	MI

## APPENDIX E

### Responses to Question 23: "What Reasonable Measures can be taken to improve the Student Experience at CMU?"

Working with students to explore different fields of study in the first year at CMU in my opinion most students at 18 don't truly know what they want out of life.
> We have all this money left over in our budget. What should we spend it on? > Oh, I don't know, what about student resources? > Nahh, let's raise the salary of all the executives and put more money into our dumpster fire of a sports program - that'll sure help
A free online bulletin that is constantly updated with every event on and off campus (and maybe even surrounding communities). It would be the one stop place to see what's going on. Yes we got emails weekly about *some* events, but this would be where anyone can post an event (and can be approved by 24/7 staff). It was annoying trying to look through Facebook, twitter, cmich, etc to find everything going on every week.
A lot of college classes don't prepare you for real world experience.
Academic advisors should be someone who has actual time to advice students. Capstone projects should be a whole year, and not one semester.
Activities to help prepare for jobs upon graduation
Actually listen to the information on SOS forms, even when a professor has tenure. I had a lot of great experiences with some specific professors who teach really well. However I had a lot more awful experiences with professors who had a reputation as being bad at their jobs for years, but nothing ever seemed to happen making it seem extremely pointless to fill out an SOS form let alone how much we had to pay for a bad class that you do not learn anything in.
Add a Division 1 Hockey Program
Add a Nursing Program
Addition of PLC classes for electrical/computer engineering.
Address the mind set of long term teachers. They have nothing to lose so they are ruthless graders in courses that are completely irrelevant to most students. I shouldn't be spending more time on psychology, geology, and the history of islands around Indonesia than 3 & 400 level business courses.
Advertise more of student clubs or organizations
Advisors and career coaches are pitiful
Advisors give multiple routes that can be taken for what student may want to do
All majors should require an internship and the university should work with local businesses to guarantee students can take an internship and afford to live
Allow students to walk for graduation in May if they graduate in August. Once I graduate, I will be off to my career and may not be able to attend the December graduation. Also, have more concrete summer classes. It is incredibly difficult to plan your academic schedule because you never know what summer classes are going to be offered. I talked to academic advisors and planned my whole schedule around a class being offered in the summer (which was offered the previous four summers and I was told would be offered again). By taking this class at CMU, I would have been able to double count the credits towards undergrad and graduate credit through the MBA Accelerated Accounting program. However, at the last minute, they didn't offer the class and I was required to take the class at Grand Valley State. As a result, I was unable to double count the class for graduate credit and lost out on a large amount of money because trying to guess which classes will be offered in the summer is a shot in the dark. I have talked to students at other universities that know well in advance what summer classes will be offered, so I don't think this is an unreasonable request. Further, CMU's website is very difficult to navigate. Trying to use the "search" feature is virtually useless and makes things more

<p>confusing rather than answering any of your questions. For example, the graduation issue I brought up earlier is impossible to find an answer on the website. I did not know whether someone who graduated in August could walk in May (and frankly, I still haven't received a straightforward answer), so I went on the website to find out. I assume this is a rather common question since many people graduate after summer classes, but I could not find the answer online after hours of searching. Overall, CMU is a good university and I mostly had a great experience, but it just seems like they make everything more difficult than it needs to be.</p>
<p>Always stay Fire Up!</p>
<p>Analyzing departments for staff knowledge/availability and making sure that the secretaries that work for the departments are kind and helpful because they too are the face of the department/university</p>
<p>As a freshman, I would've liked to know more about academic clubs/organizations so I could've joined sooner than my junior year. (Maybe more information around the dorms or have RAs pass out information).</p>
<p>As a Gay Veteran, I felt disconnected from other students and veterans. I felt like I couldn't tell other Veterans I am Gay, and traditional students seemed I'll informed on Veterans. That was the only hindrance to me fully enjoying my time at CMU.</p>
<p>As an accounting major, I would've liked to see more private accounting classes. This is what I got a job in and the majority of my classes at Central were for public accounting jobs.</p>
<p>As best as can be achieved, improving course times and offerings to accommodate student needs.</p>
<p>Audit your professors (the ones who have been there a long time)</p>
<p>Better academic guidance (not contradicting between different departments).</p>
<p>Better advisors.</p>
<p>Better career services</p>
<p>Better communication from college of Ed</p>
<p>Better curriculum, better staff, more emphasis on STEM majors</p>
<p>Better disability support services and having people who have a better understanding of what they are doing working there.</p>
<p>Better food in the cafeteria! Also, improving the city of Mt. pleasant. I never felt very safe there.</p>
<p>Better funding of departments, hire more professors</p>
<p>Better safety including north of campus because most students live there. More help finding careers for post-graduation instead of leaving people in the dust or thinking their internship will get them one. More guidance or education on real world experience things instead of crap out of a book.</p>
<p>Broaden science degrees that will actually get people jobs</p>
<p>Build BETTER relationships with companies for internships and Co-ops. Internships are the main preparation for employment after graduation.</p>
<p>Career Education, Practical Skills, Focus on Internships, FIX THE PARKING(still salty about that)</p>
<p>Career opportunities for global students; I was always planning to go to graduate school, but if I had not, there were limited resources for anyone outside of the Mt. Pleasant area.</p>
<p>Cheaper tuition</p>
<p>Class wasn't challenging. It seemed like a waste of money almost. Could have learned more on my own, but the experience of being on a college campus is what is really special.</p>
<p>CMU is a great school. The only comment I would have is that higher education is expensive. While CMU is not the most expensive university, the cost per credit continues to rise. This makes it more and more difficult for some to afford higher education.</p>
<p>CMU is beyond "reasonable" measures to improve itself relative to its peers. Better off closing.</p>

CMU was a great school that prepared me well for my career. One thing that could be improved upon is the coursework for education majors. It should be narrowed down to the classes that are most important. I ended up taking a lot of classes that seemed unnecessary and. Ow that I am in the field I realize how much extra work I was made to do that isn't necessarily helpful to my career.
Consistency among online courses
Continue to work towards a more inclusive campus for minority groups.
Cost of attendance is crazy and out of reach for some individuals.
Cost. Your cost is unreasonable. There is no excuse for it. You are harming those you put into the world, saddling them with a crippling debt. ***** does not need another raise, every year, which the students pay for. The education department is not providing education for those going into middle school teaching. Everything they focus on is for low elementary.
Courses on helpful adult concepts (finance, career, etc). More focus on public speaking, working in groups, and other important things needed for working in the real world.
Create more opportunities for parking so students are not tardy to class.
Cultural Diversity and Education for incoming students.
Dean do more sit ins with faculty, though maybe without warning. Some professors truly don't actually teach just give students an A basically. This makes students not be able to retain information therefore making them not ready for their career.
Decrease tuition cost. I love CMU, and am satisfied with the education I received, but I am now in a lot of debt and have chosen a career path I love, but it does not pay much. If tuition cost was lower, I (and every other college graduate) could really begin our lives and follow our passions (such as teaching in a 3rd world country where they don't pay very much) without feeling trapped by student debt.
Develop a better relationship with the city of Mount Pleasant
Diversity and Inclusion. Makes no sense why the MASS office is located in the basement of the UC and all the way in the back.
Do not be afraid to try anything different
Don't cut department spending..foreign languages and the humanities department are KEY to a vast amount of people.
Don't have them room with people they are alike, had awful experience with my living situation made my time at college somewhat awful
-Don't make students take useless classes. Some of the classes I was required to take were the worst classes and hurt my GPA
Don't teach for the test, teach to learn and retain info for a job later. Also, some degrees are useless without a masters or PhD too, and I wish I had known that
Eliminate proctored testing at the campus. I work 8-4:30 p.m. and sometimes later and the campus closes early. I took online classes to prevent from driving to and from school
Engineering faculty needs to take more pride in their students' learning. We are graduating engineers that are unqualified and unprofessional. As a college, we need to show more integrity and not let those who cheat get away with it. We need to set higher expectations and fail so that when we get into the workforce we know how to fail upwards. We also need professors to plan better, host supplemental lectures, and use more practical/real world examples. Perhaps, enrolling engineering professor in some education methods classes would be beneficial.
Ensure course material is current and that instructors are returning submitted course work in a timely manner.

Ensuring that all students are able to make a connection with SOMEONE at CMU. Like a professor or older student in the same field.
Evaluate professors in the Therapeutic Recreation department. There is great concern among current and graduated students about experienced professors retiring and others becoming heads of the department (one in particular). This would be a hit for the entire department.
Evaluations on Professors taken more seriously. If a lot of students are dissatisfied with a professor look into it. Provide mandatory counseling sessions with students to ensure they are the right academic path and taking the right classes that count toward their degree. Don't make students hunt down several different advisors that give different information.
Expanding the Advertising program, more prep for internships.
Faculty
Faculty improvement
Faculty with experience in field, less education structure more company structured and based. Less bookwork and more hands-on experiences (shadow companies). ***** did a good job of this. Create more partnerships with Carew and other training companies.
Faculty/professors should be evaluated more frequently
Filter out the crap professors we have
Fire bad teachers , stop spending so much **** money on *** and pay attention to the students and what they have to say because they care more about this than you do, you just want to get paid.
Fire ***** he is the worst professor in the entire department. He is unprofessional and belittles his students daily without teaching them the necessary material.
Fire ***** ****. Put more money toward student media, arts, cultural orgs and less on sports, leadership and entrepreneurship. Reduce VP salaries to keep valuable faculty members. Address campus sexual assault head on and stop supporting the morally bankrupt fraternity/sorority system.
Fix your staff
Flexible class times for nontraditional students
Focus more on the STEM programs. IT was okay, but there was a lot of material that was critically outdated still being taught when I attended from 2012-2016.
Focus on possible careers in major courses
Focusing on the programs that build students outside of the classroom --Leadership institute, success coaches, face-to-face advisors, volunteer center
For the teaching program, prepare future teachers for all types of schools that they could teach in. Even with the diversity requirements, it didn't begin to show how different some schools and the children in those schools can be from others.
Get better IT and CPS professors - some of the newer ones are fantastic but many tenured professors are awful
Get involved, and enjoy yourself, time flies! College is the best years of your life.
Get more people involved in programs outside of their own. I was in the recreation program and was part of the threads fashion show my entire CMU career. Have teachers give more real life experiences instead of book questions, the biggest thing that made me LOVE my major - each class had a project but they taught us things. My tourism class with ***** ***** - she gave us basic information about where a family or a person wanted to travel, attractions they like, dietary needs, budget, etc. and we had to plan the entire trip for that person. It was so hands on and made us explore so many resources for travel logistics which I use every day now when I book flights and work with hotels. The RPL430 class when we create an event on campus, most people just read about events and learn the dos and don'ts. We had to experience it first hand, what if people don't show?

<p>What if we don't have enough of something? Is this too complicated? etc. I was also involved with groups on campus, HTS (hospitality RSO) literally changed my life, I ran for E-board my very first semester and became the office manager to take minutes at meetings and make sure I had info to everyone and I stayed on E board each year. I learned to become a leader and someone people depend on. We also took various trips around MI and got to network one on one. With the hospitality program and getting involved, I was nominated two years in a row to represent CMU Hospitality at the Pure Michigan Governors Conference on tourism. There's so many hidden experiences on CMU's campus that if people would just express what they like and have an interest in, you can easily find something for you! I love NASCAR, I work in it, it's my religion, anyone who knew me - knew I was all about NASCAR; and now it's my career. But I ran the threads fashion show for years, I was on the E board of a hospitality and tourism group, I was taking engineering classes, volunteering for the animal shelter. People have so many layers of interest and if they just put them on paper, and explore the options that CMU gives - they'd be amazed! I was also on the CMU Pom team for my first year at CMU and it wasn't the best program back then, but it's grown so much and had so much involvement. CMU really can offer you amazing experiences. I got into other schools but CMU was always the first choice for me. If CMLife ever needs a where are they now story - pass my info along! ***** :)</p>
<p>Get professors who can actually speak and understand English on a college level.</p>
<p>Get rid of Greek life, it reflects negatively on the community and college.</p>
<p>Get rid of UP's for a "diverse education". I know what I wanted to go to school for and I had to spend a lot of money for extra classes that didn't prepare me for anything in life. I understand that a lot of those UP's are to keep certain colleges in business, but if they cannot sustain on people majoring in that college, maybe it is time to cut that college.</p>
<p>get teachers into the field before their last semester... And, actually have topics that are used in the field, not just what they think is right</p>
<p>Getting education majors more involved in research or internships that involve their subject area would be beneficial (not just student teaching). I was able to do engineering research that helped me understand the standards and content that I would be using in my further classroom.</p>
<p>Getting more students involved in some type of organization on campus. I was a cheerleader for 2 years and it was an amazing experience.</p>
<p>Getting students' advice on things they would like to see changed while they are still students.</p>
<p>Give more funding and update the Human and Behavioral Studies department and update Anspach!</p>
<p>Give SAPA more money so it can do more. SAPA is the best thing about CMU. Supplemental Instruction was also an awesome resource. I wish they had SI for more classes.</p>
<p>Global campus students should not take this survey. We do not have the same experience as main campus students.</p>
<p>Global Career Services Improvement, Global Internship Opportunity, Global Student Organizations Opportunities</p>
<p>Graduated with a degree in Entrepreneurship, realizing this program is still improving there are some courses that I feel still need some improvement/ structure.</p>
<p>Greater awareness of career services and all that they can do.</p>
<p>Greater interest in students' academic journey. There were a lot of times I felt like an island.</p>
<p>Have more internship opportunities in the Chicagoland area or even Illinois itself. As an out of state student the only options, from the CMU staff I was given, was Michigan or something like Texas or Colorado. If you were able to relocate or you lived in Michigan it was great but did little to nothing for me.</p>



Have more practical teaching courses that prepare students for the reality of classrooms, not just what they're like in theory
Have professors aid in the acquisition of student internships - particularly pertaining to the engineering department where an internship is almost vital for post-undergrad employment.
Have professors that believe in all students to achieve their dreams. While appreciated for their honesty, I don't want ONE person telling me their opinion on whether or not I would be a good teacher. MORE PARKING
Have professors that communicate better to students. I understand the language barrier can be an issue but when it is affecting grades and GPA, that's an issue especially when it's my money
Have the student groups more advertised so that way students have a better opportunity to get involved
Having departments meet more with potential employers to talk about the job expectations and how the transition from college to work might look like
Healthcare administration is such a broad career field and I wish I could have gotten more real-world experience with the possible career opportunities. Right now I feel blind with a health administration major because I do not know the entry level positions for this career, like many of my other peers.
Help them pay for it
Helping freshman get on track to know when classes are offered so that they wait until spring to take it and find out it's only offered in fall.
Hire a pre medical advisor. When I went through there was no department. I had no information about medical scholarships, MCAT prep, timelines, applications, etc. I am lucky to have gotten accepted to a medical school, and I was a 3.97 GPA graduate. I had no clue what I was doing due to a lack of resources and ended up butchering my application because of it (only finding out after acceptance how off base I had been).
Hire academic advisors that know what they are doing. I went to multiple advisors and got a rude awakening when I received my final audit. There are too many academic advisors that are contradicting each other and we, the students, only find out that someone didn't do their job right when we get our final audit. I have a lot of friends that have had the same problem as well. By that point we have to rearrange our lives around fixing that mistake with either more classes in our current or next semester before graduation on top of already planned classes. In some cases we have to add a whole new semester to fix a minimum of 1 class which throws off any planned job opportunities, living arrangements, extra time/money into living costs that we did not originally need! Very unhappy with the outcomes from our advisors.
Hiring faculty with professional experience in the field they're teaching.
Honestly CMU made working full time and being a full time parent and attending school full time possible! I had an amazing experience and everyone at CMU is very supportive
Horrible Math Department.
How practical can we make our courses? I learned more from a union rep in one hour than I have in some semester long courses. Certification, retirement, contract negotiation, etc...these are things that are almost completely ignored. I'm not suggesting throwing out anything from the program necessarily, but I feel CMU does their students a great disservice to not prepare them for the practical aspects of their careers that will affect their entire lives (i.e. MPERS).
I cannot think of any measures to improve the student experience. I enjoyed my time at CMU through the Global Campus and recommend it wholeheartedly.
I don't feel like I learned what I needed very well to apply it in my career. Also having professors that have work experience would be nice for guidance.
I felt that there could have been more measures in taken for career preparation.

I found it very important to get involved. Ex. Leadership Safari, Special Olympics, Alternative Breaks
I had a few teachers that really did not do a good job teaching and I took away nothing from the class. Also, I feel like the classes could be changed to help better prepare for jobs.
I had a great experience, but sometimes the online class instructors were not "hands on" enough.
I had a perfect experience at CMU, between friends, classes, professors, RSOs, etc. My advice would be for students to get involved. I get involved with CM Life much too late. I would tell my freshman self to do it so much sooner.
I had an amazing experience; I can't think of anything I would have changed. Although it would be much better if fewer UP classes were required and students could focus on taking more classes for their majors. Study abroad could be more affordable as well.
I just did not like the type of people, more diversity would have been more for me
I know this isn't the "reasonable" measure you asked for, but tuition need to go down, or go further. When I look back on the courses that I took, many were not worth the \$2000 that I spent on then. The same is true when I look at the experience at CMU as a whole. I am very aware that this problem is not specific to CMU and that it is not caused by any distinct action of CMU, but I didn't get the impression that we were leading the charge against higher tuition either. My debt is minimal compared to others, but it still represents a tremendous burden. In sum, I do not feel that I got my monies worth out of my CMU experience.
I like it the way it is!
I love CMU!
I loved CMU so much. I miss it every day! I think everything you guys are doing is amazing! I think you guys do an amazing job of making everyone feel included and that is one thing to always keep doing! Also it's nice when faculty and staff are nice/helpful!
I loved CMU!!!
I loved CMU...
I think Central Michigan University needs better teaching faculty.
I think faculty should be experienced in the profession. I had one professor that really seemed to know the industry and know what was expected out of us. I was lucky enough to have ***** twice.
I think improving the ability to change rooms/roommates, regardless of the timing during the school year, would improve the student experience at CMU. I had a suite-mate freshman year that purposely flooded our room with two weeks left in the school year and my roommate and I were told that we could not be moved to a safer room unless our suite-mate "physically harmed one of us." This still bothers me and I know others who had awful experiences with roommates and were not given any options by their RHDs. This policy should be looked into for the safety of future CMU students.
I think the school does plenty, I would rather have lower tuition then more services.
I thought that orientation was very overwhelming, not sure how this could be changed but it seemed like I didn't have a chance to really consider my major before I had to take classes or else I would have wasted more money. It would be nice to have had someone help with job search after graduation.
I took a course that was listed as religion and ended up being 0% religion and 100% history; make sure courses are properly classified.
I took a few online courses and I felt a couple of those courses could of structured a little bit. I suggest maybe making sure that professors are properly operating there online courses. Maybe all of the professors could offer suggestions among one another, or be provided with some assistance when managing their online courses.

I was an online student so my experience was different than those on campus. Not much can be done for those students without contact with the CMU campus.
I was very satisfied. Variety is always a good idea.
I wish CMU had partnerships with different Companies or something for more career exploration opportunities to help with deciding a major
I wish I had known about more academic clubs/organizations when I was a freshman.
I would have liked more guidance on finding the right internship through the journalism department. I took the only internship I could find because I didn't know what else to do, but due to settling on my internship I didn't want, I acquired little skills from the work experience. This left it harder for me to find a job after graduating.
I would like to see tuition go down. I personally do not think that some of the high level administrators (i.e. ***** *****) are worth the salaries that they are being paid. For the many years that I was on campus I never saw the president once. Maybe the president and his administration could visit campus more frequently, rather than expecting campus to come to them.
If a student is doing well academically, do not force them to stay in an on-campus residence hall. There are cheaper off-campus options that students should not be penalized their scholarship for, in order to save their own money.
If there is negative feedback semester after semester about a specific faculty member please consider putting them on a possible "probation" period. This might mean they have to attend a course or come up with a plan to better improve their instruction. I've had professors that I had several times during my major course work who never seemed to improve and who always had the same feedback semester after semester. I think it would be beneficial to have an action in plan to always be improving CMU faculty!
If there was a way to lower the cost of attendance, that would greatly help. Also, maybe adding some kind of events for off campus students. When I lived off campus, I didn't feel as much of a part of the university as I did when I lived in the dorms. Lastly, as far as an overall suggestion, make the students feel like they are the most important aspect of the university. A lot of my friends and fellow students I knew felt that the administration cared more about money and other things than the students, which is why many people told me they either disliked or left CMU. I love CMU and am grateful to be a Chippewa, and I hope that some adjustments will be made to make more students feel the same way.
If you say it is a college of Broadcast AND Cinematic Arts actually offer cinematic arts courses. I had no interest in broadcasting yet I took more courses regarding that than I did for the career I was actually hoping to go in to. Even at my current job they have made comments about how little the film students from CMU know. The only reason I know the amount I do is because of the two internships I had during school. I am very disappointed in the College of Broadcast and Cinematic Arts and hope future film students more luck.
Implement a nursing program!
Improve Human Resource Management Major
Improve Internship Experience For Electrical Engineering Students. Engineering Program is tailored for Mechanical Engineering.
Improve parking, there is way too many parking passes awarded for the amount of spots available. Improve the biology majors curriculum
Improve the class "technology in education" make it more relevant. Have students take it near the end of their time at CMU, not at the beginning of their teaching career where they will forget half of the content taught because they won't use most of it until they are out of college. The information taught could be so much more relevant for practical use in the classroom if the students that are taking it have a better understanding of what a classroom looks like- which is near the end of their

college career. Also form a Club for Future Teachers, or one specifically for Health and PE teachers. That would have been so nice to be a part of something like that.
Improvements in career services, advise more students on furthering education
Increased opportunity of on-campus jobs, including more hours available, and more interactions with advisors during undergrad, perhaps just to check up. Many graduate programs, including ones at CMU, require recommendation letters from faculty, and not all applicants are aware of this until it's time to apply.
Invest in the students!!!!
Invest more into humanities, ccfa.
Invest more money into the humanities where applicable; and provide more opportunities and chances to those who are studying the liberal arts. Dumping a large sum of money into the sciences is something that is in preparation for the future, but don't forget about those studying the softer sciences as well. There is another subset of people whose other half of their brain flourishes, and that is easily forgotten here at CMU.
It continues to be a great experience as I earn my MSA.
It took me 2 additional years to graduate and thousands of additional dollars because I was on waiting lists to take required courses. Basic courses that I had already taken at another University. I had my first 3 years of school loans paid off and now I have more student loan debt than ever before. Now I am unemployed and cannot afford to repay my loans. The calls asking Alumni for financial support are really just adding salt to a huge wound!
It was quite obvious that my department was too focused on maintaining their position/stature rather than improving and growing the student experience. I had questioned many times why the advertising/journalism/photography/graphic design courses didn't have more intercommunication when it came to creating content and production of material. I was repeatedly told it was because the heads of those departments are stuck in their ways and don't want anyone stepping on their toes. This was disappointing and I thought it ruined the possibility of growth both from a departmental and student perspective. If anything, I would like there to be more openness and understanding of how different departments would work together in the real world and then have that translated to the student experience.
It would create a better learning environment if the college professors that taught their respective subjects were also required to have some classes into teaching in addition to their extensive knowledge of the field. Just because you have used the material in the real world doesn't mean you are qualified to properly teach the content.
It's difficult to say because student demands continue to grow and grow, making it nearly impossible for administration to keep up. This is a bit unfair for the university, but the students' rebuttal is, and will always be, the cost of tuition. For me, that was not an issue, but I understand how much of a factor it is for a number of students. In short, I believe CMU is doing to the best job it can at providing an adequate student experience. As long as they continuously improve in the future, it shouldn't be a problem. I will continue to support my alma mater in the future and am more than proud to be a Chippewa.
It's perfect.
Job search for teachers
Job seeking guidance
Knowledgeable faculty, that are both challenging and respectful. Emphasis on real life scenarios, or prepping for life after graduation.
Less added fees on tuition. If something is required for a class put that into the class cost

Less redundancy in the coursework for cohorts for education majors.
Let go of ineffective professors
Life at CMU is different for global campus students. We don't get to be involved in a lot of the activities around campus since many of us come from all over the world. I personally attended CMU while living in Germany with my husband, since he is stationed here. Trying to involve students globally and even online would be so much better. I got emails about events to meet for career opportunities but they all were back at campus, making it frustrating and feeling left out.
Listen more to the students since they are the core of the university. It's better to know what the students need by simply asking them or making questionnaire and let them participate in it; their needs are important to have good experience at CMU.
Listen to student surveys!! I don't care if a professor has tenure. If the majority of students year after year say that a professor doesn't show up for office hours, gives one grade on a report, and refuses to meet with students, please get rid of them. Also, update the weight training center in the SAC. It's falling apart, it's disgraceful
Listen to your students. Not just hearing them, but caring enough to change their experience for them, not the powers at be.
Lower costs of materials, tuition, etc.
Lower the cost
Lower the overall cost to the student by any reasonable means
LOWER TUITION
Lower tuition
Lower tuition rates
Lower tuition, more parking, improved teaching ability of professors and TA's, more scholarships specifically for on campus housing.
Lower/more reasonable costs
Lowering tuition prices
Make coursework apply to what is actually happening in jobs not just theory. Theory gets you nowhere in business.. practical application is needed
Make credit hours more affordable instead of raising tuition every year.
Make it required to visit Career Services or a required course. I feel like CMU doesn't care about Communication majors at all. Moore building is the least exciting building and it's depressing to walk through those halls. Being proficient in Microsoft programs is important in the real world, and I received no training while at CMU. I was a full-time student and full-time employed and had no time for extracurricular and only stuck with the courses that were required of me to get out on time. Making career courses required is important.
Make the students more aware of the after college life. Helping them/ guiding their choices of class. More aware of planning your classes
Making all students of color feel comfortable. We have the MASS office, but it seems to cater more to Black/African American students versus multicultural students. There needs to be more representation of faculty and staff to help provide more mentorship and diverse perspectives to students.
Making sure all syllabi are current and updated for use and align with assignments and due dates.
Making sure that the counselors are telling their students exactly what they need to know to make the transition easier.

Mental health seemed to be poor within the last 2 years so I'd like to see a little more focus on the mental health of students.
Modern facilities that accommodate student needs from the student perspective i.e. Ronan.
More accommodations for nontraditional students. As an older student with young kids there weren't additional resources to help me in all aspects of my life.
More activities for people to do other than drinking
More advertising or exposure of activities on campus and services available to students.
More assistance with finding a job after graduation. We are thrust out with little help, overall.
More availability for classes and longer hours in the cafes
More career advancement programs. The job fairs are great and all but they do not serve all majors in the university. I would like some help AFTER I have graduated with finding a job.
More career opportunities for global campus students
More career opportunities for student who have to work all the time, who may not be able to create relationships with potential career opportunities because of the lack of time to do so.
More communication needs to be opened up by professors to the students about future certifications required and steps to acquire these certifications for certain positions. Personally I have found myself lost in trying to obtain a position due to lack of certifications and licensing... something I wish I had know much more about before graduation.
More courses available.
More courses geared toward cinematic arts
More curricular freedom. 18 UPs isn't helping anyone get any further in life. If I want to take a course that is strongly related to my career path please allow it. With a med school, put more focus on medical degrees, provide more opportunities for research, and change Biomed to a more medical focus degree.
more detailed and more frequent faculty evaluations
more discussion and diversity-related events
More diversity of Indian-Americans.
More financial education opportunities and outreach/ life skills workshops. Is a 401k or 403b better? What is the threshold point for miles and cost that make leasing a better idea than purchasing?
More guidance on finding a job before graduation
More health profession options, I only chose my major because the one I'd originally choose wasn't a good fit and there was a lack of options in the field
More help for those who are struggling with their major and/or career goals
More helpful academic counseling
more infrastructure classes
More library availability. The current hours are a little too restrictive, especially on the weekends.
More notifications/detailed information about available internships, student organizations, capstone classes, and career advancement.
More online class offerings. Overall very happy with my experience at CMU.
more opportunities for internships or job experiences not in business related fields
More opportunities to be in the field- learning and preparing in the classroom and then being allowed to put that learning into practice
More opportunities to demonstrate leadership techniques. Also, get more professors like ** *****

More opportunities to explore different job directions that can be taken upon completion. Better guidance through university center advisors.
More parking spots in the lot so I'm not stressed about driving on top of stressing about parking. Also, allow more teachers to have more thdenta involved in research
More parking spots.
More personalized academic advising
More personalized guidance
More reliable tutoring services. Additional Health Majors
More required volunteer hours within major field
More respect for what Greek life contributes to the school rather than the feeling of hatred from the school.
More scholarships/grants for retention for the students who do stay and complete their degree. I have met so many students who came in as a freshman with a lot of scholarships and grants off the bat and then failed out, and then there was myself who had good grades but struggled to get grants/loans
More sound passes for the tailgate lot
More student parking
More student teaching in courses
More teacher dedication, more experienced professors
More theatre/art/instrumental concerts! Everyone is so talented :)
more thorough information about the degrees you're choosing and what kind of job opportunities they will offer you.
More thought should be put towards international students. Much of the information they need is hard to find and many things we need, both online and on-campus have no options for students who are foreign nationals, such as the refund options for CMU payment or options to obtain technical assistance (if you're in your home country you cannot just call an American phone number, and yet sometimes that's the only option given to you.)
More work to allow students to discuss current issues while learning how to do so with civility
My experience is from the perspective of someone in the Honors program. I had a multitude of opportunities for experiential learning through the program. I wonder if other students across campus feel the same way.
N/A. I believe CMU does an excellent job making its services known and available to undergraduate students.
NA I am an older online student
Namely, let's cut ***** paycheck (and that of others on the school board) instead of cutting important departments and faculty members. Second, let's stop focusing on the student athletics as though they are what keeps CMU afloat. It is not. These budgeting issues will impact students at CMU in the long run and that is not acceptable.
Need more engineering faculty. Seriously
Never cut courses. Find the money for classes within over-head costs, stocks, investments, so on. Always chose the students education and well-being.
None I was overall very happy with my experience.
None, was a great school and very honored to be a part of it.

Not cutting faculty and departmental budgets as much. Learning is the most important thing. Having excellent teachers, resources, and student organizations are what make CMU great and what give students the best opportunities beyond graduation.
Not give so many parking tickets, better prepare students for graduate degrees, communicate with students opportunities about post bachelor education, fire **** ***** (he's extremely aggressive with students and gives very unclear direction. It's like being taught by a never satisfied father. Everything you do is wrong and your constantly yelled and and put down)
Nothing! CMU was the best support block I needed to graduate
Nothing. I fully enjoyed attending this university.
Offer extra curriculars on resume building, online portfolios and how to act in an interview.
Offer more affordable tuition.
Offer more internships, etc. in order for more students to get more experience in their major
One suggestion is to make more single student rooms available on campus. Students can build relationships and learn to resolve conflict without having a roommate. Another thing is to make students more aware of accelerated master's degree programs and to offer the opportunity to more departments.
Overall great with the off campus online program which is what o did
Parking needs to be reevaluated
Personally, I believe CMU to be a great choice for higher education. The issues I had were within my major studies.
Please setup a separate career department for international students who knows all about OPT stuff and help students to secure a job. In addition, for on-campus job fair the visiting companies/employers needs to be educated about OPT.
Preparation for state exams.
Prepare more for employment. Make sure all departments have similar, if not the same, answers when it comes to resumes, interviews, etc. HELP students find jobs after graduation.
Priority to small majors like Meteorology. Our department focused solely on Geology as it was a larger major. Opportunities for my major were very few and far in between.
Professors and staff members should be more attentive to the needs of students.
Professors need to be consistent with their teaching methods.
Professors should be required to meet grading deadlines. I had a professor who graded assignments weeks away, when the rest of assignments were based off of the first one. So, how can a student succeed (which I failed) when they don't have the materials to proceed? Find internships for students in smaller areas, I couldn't find one unless it was in a larger city.
Professors that are younger and have more recently worked in the non-academic field
Promoting equality to all students from every member of the faculty.
Provide a more consistent approach to online learning per professor. At times, the amount of work per course varied tremendously. With a work schedule, it didn't give much time to get all the reading in along with the assignments.
Provide coursework that is actually applicable to the real world experiences we will have outside of CMU. Many courses made an attempt at teaching material that can be applied to many experiences but that attempt was often weak. More often, especially in the education program, material was taught as if we would all jump into a job planted in a middle class, white dominated neighborhood. Teaching communication, interpersonal skills, problem solving, and global awareness should come way before trying to teach exact methods for approaching a profession.



Provide information about the type of careers related to their degree and provide appropriate classes to ready the students.
Provide more 1 on 1 with instructors and individually with students. More opportunities on campus for employment.
Provide more career advice instead of just course plans. Actually help students understand what kinds of jobs they can/cannot get with their degree. Be more helpful with that
Provide more scholarship opportunities for older and transfer students. Find ways to decrease cost per credit hour rather than increase it.
Providing them with opportunities in the field.
Psychology department head flexibility in regards to accepting local community college face to face math requirements when working with global campus students. I had to go through student success ombudsman due to her unwillingness to work with me. Perhaps she could benefit from continuing education courses to better empathize with this population.
Push more on RSOs. Sport Management Association opened my eyes up to a lot about my Major.
Put some more money into the broadcasting and CINEMATIC ARTS program. And maybe change the name to just broadcasting since the program does almost nothing for actual filmmaking unless it's through your own initiative.
Quit cutting others masters programs to only focus on medicine. These other professions are just as essential! Otherwise I would be doing a masters or higher at CMU
Rather than continuing to provide amenities that either won't be used by many students and increasing tuition, upkeep what is already there and in-use without an increase.
Reasonable measures to improve student experience? I know a good one... Maybe don't allow rapists on campus and actually hold students accountable for their actions. Prioritizing a rapist over a victim shows CMU lacks some integrity. Even though my experience through CMU was great academically, I almost didn't get to graduate because my mental health wasn't taken into consideration and CMU let a rapist roam free on their campus without batting an eyelash. I will never ever ever donate to CMU as an alumni because of the fact that my own school did not support me and instead cared more about keeping a rapist as a student because it gained them more money in his tuition. My father is an alumni too and up until CMU let their standards go, he had donated many times, to which he has since stopped doing. I wish I could be prouder of my school, but I am not. I hold some school spirit just because this was my home for many years, but I have a hard time being okay with what actions were taken (or lack-thereof). I hope that "to improve student experience", CMU actually starts listening to their students when something is wrong. It is CMU's responsibility to its students to protect them so that they have a fair opportunity at higher education. Aside from that rant, the counseling center could also be expanded to help students more. It's not promoted enough and it's a great resource.
Reduce number of student teachers in math department. Lowest grade at CMU came from a doctoral intern who was instructed by a professor who paid no attention.
Reduce prices on textbooks so that students can afford to have them.
Reduce tuition. Provide more scholarships for multi-sport athletes (Cross country runners who also participate in Track and Field) since they are unable to work, go to school, and do sports.
Reevaluate the faculty, and better prepare students for searching for a job after graduation.
Replacing professors that don't help students or belittle students.
Require less classes that have nothing to do with your major
Require students to gain more than enough experience to get a job once they graduate. Even with an internship and field study I don't have enough experience to get a job in my field.

Required internships, better staffing (especially with professors who have 10-year), better career guidance, LOWER TUITION, better preparedness in bookstore, better transfer student guidance & counseling
revamp some of the professors who teach biology, especially bio stats and mammalian physiology.
Rework CSE major - New faculty. Core classes do not reflect the current state of the major
smaller professor to student ratio
Some of the professors did not even teach out of the books that we were required to purchase. It was a major expense to me that could have been avoided. It should be stated more clearly in the syllabus whether or not the professor will actually teach out of the textbook.
Some of the worst professors are the ones that are tenured. Students know best which professors are good and bad, listen to them. The end of the semester teacher evaluations are pointless for the tenured professors. I loved CMU though, Fire Up!
Spend money in the humanities not sports, you *****. Get some real professors and use money to inspire educational success. Learning in Anspach is like being in a crappy high school. Special shout outs to ***** and ***** and ***** and ***** and ***** for being great professors at a school with no funding though.
Stop cutting funding for the humanities.
Stop cutting the history department and English department. Stop acting like the only thing that matters is STEM. Listen when students have a problem, don't just refer them. Keep the counseling center going. Stop requiring courses for certain majors that have nothing to do with that major. Treat the faculty better. Keep the volunteer center going. Keep all the great speakers coming.
Stop raising the prices of tuition in order to pay president Ross more money and throw money at the football team that isn't good.
Stop raising tuition, free parking, more help with how to manage debt
Stop raising tuition.
Stop raising tuition. Stop making unnecessary classes mandatory. Stop screwing over professors.
Stop signing so many charters that undermine the public school system you are sending your graduates to work in.
Strive to improve the availability of required courses / flexibility of offerings. I was told to take required courses that were not being offered at CMU at MSU instead in order to graduate on time. Also strive to make advising workbench more accurate & complete.
Stronger focus on STEM. At times, I felt almost guilty for not being a liberal major as staff and faculty sometimes spoke negatively of being an "office drone." STEM and business majors are the highest paying majors (good for potential donations) and I do not think making students who chose them feel "boring" makes for a positive experience or a good impression of prestige at CMU.
Student teaching is when I discovered that teaching was not for me. I suggest this experience happen earlier on in the degree plan so this happens to less students.
Support the engineering program. Have honors students be able to get an engineering degree - WITH SUPPORT.
Take student reviews of professors seriously. We didn't all just band together and decide to slam an instructor. There were all kinds of issues that were rug swept. That's why I'm not satisfied with the experience I had.
Take the SOS forms into account more at the ends of semesters, they don't seem to have an impact.
The Computer Science and Information Technology departments need major overhauls. Most of the current older teachers are out of date in terms of technology and teaching methods. They are overall

terrible teachers that need to go in order for the program to improve. Most of the stuff I learned in those classes either doesn't apply in the real world anymore or straight up was a lie.
The computer science department is good, but it needs improvement. The president doesn't understand what the CPS program can bring in if he were to actually give the department the time of day. There were select few CPS professors that had a major impact on me and am here today because of them. On the other hand, a handful of them need to change their approach to teaching. Gather the CPS and ITC students and listen to what they have to say.
The cost of tuition was WAY more costly than the quality of education I received and the quality of students I was surrounded by. If the cost was halved, I would have shrugged disappointments off and thought to myself "Oh well, I got what I paid for." I was also disappointed by how long it took to complete my degree via Global Campus because of how long it took to pull together a minimum-sized cohort and the slow leak of scheduled classes. CMU-CEHS dept was also ill-prepared to handle a returning student with prior academic/degree history. The advisors repeatedly "dropped the ball" concerning what/how my credits transferred. This amounted to a stressful, upsetting, and protracted process, though it was resolved at the last minute by graduation.
The establishment of a curriculum for the computer science department. More oversight of the computer science department (particularly in terms of covering absent teachers. I had courses taught by three different teachers. I also had courses where the professor showed up for less than half of the lectures -- the computer languages course.).
The journalism department is a disaster. Very few classes I took were any help to me, the only relevant skills I learned were at the student newspaper, Central Michigan University. I learned skills there that are relevant and useful and got me two amazing internships, and eventually a full time career right after I graduated. This was because of CMLife.
The overall experience was great. I would not make any changes.
The requirements needed in specific class with a major should be reconsidered to fit everyone's career path not just one in particular
There feels a bit of a disconnect from Global Campus students looking to utilize main resources (honors programs, scholarships, career services) from the main campus.
There is a lot of work to be done in the structure of degrees within the University. Much of the time there is poor communication both within and throughout the departments
There was a little bit of a lack of direction with questions pertaining to degrees for global campus
Train academic/career advisers to have accurate information and compassion
Try to make class more professional. As I know students are young professionals they need to realize the difference between fun and work.
Tuition assistance
Understanding how to pay back your loans.
Upgrade the psych building...
Whatever helps improve self-motivation
When classes have guest speakers it would be nice to see a variety of ethnic backgrounds.
Work more at getting students job out of college more than just pushing them through. Offer the help in the classes compared to sending them to job services.