



Central Michigan University
First Destination Survey
2017- 2018 Graduates

Academic Planning & Analysis
Central Michigan University
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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 2017, December 2017, and May 2018. These three groups constitute a total of 3,772 graduates. Of these graduates, 926 completed the First-Destination Survey online, resulting in a response rate of 25% of the graduating class. The respondents had a higher GPA than the graduating population (3.30 vs. 3.23) and consisted of more females (66.7% vs. 58.2%). There were no significant differences in race/ethnicity between the respondents and the graduating population. Based on the results of the survey, 75.1% of respondents are employed either full- or part-time six months after graduating from CMU, while an additional 15.8% chose to continue their education.

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

	Graduates		Online Respondents		Difference
Total n	3,772		926		2,846
Mean GPA ¹	3.23		3.30		-.07
SD	.440		.449		-.009
Male ²	1576	41.8%	308	33.3%	8.5%
Female	2196	58.2%	618	66.7%	-8.5%
Nonresident alien ³	63	1.7%	9	1.0%	0.7%
Hispanic/Latino	128	3.4%	26	2.8%	0.6%
American Indian or Alaska Native	30	0.8%	11	1.2%	-0.4%
Asian	42	1.1%	9	1.0%	0.1%
Black or African American	247	6.5%	52	5.6%	0.9%
Native Hawaiian or Other Pacific Islander	1	0.0%	0	0.0%	0.0%
White	3077	81.6%	779	84.1%	-2.5%
Two or more races	94	2.5%	22	2.4%	0.1%
Race and ethnicity unknown	90	2.4%	18	1.9%	0.5%

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).

¹ There was a significant effect of GPA, $t(4696) = -4.262, p < .001, 95\% \text{ CI } [-.102, -.038]$

² There was a significant effect of gender, $\chi^2(1, N = 4698) = 22.469, p < .001$

³ There was not a significant effect of race/ethnicity, $\chi^2(8, N = 4698) = 7.117, p = .524$

Demographics: Response Rates by College and Department

College	Graduates		Online Respondents		Difference
Business Administration	794	21.0%	166	17.9%	3.1%
The Arts and Media	460	12.2%	108	11.7%	0.5%
Education and Human Services	460	12.2%	117	12.6%	-0.4
Global Campus	278	7.4%	89	9.6%	-2.2%
H.H. & G.A. Dow College of Health Professions	443	11.7%	101	10.9%	0.8%
Humanities and Social & Behavioral Sciences	735	19.5%	194	21.0%	-1.5%
Science and Engineering	602	16.0%	151	16.3%	-0.3%
Department	Graduates		Online Respondents		Difference
Accounting, School of	82	2.2%	14	1.5%	0.7%
Art and Design	51	1.4%	14	1.5%	-0.1%
Biology	208	5.5%	60	6.5%	-1.0%
Broadcast and Cinematic Arts, School of	93	2.5%	14	1.5%	1.0%
Business Information Systems	73	1.9%	20	2.2%	-0.3%
Chemistry and Biochemistry	28	0.7%	4	0.4%	0.3%
Communication and Dramatic Arts	92	2.4%	22	2.4%	0.0%
Communication Sciences and Disorders	68	1.8%	21	2.3%	-0.5%
Computer Science	89	2.4%	21	2.3%	0.1%
Counseling and Special Education	42	1.1%	15	1.6%	-0.5%
Earth and Atmospheric Sciences	22	0.6%	7	0.8%	-0.2%
Economics	16	0.4%	2	0.2%	0.2%
Engineering and Technology, School of	141	3.7%	28	3.0%	0.7%
English Language and Literature	58	1.5%	18	1.9%	-0.4%
Entrepreneurship	83	2.2%	11	1.2%	1.0%
Finance and Law	87	2.3%	14	1.5%	0.8%
Geography	23	0.6%	7	0.8%	-0.2%
Global Campus	278	7.4%	89	9.6%	-2.2%

Department					
Health Sciences, School of	259	6.9%	56	6.0%	0.9%
History	47	1.2%	13	1.4%	-0.2%
Human Environmental Studies	246	6.5%	59	6.4%	0.1%
Interdepartmental	59	1.6%	12	1.3%	0.3%
Interdisciplinary	226	6.0%	71	7.7%	-1.7%
Journalism	88	2.3%	19	2.1%	0.2%
Management	147	3.9%	38	4.1%	-0.2%
Marketing and Hospitality Services Administration	247	6.5%	55	5.9%	0.6%
Mathematics	58	1.5%	17	1.8%	-0.3%
Music, School of	44	1.2%	11	1.2%	0.0%
Philosophy and Religion	7	0.2%	0	0.0%	0.2%
Physical Education and Sport	87	2.3%	15	1.6%	0.7%
Physics	7	0.2%	3	0.3%	-0.1%
Political Science and Public Administration	66	1.7%	17	1.8%	-0.1%
Psychology	264	7.0%	73	7.9%	-0.9%
Recreation, Parks and Leisure Services Administration	162	4.3%	40	4.3%	0.0%
RMS - Athletic Training Program	24	0.6%	6	0.6%	0.0%
Sociology, Anthropology and Social Work	180	4.8%	35	3.8%	1.0%
World Languages and Cultures	20	0.5%	5	0.5%	0.0%

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	CAM	CEHS	CHP	CLASS	CS&E	GC	Total
Employed full-time	140 84%	79 73%	85 73%	42 42%	110 57%	81 54%	70 79%	607
Employed part-time	4 2%	10 9%	11 9%	8 8%	18 9%	15 10%	1 1%	67
Volunteer or Service program	0 0%	0 0%	3 3%	1 1%	2 1%	5 3%	0 0%	11
Self-Employed	1 1%	1 1%	0 0%	0 0%	0 0%	1 1%	1 1%	4
Student	13 8%	6 6%	12 10%	39 39%	39 20%	33 22%	4 5%	146
Planning to Continue Education	0 0%	1 1%	0 0%	5 5%	10 5%	3 2%	3 3%	22
Military	2 1%	0 0%	0 0%	0 0%	1 1%	3 2%	0 0%	6
Not Employed (Seeking Employment)	6 4%	10 9%	6 5%	6 6%	12 6%	9 6%	8 9%	57
Not Employed (not Seeking Employment)	0 0%	1 1%	0 0%	0 0%	2 1%	1 1%	2 2%	6
Total	166	108	117	101	194	151	89	926

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	CAM	CEHS	CHP	CLASS	CS&E	GC	Total
Extremely Dissatisfied	10 6%	8 6%	6 5%	6 6%	17 9%	8 6%	13 15%	68
Somewhat Dissatisfied	9 6%	14 13%	8 7%	8 8%	26 14%	18 12%	9 10%	92
Neutral	11 7%	15 14%	11 10%	22 22%	24 13%	23 16%	9 10%	115
Somewhat Satisfied	56 34%	33 31%	43 38%	30 30%	55 29%	35 24%	19 21%	271
Extremely Satisfied	78 48%	37 35%	44 39%	34 34%	69 36%	62 43%	39 44%	363
Total	164	107	112	100	191	146	89	909

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	13	2.0%
Employed in a temporary/contract work assignment	88	13.8%
Employed freelance	7	1.1%
Employed in a postgraduate internship or fellowship	21	3.3%
Employed in all other work categories	507	79.7%
Total	636	100.0%

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

	CBA	CAM	CEHS	CHP	CLASS	CS&E	GC	Total
Education (K-12)	1 0.7%	6 7.1%	28 30.4%	4 8.9%	33 27.5%	14 14.0%	2 2.9%	88 13.6%
Education (post-secondary)	2 1.5%	3 3.5%	3 3.3%	0 0.0%	4 3.3%	2 2.0%	3 4.4%	17 2.6%
Finance, insurance, or real estate	17 12.4%	2 2.4%	2 2.2%	2 4.4%	2 1.7%	7 7.0%	6 8.8%	38 5.9%
Government (including law enforcement and military)	7 5.1%	2 2.4%	5 5.4%	1 2.2%	7 5.8%	11 11.0%	17 25.0%	50 7.7%
Guest services (e.g., lodging, restaurants)	8 5.8%	4 4.7%	5 5.4%	2 4.4%	5 4.2%	0 0.0%	1 1.5%	25 3.9%
Healthcare	2 1.5%	3 3.5%	9 9.8%	19 42.2%	13 10.8%	11 11.0%	6 8.8%	63 9.7%
Manufacturing	17 12.4%	2 2.4%	0 0.0%	1 2.2%	3 2.5%	10 10.0%	6 8.8%	39 6.0%
Media (e.g., television, arts, broadcasting)	1 0.7%	18 21.2%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 2.9%	21 3.2%
Professional or business services	32 23.4%	10 11.8%	1 1.1%	1 2.2%	5 4.2%	3 3.0%	6 8.8%	58 9.0%
Sales	14 10.2%	9 10.6%	6 6.5%	4 8.9%	11 9.2%	1 1.0%	4 5.9%	49 7.6%
Science and technology (e.g., engineering, programming)	6 4.4%	2 2.4%	1 1.1%	1 2.2%	2 1.7%	29 29.0%	7 10.3%	48 7.4%
Social services / non-profit	1 0.7%	3 3.5%	8 8.7%	2 4.4%	23 19.2%	3 3.0%	2 2.9%	42 6.5%
Transportation / public utilities	6 4.4%	0 0.0%	0 0.0%	1 2.2%	0 0.0%	3 3.0%	2 2.9%	12 1.9%
Other	23 16.8%	21 24.7%	24 26.1%	7 15.6%	12 10.0%	6 6.0%	4 5.9%	97 15.0%
Total	137	85	92	45	120	100	68	647

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	CAM	CEHS	CHP	CLASS	CS&E	GC	Total
Some high school	3 2.2%	6 7.1%	3 3.3%	0 0.0%	3 2.5%	1 1.0%	0 0.0%	16 2.5%
High school diploma	7 5.1%	12 14.1%	20 21.7%	10 22.2%	23 19.2%	16 16.0%	12 17.6%	100 15.5%
Some college	1 0.7%	6 7.1%	7 7.6%	1 2.2%	13 10.8%	7 7.0%	14 20.6%	49 7.6%
Associate's degree	2 1.5%	3 3.5%	2 2.2%	4 8.9%	4 3.3%	5 5.0%	8 11.8%	28 4.3%
Bachelor's degree	120 87.6%	57 67.1%	59 64.1%	28 62.2%	68 56.7%	68 68.0%	33 48.5%	433 66.9%
Graduate or professional degree	1 0.7%	0 0.0%	0 0.0%	1 2.2%	0 0.0%	0 0.0%	0 0.0%	2 0.3%
None	3 2.2%	1 1.2%	1 1.1%	1 2.2%	9 7.5%	3 3.0%	1 1.1%	19 2.9%
Total	137	85	92	45	120	100	68	647

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	CAM	CEHS	CHP	CLASS	CS&E	GC	Total
Extremely Dissatisfied	6 4.4%	3 3.5%	4 4.3%	2 4.4%	6 5.0%	3 3.1%	2 2.9%	26 4.0%
Somewhat Dissatisfied	8 5.8%	11 12.9%	6 6.5%	5 11.1%	13 10.8%	12 12.2%	8 11.8%	63 9.8%
Neutral	9 6.6%	8 9.4%	4 4.3%	4 8.9%	14 11.7%	16 16.3%	6 8.8%	61 9.5%
Somewhat Satisfied	53 38.7%	27 31.8%	41 44.6%	20 44.4%	39 32.5%	31 31.6%	22 32.4%	233 36.1%
Extremely Satisfied	61 44.5%	36 42.4%	37 40.2%	14 31.1%	48 40.0%	36 36.7%	30 44.1%	262 40.6%
Total	137	85	92	45	120	98	68	645

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	CAM	CEHS	CHP	CLASS	CS&E	GC	Total
Not at all related	5 3.6%	15 17.6%	8 8.8%	8 17.8%	28 23.3%	12 12.5%	9 13.2%	85 13.2%
Slightly related	12 8.8%	8 9.4%	4 4.4%	3 6.7%	15 12.5%	11 11.5%	9 13.2%	62 9.7%
Somewhat related	20 14.6%	11 12.9%	8 8.8%	1 2.2%	12 10.0%	14 14.6%	13 19.1%	79 12.3%
Moderately related	38 27.7%	16 18.8%	12 13.2%	13 28.9%	23 19.2%	28 29.2%	24 35.3%	154 24.0%
Extremely related	62 45.3%	35 41.2%	59 64.8%	20 44.4	42 35.0%	31 32.3%	13 19.9%	262 40.8%
Total	137	85	91	45	120	96	68	642

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	6 7.1%
Developed a new career interest	4 4.7%
Desired higher pay	5 5.9%
Could not find a suitable job related to my major	41 48.2%
Would have to relocate for a job in my field	3 3.5%
Desired increased opportunity for advancement	0 0.0%
Have not obtained required license, registration, or certification for my field	7 8.2%
Other	19 22.4%
Total	85

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

"Other" Reasons for not working in a field related to major at graduation

You need 3-5 years of experience to get a job in my field.

Still Job Searching

Saving money for move

Plan to return to medical school so kept the same job prior to graduation.

Not ready for the job position (need life experience, emotional growth, etc)

Need further education for new desired field

In the hiring process for degree related career

I wanted to make a lot of money quickly to help pay off my school debt.

I wanted a low pressure job before starting a business

I already had my current job upon graduation. I would like to get into public administration later in my career.

Haven't looked

Have not been hired within my field, but constantly applying to job opportunities when posted

Graduate School

Gap year before going to grad school

Found job I was interested in outside my major

Every place I apply never calls me back, mostly in regards to Central Michigan University. I apply got jobs and hear nothing back, even just a call or email saying they picked another candidate.

CMU didn't do a lot to help me find jobs in my field, Jobs in political science require 5 years previous experience, which is unrealistic considering I worked through college and had to pay for it myself. CMU needs to step up the game. I was loyal to CMU and always will be, but I work for Quicken Loans now... I am a political science major and history minor

Cannot find a job not requiring prior experience.

Can't get hired anywhere

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	CAM	CEHS	CHP	CLASS	CS&E	GC	Total
Not at all prepared	2 1.5%	5 6.0%	3 3.3%	2 4.4%	9 7.6%	4 4.3%	2 3.0%	27 4.3%
Slightly prepared	9 6.8%	12 14.5%	7 7.7%	6 13.3%	14 11.8%	16 17.0%	3 4.5%	67 10.6%
Somewhat prepared	27 20.3%	10 12.0%	10 11.0%	5 11.1%	28 23.5%	24 25.5%	13 19.4%	117 18.5%
Moderately prepared	66 49.6%	37 44.6%	30 33.0%	16 35.6%	42 35.3%	32 34.0%	22 32.8%	245 38.8%
Extremely prepared	29 21.8%	19 22.9%	41 45.1%	16 35.6%	26 21.8%	18 19.1%	27 4.3%	176 27.8%
Total	133	83	91	45	119	94	67	632

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	2 0.3%	9 1.5%	19 3.1%	82 13.2%	507 81.9%	619
Written communication	11 1.8%	39 6.3%	65 10.5%	176 28.5%	327 52.9%	618
Math / statistics	101 16.3%	153 24.7%	164 26.5%	124 20.0%	77 12.4%	619
Information gathering	16 2.6%	27 4.4%	49 7.9%	174 28.1%	353 57.0%	619
Critical thinking	11 1.8%	19 3.1%	54 8.7%	163 26.3%	372 60.1%	619
Using computer technology	21 3.4%	35 5.7%	83 13.4%	169 27.3%	311 50.2%	619
Leadership	12 1.9%	39 6.3%	102 16.5%	168 27.2%	296 48.0%	617
Planning and organizing	9 1.5%	23 3.7%	51 8.3%	132 21.4%	403 65.2%	618
Interpersonal skills	2 0.3%	12 1.9%	37 6.0%	131 21.2%	437 70.6%	619

Note: Percentages describe the proportion of respondents who rated importance for each skill, grouped by rating (e.g., of those 619 respondents who rated Information Gathering, 4.4% 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 463 respondents, the average annual income reported was \$43,138.37 annually. Additionally, 111 students reported an average end of the year bonus of \$5,557.59.

	CBA	CAM	CEHS	CHP	CLASS	CS&E	GC	Total
Less than \$20,000	0 0.0%	3 5.0%	6 9.2%	2 6.5%	3 3.7%	1 1.6%	1 1.9%	16 3.5%
\$20,000 to \$29,999	4 3.6%	10 16.7%	20 30.8%	12 38.7%	18 22.2%	10 15.6%	0 0.0%	74 16.0%
\$30,000 to \$39,999	23 20.9%	25 41.7%	25 38.5%	7 22.6%	38 46.9%	11 17.2%	13 25.0%	142 30.7%
\$40,000 to \$49,999	27 24.5%	18 30.0%	12 18.5%	6 19.4%	13 16.0%	17 26.6%	4 7.7%	97 21.0%
\$50,000 to \$59,999	28 25.5%	4 6.7%	1 1.5%	3 9.7%	4 4.9%	7 10.9%	8 15.4%	55 11.9%
\$60,000 to \$69,999	16 14.5%	0 0.0%	0 0.0%	1 3.2%	2 2.5%	11 17.2%	8 15.4%	38 8.2%
Over \$70,000	12 10.9%	0 0.0%	1 1.5%	0 0.0%	3 3.7%	7 10.9%	18 34.6%	41 8.9%
Total	110 100.0%	60 100.0%	65 100.0%	31 100.0%	81 100.0%	64 100.0%	52 100.0%	463 100.0%

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	147	65.6%
Certification program	1	0.4%
Additional bachelor's degree / course(s)	8	3.6%
Associate's degree	2	0.9%
Job training / professional development program	20	8.9%
Other educational plan	5	2.2%
None of the above	53	23.7%
Total	224	

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	6	3.6%
Associate's degree	2	1.2%
Bachelor's degree	11	6.6%
Master's degree	106	63.9%
Doctoral degree	39	23.5%
Other	8	4.8%
Total	166	

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	533	68.2%
Obtain certification through college course work	65	8.3%
Obtain certification through non-college work	119	15.2%
Obtain another bachelor's degree	36	4.6%
Take additional college courses	122	15.6%
Take professional development courses	242	31.0%
I have no plans to continue my education	130	16.6%
Total	780	

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	12 1.5%	29 3.7%	90 11.6%	328 42.3%	316 40.8%	775
Personal growth	21 2.7%	43 5.5%	90 11.6%	225 29.0%	396 51.1%	775
Preparation for further education	35 4.5%	53 6.9%	114 14.7%	319 41.3%	252 32.6%	773
Preparation for a career	36 4.7%	64 8.3%	128 16.6%	317 41.0%	228 29.5%	773

Note: Percentages describe the proportion of respondents who rated helpfulness for each growth type, grouped by rating (e.g., of those 775 respondents who rated Personal Growth, 29.0% 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	16 2.2%	40 5.5%	104 14.2%	294 40.3%	276 37.8%	730
Written communication	17 2.3%	40 5.4%	98 13.4%	278 37.9%	301 41.0%	734
Math / statistics	68 9.6%	128 18.2%	174 24.7%	221 31.3%	114 16.2%	705
Information gathering	11 1.5%	45 6.1%	115 15.7%	291 39.6%	272 37.1%	734
Critical thinking / Quantitative reasoning	10 1.4%	26 3.5%	104 14.2%	284 38.7%	310 42.2%	734
Using computer technology	36 5.0%	87 12.0%	163 22.5%	261 36.1%	176 24.3%	723
Leadership	28 3.8%	44 6.0%	120 16.4%	250 34.2%	289 39.5%	731
Planning and organizing	16 2.2%	46 6.3%	108 14.7%	272 37.0%	293 39.9%	735
Interpersonal skills	16 2.2%	46 6.4%	105 14.5%	267 36.9%	290 40.1%	724

Note: Percentages describe the proportion of respondents who rated helpfulness in development for each skill, grouped by rating (e.g., of those 735 respondents who rated CMU's helpfulness in the development of planning and organizing skills, 6.3% 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	21 2.9%	63 8.8%	68 9.5%	284 39.6%	282 39.3%	718
Extent to which coursework prepared you for employment	34 5.0%	72 10.5%	104 15.2%	318 46.4%	158 23.0%	686
Extent to which coursework prepared you for graduate or professional school	19 3.4%	37 6.6%	118 21.0%	218 38.7%	171 30.4%	563
Opportunities to participate in internships or practicums	43 6.8%	81 12.7%	118 18.6%	203 31.9%	191 30.0%	636
Teaching ability of faculty	15 2.1%	49 6.9%	80 11.3%	308 43.6%	255 36.1%	707
Professional expertise of faculty	8 1.1%	28 4.0%	73 10.3%	260 36.7%	339 47.9%	708
Ability of faculty to provide academic guidance	24 3.4%	37 5.3%	68 9.7%	288 41.0%	286 40.7%	703
Ability of faculty to provide career guidance	52 7.7%	56 8.3%	105 15.6%	258 38.2%	204 30.2%	675
Ability of career services advisors to provide career guidance	59 9.9%	73 12.2%	133 22.2%	172 28.8%	161 26.9%	598

Note: Percentages describe the proportion of respondents who rated satisfaction for each facet, grouped by rating (e.g., of those 707 respondents who rated the Teaching Ability of Faculty, 36.1% were extremely satisfied).

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

	CBA	CAM	CEHS	CHP	CLASS	CS&E	GC	Total
Campus employment	73 21.4%	47 13.8%	41 12.0%	41 12.0%	74 21.7%	60 17.6%	5 1.5%	341
Capstone course	107 26.4%	62 15.3%	50 12.3%	26 6.4%	81 20.0%	60 14.8%	19 4.7%	405
Clinical work	27 14.3%	11 5.8%	28 14.8%	40 21.2%	44 23.3%	31 16.4%	8 4.2%	189
Co-curricular activities	28 19.0%	26 17.7%	15 10.2%	18 12.2%	31 21.1%	23 15.6%	6 4.1%	147
Fraternity or sorority	43 23.9%	32 17.8%	13 7.2%	17 9.4%	40 22.2%	30 16.7%	5 2.8%	180
Honors thesis	23 20.9%	9 8.2%	12 10.9%	14 12.7%	24 21.8%	25 22.7%	3 2.7%	110
Internship	106 28.6%	59 15.9%	72 19.4%	39 10.5%	60 16.2%	34 9.2%	1 0.3%	371
Intramural sports	47 22.3%	20 9.5%	29 13.7%	44 20.9%	31 14.7%	36 17.1%	4 1.9%	211
Off-campus employment	70 19.5%	43 12.0%	51 14.2%	38 10.6%	82 22.8%	61 17.0%	14 3.9%	359
Research project with a faculty member	24 12.6%	14 7.4%	18 9.5%	21 11.1%	56 29.5%	50 26.3%	7 3.7%	190
Student club / organization	84 21.1%	53 13.3%	55 13.8%	53 13.3%	76 19.0%	71 17.8%	7 1.8%	399
Student government	27 27.6%	7 7.1%	10 10.2%	11 11.2%	22 22.4%	17 17.3%	4 4.1%	98
Student teaching	15 10.3%	11 7.6%	39 26.9%	13 9.0%	33 22.8%	31 21.4%	3 2.1%	145
Study abroad	38 18.4%	26 12.6%	30 14.6%	30 14.6%	44 21.4%	30 14.6%	8 3.9%	206
Varsity sports	26 26.5%	9 9.2%	17 17.3%	17 17.3%	17 17.3%	18 18.4%	3 3.1%	98

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 371 respondents participating in an internship, 15.9% graduated from CAM).

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 21: 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	63 30.6%	12 5.8%	21 10.2%	38 18.4%	72 35.0%	206
Internship	52 14.3%	17 4.7%	19 5.2%	60 16.5%	216 59.3%	364
Clinical work	49 25.9%	8 4.2%	25 13.2%	42 22.2%	65 34.4%	189
Capstone course	79 19.5%	36 8.9%	65 16.0%	105 25.9%	120 29.6%	405
Honors thesis	54 49.1%	3 2.7%	13 11.8%	14 12.7%	26 23.6%	110
Research project with a faculty member	51 26.8%	11 5.8%	20 10.5%	35 18.4%	73 38.4%	190
Campus employment	76 22.3%	28 8.2%	44 12.9%	80 23.5%	113 33.1%	341
Off-campus employment	62 17.3%	35 9.7%	54 15.0%	93 25.9%	115 32.0%	359
Varsity sports	53 54.1%	6 6.1%	12 12.2%	5 5.1%	22 22.4%	98
Intramural sports	85 40.3%	39 18.5%	27 12.8%	36 17.1%	24 11.4%	211
Student government	57 58.2%	7 7.1%	15 15.3%	10 10.2%	9 9.2%	98
Fraternity or sorority	60 33.3%	12 6.7%	18 10.0%	23 12.8%	67 37.2%	180
Student teaching	45 31.0%	8 5.5%	11 7.6%	22 15.2%	59 40.7%	145
Co-curricular activities (e.g., plays)	50 34.0%	9 6.1%	23 15.6%	30 20.4%	35 23.8%	147
Other student club / organization	35 8.8%	31 7.8%	73 18.3%	111 27.8%	149 37.3%	399

Note: Percentages describe the proportion of respondents who rated helpfulness for each activity, grouped by rating (e.g., of those 364 respondents who rated the Internship, 16.5% rated the activity as moderately helpful)

Question 22: What is your total student loan debt?

Of the 504 respondents reporting they had loans the average loan amount was \$38,821.65.

	Count	
None	152	16.4%
Less than \$5,000	16	1.7%
\$5,001 to \$10,000	24	2.6%
\$10,001 to \$15,000	31	3.3%
\$15,001 to \$20,000	44	4.8%
\$20,001 to \$30,000	128	13.8%
\$30,001 to \$40,000	72	7.8%
\$40,001 to \$50,000	73	7.9%
Over \$50,000	117	12.6%
I prefer not to answer	269	29.0%
Total	926	

Question 23: What is your overall attitude toward CMU?

	CBA	CAM	CEHS	CHP	CLASS	CS&E	GC	Total
Extremely negative	2 1.6%	3 3.9%	0 0.0%	0 0.0%	2 1.3%	0 0.0%	0 0.0%	7 1.0%
Somewhat negative	5 4.0%	5 6.5%	5 5.4%	2 2.6%	9 6.0%	8 7.2%	0 0.0%	34 4.8%
Neutral	7 5.6%	7 9.1%	4 4.3%	5 6.4%	9 6.0%	15 13.5%	2 2.9%	49 7.0%
Somewhat positive	36 28.6%	22 28.6%	26 28.3%	23 29.5%	53 35.3%	51 45.9%	17 24.3%	228 32.4%
Extremely positive	76 60.3%	40 51.9%	57 62.0%	48 61.5%	77 51.3%	37 33.3%	51 72.9%	386 54.8%
Total	126	77	92	78	150	111	70	704

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

Question 24: What is your impression of the educational quality at CMU...?

	Extremely negative	Somewhat negative	Neutral	Somewhat positive	Extremely positive	Total
In your major department	8 1.2%	39 5.6%	43 6.2%	262 37.8%	342 49.3%	694
Across all departments	4 0.6%	47 6.8%	159 23.0%	301 43.6%	180 26.0%	691

Note: Percentages describe the proportion of respondents who rated the quality for each department cluster, grouped by rating (e.g., of those 691 respondents who rated quality Across All Departments, 26.0% rated their impression as extremely positive).

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

	CBA	CAM	CEHS	CHP	CLASS	CS&E	GC
Extremely negative	3 2.4%	3 3.9%	0 0.0%	0 0.0%	2 1.3%	0 0.0%	0 0.0%
Somewhat negative	5 4.1%	7 9.2%	7 7.8%	1 1.3%	5 3.4%	14 12.7%	0 0.0%
Neutral	5 4.1%	3 3.9%	4 4.4%	3 3.9%	11 7.4%	13 11.8%	4 5.8%
Somewhat positive	55 44.7%	29 38.2%	29 32.2%	25 32.5%	59 39.6%	44 40.0%	21 30.4%
Extremely positive	55 44.7%	34 44.7%	50 55.6%	48 62.3%	72 48.3%	39 35.5%	44 63.8%
Total	123	76	90	77	149	110	69

Question 25: If you could start over again, would you still choose to attend CMU?

	CBA	CAM	CEHS	CHP	CLASS	CS&E	GC	Total
Definitely no	7 5.7%	5 6.6%	2 2.2%	1 1.3%	5 3.4%	3 2.7%	0 0.0%	23 3.3%
Probably no	5 4.1%	5 6.6%	6 6.7%	4 5.2%	14 9.4%	12 10.8%	1 1.4%	47 6.8%
Unsure	5 4.1%	8 10.5%	5 5.6%	7 9.1%	17 11.4%	18 16.2%	5 7.2%	65 9.4%
Probably yes	37 30.1%	17 22.4%	24 26.7%	20 26.0%	43 28.9%	44 39.6%	17 24.6%	202 29.1%
Definitely yes	69 56.1%	41 53.9%	53 58.9%	45 58.4%	70 47.0%	34 30.6%	46 66.7%	358 51.5%
Total	123	76	90	77	149	111	69	695

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 E.

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

Type of Organization	Count	Percent
Vet med	1	1.0%
Utility	1	1.0%
Utilities (consumers energy)	1	1.0%
Urban forestry	1	1.0%
staffing/ recruiting	1	1.0%
Sports / Entertainment	1	1.0%
Sports	3	3.1%
Social Science Research	1	1.0%
Shipping	1	1.0%
Security Company	1	1.0%
Retail Management	2	2.1%
Retail (Fashion Merchandising)	1	1.0%
Retail	4	4.1%
Recreation/ Community Center	1	1.0%
Real estate, Export, Import & International trading	1	1.0%
Real Estate	2	2.1%
Radio Production	1	1.0%
Pursuing veterinary nursing license, veterinary/wildlife nursing	1	1.0%
Public Relations Firm	1	1.0%
Public relations agency	1	1.0%
Public accounting	1	1.0%
Private University	1	1.0%
Private Management	1	1.0%
Preschool teacher	1	1.0%
Pre-k education	1	1.0%
Political	1	1.0%
Pipeline construction	1	1.0%
Pharmacy	1	1.0%
Personal fashion stylist	1	1.0%
Parks and Recreation	2	2.1%
Oil and Gas	1	1.0%
Non Profit	1	1.0%
Nanny	1	1.0%
Museum	1	1.0%
Mortgage	1	1.0%
Merchandising	1	1.0%
Medical Marijuana Retail	1	1.0%
Marketing for an engineering company	1	1.0%
Marketing	2	2.1%
Management	1	1.0%

Maintenance	1	1.0%
Logistics	1	1.0%
Legal	1	1.0%
Law Firm	1	1.0%
Land surveying	1	1.0%
Labor Management Specialist (liason) for a construction company	1	1.0%
Juvenile Criminal Justice	1	1.0%
Interior design	1	1.0%
Information Technology	1	1.0%
Human resource management	1	1.0%
HR/Recruiting	2	2.0%
Higher education	1	1.0%
Healthcare sales	1	1.0%
Guest services/ Law enforcement hybrid	1	1.0%
Graphic design	1	1.0%
Government; Postmaster full time	1	1.0%
Food distributor	1	1.0%
Food	1	1.0%
Fashion Wholesale	1	1.0%
events	1	1.0%
Event Management	1	1.0%
event coordinator	1	1.0%
Esthetics and Skin Care	1	1.0%
Engineering	1	1.0%
Educational Publishing	1	1.0%
Education Pre-K	1	1.0%
Education (infant-5th)	1	1.0%
Education (Early childhood)	3	3.1%
Dog training	1	1.0%
Disney World	1	1.0%
CPA firm	1	1.0%
Construction	1	1.0%
Communications Marketing Public Relations	1	1.0%
Communications for engineering trade association	1	1.0%
Childcare	1	1.0%
Both guest services and media	1	1.0%
Behavioral therapy	1	1.0%
Beauty	1	1.0%
Athletics	1	1.0%
Advertising	3	3.1%
Accounting	1	1.0%
ABA therapy	1	1.0%
3rd Party Quality Solutions, primarily for Auto manufacturing.	1	1.0%

APPENDIX B:
“Where are you currently employed?”

Position	Company	City	State
1st Grade Teacher	Gibraltar School District	Gibraltar	MI
2LT	United States Army	Ft Benning	GA
2nd grade teacher	Charlotte Public Schools	Charlotte	Michigan
4th Grade Teacher	Midland Academy of Advanced and Creative Studies	Midland	MI
4th grade teacher		Las Vegas	Nevada
5th grade Teacher	HSD2	Colorado Springs	Colorado
6th Grade Social Studies Teacher	Widefield School District 3	Fountain	Colorado
7th grade math/English teacher	Okemos public schools	Okemos	MI
7th Grade World History Teacher	Berrien Springs Middle School	Berrien Springs	Michigan
ABA program Manager	Firefly Learning center	Alma	Michigan
ABA technician	Centrist Autism	Novi	Michigan
Academic Interventionist	Mount Morris Middle School	Mount Morris	Michigan
Access information and referral specialist	Oakland community health network	Pontiac	MI
Account Coordinator	Airfoil	Royal Oak	MI
Account Coordinator	Martin Retail group	Naperville	IL
Account Coordinator	Uproar PR	Orlando	FL
Account Executive	Influence Communications	Alexandria	Egypt
Account Executive	Quicken Loans	Detroit	
Account Executive	Rock Connections	Detroit	Michigan
Account Executive	White Glove Workshops	Birmingham	MI
account executive			
Account manager	Ch robinson	Auburn hills	Michigan
Account manager	Ch Robinson	Grand Rapids	MI
Account Manager	Gartner	Fort Myers	Florida
Account Manager	Icat Logistics	Taylor	Michigan
Account Manager	Lighthouse Group	Kalamazoo	MI

Account Representative	Thomson Reuters	Ann Arbor	MI
Account Specialist	Marketing Supply Company	Detroit	Michigan
Account Specialist	Rock Connections	Detroit	MI
Account specialist	Rock connections	Detroit	Michigan
Account Specialist	Rock Connections(a Quicken Loans Company)	Detroit	MI
Accounts payable specialist	West Ottawa public school	Holland	Michigan
Accounts Receivable Specialist	Shearers Snacks	Massillon	OH
Acquisitions specialist	Boardwalk Properties, LLC	Green Bay	Wisconsin
Activity Aide	Regency	Whitmore Lake	MI
Actuarial Analyst	Jackson Mational Life Insurance	Lansing	Michigan
Actuarial Trainee	AAA Life Insurance Company	Livonia	MI
Administrative and Resource Development Assistant	United Way Montcalm-Ionia Counties	Fenwick	MI
Administrative Assistant	Bespoke Salon Studio	Columbus	OH
Administrative Assistant	Caidan LLC	Grosse Pointe Farms	MI
Administrative assistant	FCA	Auburn Hills	MI
Administrative Assistant	St. Mary Mercy Hospital	Livonia	Michigan
Administrative Coordinator	Baxter Community Center	Grand Rapids	MI
Administrative management assistant	City of Detroit	Detroit	Michigan
Administrative services manager	Vista springs	Lansing	Michigan
Admissions Intern	University of Michigan	Ann Arbor	MI
Adoption specialist			
Affiliate Partnership Coordinator	CDL Marketing / Career Now Brands	Royal Oak	Michigan
Agile Release Manager	Quicken Loans	Detroit	MI
AmeriCorps VISTA	Manistee County Community Foundation	Manistee	Michigan
Analyst	Central Transport	Warren	Michigan
Analyst	CMU	Mt. Pleasant	Michigan
Analyst	Ernst and Young	Detroit	Michigan
Analyst	Willis Towers Watson	Southfield	Michigan
Art Director	Agency 720	Detroit	MI

Assembler	Leggett and Platt	Grand Rapids	Michigan
Assessment Specialist	Aspire Health Partners	Orlando	Florida
Asset Protection Officer	Meijer Inc.	Walker	Mi
Assistance Payments Worker	State of Michigan	Houghton Lake	Mi
Assistant Account Executive	FleishmanHillard	Detroit	Michigan
Assistant Branch Manager	Chippewa River District Library	Shepherd	MI
Assistant Director of Dining Services	Chartwells K12	Orchard Lake	MI
Assistant Dog Trainer	Michigan Dog Training	Plymouth	MI
Assistant General Manager	Detroit Athletic Club	Detroit	MI
Assistant General Manager at Residence Inn by Marriott	Lodgco	Midland	MI
Assistant Human Resources Specialist	Third Judicial Circuit of Michigan	Detroit	MI
Assistant Language Teacher	Government of Japan	Hachioji	Tokyo
Assistant Manager	Lit Provisioning Centers	Evert	Michigan
Assistant Manager	Trinity Restaurant Group	Mount Pleasant	MICHIGAN
Assistant manager for softlines	Kohl's department stores	White lake	Michigan
Assistant Middle School English Teacher	French National Education System	Academie of Grenoble	France
Assistant Property Manager	Village Green	Detroit	MI
Assistant Resident Director	Loyola University Chicago	Chicago	Illinois
Assistant Store Manager	Kohl's	Monroe	Michigan
Assistant Teacher	Goddard school	Grandville	MI
Assistant Teacher	Northville Public Schools	Northville	Michigan
Assistant Toddler Teacher	Scottsdale Child's Learning Center	Scottsdale	Arizona
Associate - Operations, Processes & Automation	Domino's	Ann Arbor	MI
Associate Account Representative	Thomson Reuters	Ann Arbor	Michigan
Associate Buyer	ITC Holdings	Novi	MI
Associate Consultant	Intrigo Partner of Accenture	Houston	TX
Associate Services Generalist	L&W Group	New Boston	MI
Associate Strategist	Commonwealth McCann	Detroit	MI
Associate teacher	MMCAA	Gladwin	Michigan

Asst mgr/ Information Technologies	Central Michigan University	Mount Pleasant	Michigan
Assurance Staff	Plante Moran	East Lansing	MI
Athletic Trainer	McLaren	St. Louis	MICHIGAN
Athletic Trainer	McLaren Central Michigan	Mount pleasant	Michigan
Athletic trainer	Spectrum health medical group		
Athletic Training Resident	Houston Methodist Hospital	Houston	Texas
Barista & Head of Marketing	Lucky Lab Coffee Co	Austin	TX
Bartender	Soaring eagle casino	Mount pleasant	MI
Behavior Specialist	STEPS Academy	Parma	Ohio
Behavior Technician	Judson Center	Ann Arbor	MI
Behavior technician	Total spectrum	Mount pleasant	MI
Behavior Technician		Bingham Farms	MI
Behavior Technician			
Body Engineer	AM General	Auburn Hills	MI
Body Structure Engineer	Hyundai	Ypsilanti	MI
Underwriter	Auto-Owner's Insurance	Lansing	MI
Bookkeeper	Magnolia by the Lakes	Keego Harbor	MI
Build floor analyst	General motors	Pontiac	MI
Business Analyst	Ford Motor Credit Company	Dearborn	Michigan
Business Analyst	Urban Science	Detroit	Michigan
Canine Welfare Neonatal Technician	Guide Dogs for the Blind	San Rafael	California
Cardiac Monitor Tech	Mercy Health	Grand Rapids	MI
Cardiopulmonary technician	St joes mercy	Chelsea	Michigan
Care coordinator	Meridian Health Plan	Detroit	Michigan
Care manager	Community mental health	Sandusky	MI
Career Recruiter	United States Marine Corps	San Diego	CA
Carrier representative	Ch Robinson	Auburn hills	MI
Case Manager	Community Mental Health	Mount Pleasant	MI
Cashier	Meijer	Jackson	Michigan
Ceo	Syd nichele	Alpharetta	Georgia

Certified Nurse Aide	RestHaven Homes	Grand Rapids	MI
Certified nurse aide and fitness sales associate	Hendrick medical center	Abilene	Texas
Children's, Footwear, & Home Assistant Store Manager	Kohl's	Novi	Michigan
City Dispatch (Operations Supervisor)	Dayton Freight Lines	Byron Center	MI
Clerk	Verizon	Saginaw	MI
Client service manager	TFG advisors	Auburn hills	MI
Client service specialist	University of Michigan	Ann Arbor	Michigan
Clinical Information Anayst	Michigan Medicine at the University of Michigan	Ann Arbor	MI
Clinical Subjects Associate	Genesys Medical Center	Grand Blanc	MI
CNA	AdviseMI	Manistee	MI
College Adviser	AmeriCorps	Perry	MI
College Adviser	Michigan college Access Network	East Lansing	Michigan
College support specialist	Sigma Kappa Sorority	Carmel	Indiana
Commercial Diver	Metropolitan Water District of So. Cal.	La Verne	CA
Commercial Lines Assistant	Ralph C Wilson Agency	Southfield	Michigan
Commercial Manager	ADAC Automotive	Grand Rapids	MI
Communication Coordinator	Mt. Pleasant Area Chamber of Commerce	Mt. Pleasant	Michigan
Communication Marketing Intern	Edelman	Washington, DC	DC
Communications and Public Policy Coordinator	Lansing Regional Chamber of Commerce	Lansing	Michigan
Communications Coordinator	Alpha Sigma Alpha Sorority	Indianapolis	Indiana
Communications Coordinator	Delphi Technologies	Troy	MI
Communications Coordinator	Learning Care Group	Novi	MI
Communications Manager	Inverness Club	Toledo	Ohio
Community Health Worker	Anthem	Indianapolis	IN
Community planting coordinator	Our City forest	San jose	California
Conservation Officer	State of Michigan	Lansing	Michigan
Construction Project Engineer	Miller Davis	Kalamazoo	Michigan
consultant	pmc	southfield	Michigan

Consultative Services Intern	Genesee Health System	Flint	MI
Convention Sales Manager	Kewadin Casinos Hotel and Convention Center	Sault Sainte Marie	MI
Coordinator of Events, Communications, and Marketing	CMU	Mount Pleasant	MI
Copywriter	Meijer	Grand Rapids	Michigan
Court Clerk	Clinton County	St. Johns	MI
Credit analyst			
Customs and Border Protection Officer	Customs and Border Protection	Blaine	WA
data analyst	beaumont health	troy	mi
Day Shelter Manager	Isabella County Restoration House	Mount Pleasant	Michigan
Db2 Engineer	Ford	Allen Park	Michigan
Dell Associate	Blarney Castle Oil Company	Sears	MI
Delivery Driver	Cottage Inn	Mount Pleasant	Michigan
Demand Planner	GFS	Wyoming	MI
Department Analyst	Michigan Department of Education	Lansing	MI
Deployment Specialist	Courtlund Consulting	Columbia	SC
Deputy Court Clerk	Saginaw Chippewa Indian Tribe	Mt Pleasant	MI
Design Engineer	Magna Mirrors	Grand Rapids	Michigan
Design Engineer	Pridgeon & Clay	Grand Rapids	Michigan
Designer	General Motors	Warren	MI
Designer	General Motors	Warren	Michigan
Dietary Technician	War Memorial Hospital	Sault Ste. Marie	MI
Dietary worker	Aramark	Chicago	Illinois
dieticetic tech	spectrum health	grand rapids	mi
Digital Media Manager	Vanguard Public Affairs	Lansing	MI
Digital Video Coordinator	Houston Texans	Houston	TX
Director	BCBSM	Detroit	MI
Director of Choirs	Dekalb High School	Waterloo	IN
Director of Physician Engagement	Ascension	Rochester	MI
Director of Public Services	City of Novi	Novi	MI

Dispatcher	Mr. Rooter Plumbing	Mount Pleasant	MI
Dispatcher	Tenpoint Expediting	Lansing	MI
District Manager Trainee	ALDI	Webberville	MI
District Sales Representative	Data Management Payroll Services	Troy	Michigan
Docketing Support Clerk	Michigan Court of Appeals	Detroit	MI
Duty Manager	USO	Arlington	VA
Early Head Start Home Visitor	CACS	Lansing	MI
Education Specialist		Grand Rapids	Michigan
EHS Coordinator	Pidgeon & Clay	Grand Rapids	MI
EI teacher	JCISD	Jackson	MI
EIRP Scheduler/Recruiter	DK Security	Kentwood	Michigan
Elementary SCI teacher	Clare-Gladwin RESD	Clare	MI
Elementary Special Education Teacher	Vestaburg Community Schools	Vestaburg	MI
Elementary Teacher	Midland Public Schools	Midland	MI
Email Marketing Coordinator	MXM	Troy	Michigan
Emergency medical technician	STAT EMS	Flint	MI
Employee Relations Specialist	AUTO CLUB GROUP AAA	Dearborn	Michigan
Engagement Specialist	Hegira Health Inc.	Livonia	Michigan
Engineer	General Motors		
Engineer I	Seagate Technology	Longmont	Colorado
English Teacher	MPHS	Mount Pleasant	Michigan
Environmental Technician	Atwell, LLC	Southfield	Michigan
Environmentalist	Macomb County Health Department	Warren	Michigan
ESL Teacher	Kalamazoo Public Schools	Kalamazoo	MI
Esthetician	Hand and Stone	Troy	MI
Event attendance specialist	Gartner	Fort myers	Florida
event coordinator	Central Michigan University	Detroit	MI
Event Manager	Ultimate Callout Challenge / Diesel Performance Industry Expo / Northwes	Idaho Falls	Idaho
Events Coordinator	University of Michigan	Ann Arbor	Michigan

Executive Administrator	General Motors	Detroit	MI
Executive Leasershhip Pipeline Specialist	Domino's	Baltimore	MD
Executive Secretary	Central Michigan University	Mt. Pleasant	MI
Explosive ordnance disposal officer	US Army	Prince George	VIRGINIA
Faculty	Macomb Community College	Clinton Township	MI
Family Advocate	Isabella county child advocacy center	Mount pleasant	MI
Family Case Manager	Baptist Children's Home	St. Louis	Michigan
Family Self Sufficiency Coordinator	Roanoke Redevelopment And Housing Authority	Roanoke	VA
Family support specialist	Head start		
Fiber Technician	Pulse	Mishawaka	Indiana
Field Engineer	Baker Hughes	Daharan	Saudi arabia
Field Organizer	House Republican Campaign Committee	Lansing	MI
Field Sales Consultant	Henry Schein	Indianapolis	IN
Field Service Administrator	Moba	Farmington Hills	MI
Financial Analyst	Department of Environmental Quality	Lansing	Michigan
Financial Analyst	Georgia Public Defender Council	Atlanta	GA
Financial Analyst	MRM//McCann	Southington	Connecticut
Financial Analyst	Stanley Black and Decker	Troy	MI
Financial Analyst	Wilshire Benefits Group		
Financial Empowerment	Macomb Community Action	Mt. Clemens	Michigan
Floor sales	Tractor supply	Mt. Pleasant	Michigan
Food and beverage manager	Aramark	Denver	Colorado
Food Service Manager	Aramark	Mount Pleasant	Michigan
Ford College Graduate	Ford Motor Company	Dearborn	MI
Forklift Operator	Manpower	Holland	Michigan
Foster Care Licensing Worker	Wellspring Lutheran Services	Bay City	Michigan
Foster care specialist	MDHHS	Clare	MI
Freight Cost Analyst	Gordon Food Service	Wyoming	MI

Fresh Cap 1 Associate	Walmart		Morgantown	West Virginia
Front Desk Associate	Dental Health Professionals	Cadillac		MI
Full day pre k	NPS	Northville		MI
Game Presentation Intern	Grand Rapids Griffins	Grand Rapids		Michigan
General Manager/Co-Owner	Tahoun Holdings LLC	Alexandria		Egypt
GIS CAD Technician	Oakland County	Waterford		Michigan
GIS Technician	Ascent Geomatics Solutions	Denver		CO
Graphic Designer	Quicken Loans	Detroit		Michigan
Graphics and Web Designer	ProKitchen Software	Grand Rapids		MI
Great Lakes Regional Organizer	Sierra Club	Lansing		Michigan
Group Benefit Sales Representative	Mutual of Omaha	Philadelphia		PA
Guest service assistant	Marriott Vacation Club	Orlando		Florida
Guest Services Associate/Kitchen Server	St. Francis Retreat Center	DeWitt		MI
Guest Services Supervisor	University of Michigan Department of Public Safety and Security	Ann Arbor		Michigan
Headlines Manager	Costco Wholesale	Brighton		Michigan
Head teacher	Northville Public Schools	Northville		Michigan
Health and safety tech	Kelly services	Midland		Mi
Help Desk Technician	Stefanini	Southfield		Michigan
Henry Ford Hospital		Detroit		Michigan
High Performance Computing Systems Engineer	Ford Motor Company	Dearborn		Michigan
High school math teacher	Homer Community Schools	Homer		MI
High school teacher		Colorado Springs		Colorado
Hiv intervention outreach coordinator	Great Lakes bay health center	Saginaw		Mi
Hourly Employee	Fiat Chrysler Automotive	Warren		MI
Housing Case Manager	Christian Community Health Center	Chicago		IL
HPS Product Engineer	Nexteer	Saginaw		Mi
HR				MI
HR Administrator	Unified Brands	Weidman		Michigan

HR generalist	TRAM	Plymouth	Michigan
HR Specialist	Argonics, Inc	Gwinn	MI
Human Resources Manager	Scherdel Sales & Technology, Inc.	Muskegon	Michigan
Human Resources Manager	The Rushmore Group, LLC	Pierre	SD
Industrial Processing Engineer	LC Manufacturing	Lake City	MI
Inside Sales Representative	Detroit Pistons	Detroit	MI
Inside Sales Representative	Palace Sports & Entertainment	Auburn Hills	MI
Installer	Peninsula Solar, LLC	Marquette	MI
Insurance Agent	Farm Bureau Insurance	Clinton Township	Michigan
Intelligence Research Specialist	Bureau of ATF	Louisville	Kentucky
Internal Auditor	Comerica Bank	Detroit	Michigan
Internal auditor	Isabella bank	Mount pleasant	Mi
International HR Rep	General Dynamics Land Systems	Sterling Heights	MI
Interpretive Park Ranger	Grand Teton National Park	Moose	WV
Inventory	Our city forest	San Jose	Ca
IS Analyst	Dow Chemical	Midland	MI
IT Analyst	Eli Lilly	Indianapolis	IN
It business analyst	Marathon Petroleum	Findlay	Oh
IT Ford College Graduate	Ford Motor Company	Dearborn	Michigan
IT Recruiter	Prestige Staffing	Chicago	IL
IT Specialist	City of Mount Pleasant	Mount Pleasant	MI
Jet engine engineer	Williams international	Pontiac	MI
Jr. Marketing Specialist	TRIGO	Shelby Twp.	MI
Junior Art Director	the JRT Agency	Farmington Hills	MI
Junior Recruiter	National Anesthesia Services	Beverly Hills	Michigan
Juvenile counselor	19th judicial circuit court	Vernon hills	Il
Kindergarten teacher	Chippewa Hills	Mecosta	Mi
Kindergarten Teacher	Plymouth Scholars Charter Academy	Plymouth	Michigan
Kindergarten Teacher	Saginaw Township	Saginaw	Mi
Kindergarten teacher	Washington Elementary School District	Glendale	Arizona

Lab Assistant	University of Michigan Medicine	Ann Arbor	Michigan
Lab Biller	St Joes mercy Oakland hospital	Pontiac	Mi
Labor Management Specialist	Barton Malow Company	Southfield	Michigan
Laborer	Precision Pipeline	Eau Claire	Wisconsin
Land Conservation Mentor	Mille High Youth Corps	Colorado Springs	Colorado
Land survey	Monument engineer group associates	Fowlerville	Michigan
Language Assistant	TAPIF		France
Lead Care Manager	Sunrise Senior Living	Shelby Twp	Michigan
Lead Preschool Teacher	Davison Community Schools	Davison	Michigan
Lead Preschool Teacher	Newyago Child Development Center	Newaygo	MI
Lead Teacher	Morgan Rothschild Academy	Shanghia	China
Lead teacher	Stockbridgr community schools	Stockbridge	Michigan
Lead Teller	Independent Bank	Troy	MI
Lead Toddler Teacher			MI
Learning Consultant Intern	Quicken Loans	Detroit	Michigan
Learning Developer	Dow Chemical	Midland	MI
Leasing Agent	Moceri Companies - Montclair at Partridge Creek	Clinton Township	MI
Legal Assistant	King & Spalding LLP	Atlanta	GA
Legal Assistant	McCollum and Associates	College Park	Maryland
Legal Assistant	T.M.D Law Group	Southfield	Michigan
Level 1 Support Agent	DXC.technology	Auburn Hills	MI
Level 2 Classroom Aide	Wayland Union Middle School	Wayland	MI
Licensed health insurance agent	National health plans and benefits llc	Fraser	Mi
Licensed insurance agent	Bankers Life	Saginaw	Michigan
Life Enrichment Coordinator	NHIL Operations	Saginaw	MI
Life Enrichment Coordinator	Ostego Memorial Hospital	Gaylord	MI
Logistics assistant	Meijer	Grand rapids	Michigan
Logistics Coordinator	Dow Chemical	Midland	Mi
Logistics Coordinator	Williams International	Walled Lake	MI
Logistics Specialist	Chain Logic	Greensboro	NC

Long term sub/substitute teacher		Brighton	MI
Long term substitute	EDUStaff	Birmingham	Michigan
Long-Term Substitute Teacher	EduStaff/Avondale Middle School	Rochester	MI
Manager	Advance America	St. Johns	MI
Manager	Intermountain Healthcare	Layton	Utah
Marketing and Communications Assistant	Greater Midland Tennis Center	Midland	MI
Marketing Assistant	CMU Medical Education Partners	Saginaw	Michigan
Marketing Assistant	Romax Technology	Troy	Michigan
Marketing Associate	Gale, A Cengage Company	Farmington Hills	Michigan
Marketing coordinator	Surgitel	Ann Arbor	Michigan
Marketing Director	Fusco, Shaffer & Pappas, Inc. Architects and Planners	Ferrdale	Michigan
Marketing Manager	e-SupplyLink	Traverse City	MI
Marketing Specialist		Midland	MI
Master Data Analyst	3M	Saint Paul	MN
Math Teacher	Mount Pleasant High School	Mount Pleasant	MI
Medical Assistant	Beaumont Medical Group	Beverly Hills	Michigan
Medical Sales Rep	Zimmer	Rochester Hills	Michigan
Membership Consultant	Atlanta Hawks	Atlanta	GA
Middle School Math Teacher	Trenton Public Schools	Trenton	MI
Mobility Transportation	Life EMS Ambulance	Grand Rapids	MI
Mover	Two men and a truck	Grand Rapids	Michigan
Multimedia Journalist	WTWO	Terre Haute	IN
Music Learning Facilitator	Tecumseh Public Schools	Tecumseh	Michigan
Music Teacher	Tri County Area Schools	Sand Lake	MI
Nanny	Doud Family	Mackinac Island	Michigan
Newman's Own Foundation Fellow	Center for Native American Youth at the Aspen Institute	Washington	Dc
News Reporter	9&10 News	Cadillac	Michigan
Non-career Wildlife Employee	Michigan Department of Natural Resources	Gladwin	MI
Office Manager	Leisure Living Management	Swartz Creek	Michigan

Office Manager	West Grange Pharmacy	Trenton	Mi
ON PREMISE ACCOUNT MANAGER	RED BULL NORTH AMERICA	Denver	CO
Operations Director	US Army	West Point	New York
Operations Management Trainee	JB Hunt	Romulus	MI
Operations Manager	Holiday Inn	Ann Arbor	Michigan
Operations Manager / Dispatch	Northern Logistics	Clare	Mi
Operations Supervisor	JB Hunt	Bolingbrook	IL
Orchestra Director	East Lansing Public Schools	East Lansing	Michigan
Outdoor sales associate	Earth's Edge	Grand Haven	MI
Outside Sales Representative	United Rentals	Romulus	Michigan
Package Car Driver	UPS	Livonia	MI
Painting Instructor	Painting and Vine	Cadillac	MI
paraprofessional	accel schools	roseville	michigan
Paraprofessional	Waterford School district	Waterford	Mi
Parent Educator	Oakland Family Services	Pontiac	MI
Parks Maintance	City of Mt Pleasant	Mt Pleasant	MI
Partner Engagement Supervisor	CDW	Vernon Hills	Illinois
Patient Access Specialist	Holland Hospital	Holland	Michigan
Patient Care Technician	Davita Dialysis	San Marcos	California
Pct II	Memorial healthcare		Mi
PDM Analyst	RGBSI (contracted out to Fiat Chrysler Automobiles)	Auburn Hills	Michigan
Personal Service Representative	Metro Health	Mt. Pleasant	MI
Personal stylist	Trunk club	Chicago	Illinois
PHARMACY ANALYST	CONCERTO HEALTH	CENTER LINE	MICHIGAN
Pharmacy Specialist	MeridianRx	Detroit	Michigan
Pharmacy technician	Kroger	Lincoln park	Mi
Phlebotomist	University of Michigan Health Center	Northville	Michigan
Photopass	Disney World	Orlando	FL
Physical education teaver	West bloomfield school district	West Bloomfield	Mi
Physical Therapy Tech	Plymouth Physical Therapy	Livonia, Commerce	MI

Picker/Packer	Gourmet International	grand rapids	MI
Pit boss	SECR	Mount pleasant	Mi
Political Consultant	Campaign Finance Offices	Washington	DC
Portrait Photographer	Lifetouch	Kalamazoo	Michigan
Postmaster	United States Postal Service	Baraga	Michigan
Power Banker	Quicken Loans	Detroit	MI
PR Coordinator	Franco	Detroit	MI
PR Coordinator	Franco	Detroit	Michigan
Preschool teacher	Early learning children's community	Lansing	Mi
Preschool Teacher	Tri-County Area Schools	Howard City	MI
Principal Analyst	DTE Energy	Detroit	Michigan
Probation Officer	Lapeer County Probate Court	Lapeer	MI
Processor	Carhartt	Dearborn	MI
Procurement & Operations Advisory Associate	KPMG	Chicago	IL
Producer	SiriusXM	Nashville	TN
Product Data Analyst	Steelcase	Grand Rapids	Michigan
Product Development Engineer	Rogers Group	Clare	Michigan
Production Data Analyst	Dow	Midland	MI
Production Support Engineer	Gentex Corporation	Zeeland	Michigan
Program Analyst	US Army Corp of Engineers	Detroit	MI
Program Coordinator	AHFS	Detroit	MI
Program Counselor	Peninsula Behavioral Health	Louisville	Tennessee
Program manager	little space studio	Grand Rapids	Michigan
Program Manager	McBride Quality Care	Shepherd	MI
Program Specialist	Loancraft LLC	Troy	Mi
Program Supervisor of Village Activation	The Henry Ford & Greenfield Village	Dearborn	Michigan
Project Coordinator	HelloWorld	Southfield	Michigan
Project Engineer	J Ranck Electric	Mount Pleasant	Michigan
Project Liason	ConForm Gissing International	Lima	Ohio
Project Specialist	Michigan Realtors	Lansing	Michigan

Property Manager	Beal Properties, LLC	Toledo	Ohio
Protective Security Officer	Constellis	Detroit	MI
Psych tech	Pine rest	Grand Rapids	Michigan
Public Relations Specialist	M&O Marketing	Southfield	Michigan
Quality Analyst	Auto-owners Insurance	lansing	Michigan
Quality Control Technician	Neogen	Lansing	Michigan
Recreation aid	Outdoor Adventure Program	Mountain Home AFB	Idaho
Recreation supervisor	Bensenville Park district	Bensenville	Illinois
Recreation/Building Supervisor	West Midland Family Center	Shepherd	Michigan
Recreational Therapist	Havenwyck Hospital	Auburn Hills	MI
Recreational therapist	Rainbow rehabilitation centers	Farmington Hills	MI
Recruiting Specialist	Kelly Services	Troy	MI
Recruiting Specialist	Kelly Services	Troy	Michigan
Recruitment, Admissions and Scholarships Counselor	Michigan State University, College of Veterinary Medicine	East Lansing	MI
Regional Organizing Director	Iowa Democratic Party	Iowa City	Iowa
Regional Reliability Leader	Cargill	Sidney	OH
Registration	Not listing	Mount Pleasant	MI
Rehab office coordinator	Genesis Rehab Services	Mt. Pleasant	MI
Research Assistant	Wayne State School of Medicine	Detroit	MI
Sales Analyst	Adlent	Plymouth	MI
Sales and event coordinator	Frankenmuth credit union event center	Birch Run	MI
Sales and marketing	Title Boxing Club	West bloomfield	Michigan
Sales Associate	Tulips	Kalamazoo	MI
Sales Associate- Ladies Shoes	Belk	Harvest	Alabama
Sales associate/management/social media intern	Wiess meats	Chesterfield	Michigan
Sales coordinator	Adams outdoor advertising	Ann Arbor	MI
Sales Development Representative	Lyft	Denver	CO
Sales Manager	Lodgeco Hospitality	Traverse City	MI
Sales Manager	MGM Resorts International - MGM Grand Detroit	Detroit	Michigan

Sales Manager	Sprint	Lansing	MI
Sales Representative	Bonnie Atlas Showroom	Chicago	IL
Sales Representative	Highway and Heavy Parts	Coleman	MI
Sap consultant	Pmc	Southfield	Michigan
Sap scm consultant	Ntt data inc.	Plano	Tx
Sca	Harley Davidson	Milwaukee	WI
Scribe	Arcturus health	Rochester	MI
Secondary MOCI Teacher	Clinton County RESA	St. Johns	MI
self employed	tutor	Mt Pleasant	MI
SEND Data Specialist	MPI Research, Inc.	Mattawan	Michigan
Senior Companion Supervisor	Isabella County Commission on Aging	Mount Pleasant	MI
Senior customer planner	ZF Transmission	Gray Court	South Carolina
Senior Engineering Technician	Johnson Electric	Plymouth	Michigan
Senior Instructional Designer	Blue Cross Blue Shiefl of Michigan	Detroit	Michigan
Senior Operations Coordinator		Ann Arbor	MI
Senior Team Lead Human Resources	Target	Howell	MI
Server	Applebees		
Server	Buffalo wild wings	Mt. Pleasant	Mi
Server	Walt Disney World	Orlando	Florida
Shift Manager	Pizza Ranch	Indianola	IA
Social Media and Content Manager	Central Michigan University	Mount Pleasant	Michigan
Software Analyst	Ford	Dearborn	MI
Software delivery consultant	Dynatrace	Detroit	Michigan
Software Developer	Auto-Owners Insurance	Traverse City	MI
Software Developer	Ford Motor Company	Dearborn	Michigan
Southeast Regional Salesman	Tengco Inc.	Cumming	GA
Special Education	Gaylord Community Schools	Gaylord	MI
Special Education Teacher	Berrien RESA	Berrien Springs	MI
Special education teacher	Marysville public schools	Marysville	Michigan

Special Education Teacher		Farwell	MI
Special Education Teacher/CBI Program Coordinator	Mason High School	MASON	MI
Sr Trainer	BCBSM	Lansing	MI
Sr. HR Assistant	Amazon	Romulous	Michigan
Sr. HR Manager	Concentrix	Farmington Hills	Michigan
Sr. Product Manager	Sapient	Birmingham	Michigan
Staff Accountant	Blystone and bailey	Mt pleasant	MI
Staff Assistant	Florida SouthWestern State College	Fort myers	FL
Staffing Partner	Fettig	Grand Rapids	Michigan
Store Manager	Spirit Halloween	Kalamazoo	Michigan
Store Service Coordinator	Gucci	Troy	MI
Study Abroad Communications Coordinator	Central Michigan University	Mount Pleasant	Michigan
Stylist	Club Monaco	Troy	Michigan
Substitute Teacher	Alpena Public Schools	Alpena	MI
Substitute Teacher	EDUStaff		MI
Substitute Teacher	PCMI	Port Huron	Michigan
Substitute Teacher	WillSub	Portage	MI
Summer time worker	MDNR	Charlevoix	MI
Superintendent	Capital Construction Group, LLC	Brighton	Michigan
Supervisor	Mertz Culinary	Detroit	Michigan
Systems Analyst	Blue Cross Blue Shield of Michigan	Detroit	Michigan
Systems Engineer	Nexteer Automotive	Saginaw	Michigan
Talent Specialist	Quicken Loans	Detroit	MI
Tax Associate	PwC	San Diego	CA
Teacher	Clare HS	Clare	MI
Teacher	Clarkston Community Schools	Clarkston	MI
Teacher	Madison Metropolitan School District	Madison	WI
Teacher	Rogers City High School	Rogers City	Michigan
Teacher	Royal Oak Public Schools	Royal Oak	Michigan

Teacher	Swan Valley Middle School	Saginaw	MI
Teacher	University Prep Science and Math Elementary	Detroit	MI
Teacher	Widfield School District 3	Colorado Springs	CO
Teacher	Wolverine Human Services	Vassar	Michigan
Teacher		Anchor Bay	MI
Teacher Assistant	Gilden Woods of Haslett	Haslett	MI
Teacher in Residency	National Heritage Academies	Wyoming	MI
Team Lead	Northrop Grumman	Fort Leavenworth	Kansas
Team Lead II	Blue Cross Blue Shield of Michigan	Detroit	MI
Team Member	Barnes and Noble	Port Huron	MI
Team Relations Associate	Quicken Loans	Detroit	Michigan
Tech Assistant	Regional medical imaging	Flint	Mi
Technical Recruiter	Hire Road	Commerce Township	MI
Technical Recruiter	Prestige Staffing	Chicago	IL
Technician - Express Design	Consumers Energy	Jackson	MI
Technology analyst	Accenture	Detroit	Mi
Teller	Isabella Bank	Sagianw	MI
Test Engineer	Akebono		
Therapeutic Recreation Director	MADO Healthcare	Chicago	IL
Tier 1 Tech	ICS Data	Spring Lake	Michigan
Title Clerk	Graff Buick GMC Cadillac	Mount Pleasant	MI
Tobacco Treatment Specialists	Henry Ford Health System	Detroit	Michigan
Trails Technician	United States Forest Service	Baldwin	Michigan
Transportation Planner		Bay City	Michigan
Travel and Expense Processing Specialist	University of Michigan	Ann Arbor	Michigan
Triage Engineer	Lakeside Software	Bloomfield Hills	MI
Tribal Council Representatives	Saginaw Chippewa Indian Tribe	Mt. Pleasant	MI
Trust Advisor	Plante Moran	Southfield	Michigan
UA temp	Brooksource/Chemical Bank	Midland	Mi

Utility Billing Accountant	City of Sterling Heights	Sterling Heights	MI
Verification specialist	On demand mail services	Pontiac	MI
Veterinary Assistant	Animal Alley Veterinary Hospital	Saginaw	Michigan
Veterinary Assistant	VCA	Chapel Hill	NC
Veterinary nursing student (domestic and wildlife)	Isabella Cat Clinic	Mount Pleasant	Michigan
Visual Merchandiser	Nordstrom	Novi	MI
Waitress			
Weekend Morning News Producer	FOX 17 - WXMI TV	Grand Rapids	MI
Wildlife Technician	Department of Natural Resources	Mount Clemens	Michigan
Youth intervention specialist	Grand Traverse Band of Ottawa Chippewas Indians	Suttons bay	Mi
	Google	Ann Arbor	Michigan
	Oak Park School District	Oak Park	Michigan
	Totally Clean Coin Laundry		
	YWCA	Birmingham	MICHIGAN

APPENDIX C:

Response to the Question: "What specific degree/certification are you currently pursuing?"

Degree	Field	Institution	City	State
Registered Dietitian	Dietetics	Napa State Hospital	Napa	California
PhD	Psychology	Wayne State University	Detroit	MI
PhD	Physical Therapy	Baylor University	Waco	Texas
PhD	Medical Physics	University of Wisconsin-Madison	Madison	Wisconsin
PhD	DPT	Wayne State University	Detroit	Michigan
PhD	Chemistry	Wayne State University	Detroit	Michigan
Phd	Molecular biology	Central Michigan	Mt. Pleasant	MI
PharmD	Pharmacy	Ferris State University	Big Rapids	MI
Pharm.D.	Pharmacy	Mercer University	Atlanta	GA
Ph.D.	Physics	Michigan State University	Lansing	Michigan
Ph.D.	Electrical Engineering	UW-Madison	Madison	WI
Paralegal certificate		Oakland university	Auburn hills	Michigan
OD	Optometry	Nova Southeastern university	Davie	Florida
MSW	Social Work	Wayne State University	Detroit	MI
MSW	Social Work	University of Michigan-Ann Arbor	Ann Arbor	Michigan
MSW	Social Work	University of Michigan	Ann Arbor	MI
MSW	Social Work	Colorado State University	Fort Collins	Colorado
MSW	Social work	University of Michigan	Ann Arbor	MI
MSIS	Information Systems	Central Michigan University	Mount Pleasant	Michigan
MSA	Philanthropy and Fundraising	Central Michigan University	Mount Pleasant	Michigan
MSA	Internal Administration	Central Michigan University	Mount Pleasant	MI
MSA	Human Resources	CMU	MT Pleasant	MI
MSA	Human Resources	Central Michigan University	Mount Pleasant	Michigan
MSA	General	CMU	Global	Michigan
MSA	Human Resources	Central Michigan University	Mount Pleasant	Michigan
MSA				

MSa	HR	CMU	Mt Pleasant	MI
MS and MA	Library science and history	Simmons University	Boston	MA
MS	Sports Administration	Lock Haven University	Lock Haven	PA
MS	Sport Management	Eastern Michigan University	Ypsilanti	Mi
MS	Speech Language Pathology	Saint Xavier University	Chicago	IL
MS	Speech Language Pathology	Central Michigan	Mount Pleasant	MI
MS	Speech language pathology	Central Michigan university	Mt. Pleasant	MI
MS	Speech language pathology	Central Michigan university	Mount pleasant	MICHIGAN
MS	Social Work	MSU	East Lansing	Michigan
MS	Prosthetics and Orthotics	Northwestern University	Chicago	IL
MS	Physician Assistant Studies	Wayne State University	Detroit	MI
MS	Physician Assistant Studies	NYU	NYC	NY
MS	Physician Assistant	Central Michigan University	Mt. Pleasant	MI
MS	Physician Assistant	Central Michigan University	Mount Pleasant	MI
MS	Physician Assistant	Case Western Reserve University	Cleveland	Ohio
MS	Physician assistant	Wayne State University	Detroit	MI
MS	Occupational Therapy	Wayne State University	Chesterfield	MI
MS	Nutrition and Dietetics	Central Michigan university	Mount Pleasant	MI
MS	Neuroscience	Central Michigan University	Mt Pleasant	MI
MS	Library and Information Science	Wayne State University		Michigan
MS	Leadership	University of Colorado	Denver	CO
MS	Human Resources and Industrial Relations	University of Minnesota	Minneapolis	Minnesota
MS	Health Sciences	Montana State University	Bozeman	Montana
MS	GIS	CMU	Mt Pleasant	MI
MS	Fisheries and Wildlife Science	Clemson University	Clemson	South Carolina
MS	Exercise Physiology	Central Michigan University	Mount Pleasant	MI
MS	Clinical Dietetics	Grand Valley State University	Grand Rapids	MI
MS	Chemistry	Central Michigan University	Mt. Pleasant	Michigan

MS	Biology	Ball State University	Muncie	Indiana
MS	Apparel Product Development and Merchandising Technology	CMU	Mt. Pleasant	MI
MS	Apparel Product Development and Merchandising Technology	Central Michigan University	Mount Pleasant	MI
MS	Apparel Merch & Design	Iowa State University	Ames	IA
MS	Accounting	Michigan State University	East Lansing	MI
ms	media marketing			other country
MPS	Political Management	The George Washington University	Washington	DC
MPH	Epidemiology	Colorado School of Public Health	Aurora	Colorado
MPH		CMU		
MND	Dietetics	Cox College	Springfield	MO
MMS	Physician Assistant	Yale University	New Haven	CT
MMI	Trombone Performance	Bowling Green State University	Bowling Green	Ohio
MMI	Music Therapy	Ohio University	Athens	Ohio
MFA	Poetry	University of Alabama	Tuscaloosa	AL
Medical Degree	Medicine	Michigan State University College go Human Medicine	Grand Rapids	MI
MBA	Sports Management	University of Southern Mississippi	Hattiesburg	MS
MBA	Marketing	Central Michigan University	Mount Pleasant	Michigan
MBA	Human Resource Management	CMU	Mt Pleasant	MI
MBA	Human Resource	American Intercontinental University	Shauburg	Illinois
MBA		Central Michigan university		
Mba	Speech pathology	Western Michigan University	Kalamazoo	MI
Masters of Science	Physician assistant	Wayne State University	Detroit	Michigan
Master's Degree	Cultural Resource Management	Central Michigan University	Mt. Pleasant	MI
Masters	Speech Language Pathology	Central Michigan University	Mount Pleasant	MI

Master of science in nursing	Psychiatric-mental health nurse practitioner	University of Pennsylvania	Philadelphia	PA
Master of Science	Biomedical Science			
Master of Science	Administration	CMU	online	Michigan
Master of Music	Music	Manhattan School of Music	New York	New York
MA	Sport Administration	Western Michigan University	Kalamazoo	Michigan
MA	Speech-Language Pathology	CMU	Mount Pleasant	MI
MA	Speech-Language Pathology	Central Michigan University	Mt. Pleasant	Michigan
MA	Speech-Language Pathology	Central Michigan University	Mt. Pleasant	MI
MA	Speech Language Pathology	Wayne State University	Detroit	MI
MA	Speech Language Pathology	Wayne State University	Detroit	MI
MA	Speech Language Pathology	Central Michigan University	Mount Pleasant	Michigan
MA	Speech language pathology	CMU	Mount pleasant	Michigan
MA	Speech language pathology	Central Michigan university	Mt pleasant	Mi
MA	Political Science	Central Michigan University	Mount Pleasant	Michigan
MA	Industrial/Organizational Psychology	University of Detroit Mercy	Detroit	Michigan
MA	I-O Psychology	Central Michigan University	Mount Pleasant	Michigan
MA	History	New Mexico State University	Las Cruces	New Mexico
MA	Higher Education Administration	Central Michigan University	Mt. Pleasant	Michigan
MA	Higher Education	Oakland University	Rochester	MI
MA	Ethnic Studies	Colorado State University	Fort Collins	Colorado
MA	English/Fiction	CMU	Mt. Pleasant	MI
MA	Counseling	CMU	Mount Pleasant	MI
MA	Counseling	Central Michigan University	Mount Pleasant	MI
MA	Counseling	Central Michigan University	Mount Pleasant	MI
MA	Communication	Central Michigan University	Mount Pleasant	MI
MA	Clinical mental health	Oakland university	Rochester	MI
M. H. S.	Biomedical science	Grand Valley State University	Allendale	Michigan
JD	Law	Penn State University	State College	Pennsylvania

JD	Law	Michigan State University College of Law	East Lansing	MI
JD	Law	Detroit Mercy school of Law	Detroit	MI
JD	Health Law	University of Toledo	Toledo	Ohio
JD	Family Law	Wayne State	Detroit	Mi
J.D.	Law	Emory Law	Atlanta	Georgia
J.D.	Corporate and security law			Illinois
DPT	Physical Therapy	University of Michigan Flint	Flint	MI
DPT	Physical Therapy	Grand Valley State University	Grand Rapids	MI
DPT	Physical Therapy	CMU	Mount Pleasant	MI
DPT	Physical Therapy	Central Michigan University	Mt. Pleasant	MI
DPT	Physical Therapy	Central Michigan University	Mount pleasant	Michigan
DPT	Physical Therapy	Central Michigan University	Mount pleasant	Mi
DPT	Physical Therapy	Central	Mount Pleasant	mi
DPT	Physical therapy	CMU	Mount pleasant	Mi
DPT	Physical therapy			
DPT	Physical therapy	Grand valley state university	Grand rapids	MI
Doctoral	Physical Therapy	CMU	Mount Pleasant	MI
DO	Medicine	MSUCOM	East Lansing	MI
DO	Medicine	MSU	East Lansing	MI
DO	Medicine	Michigan State University	Lansing	MI
DDS	Dentistry	University of Michigan School of Dentistry	Ann Arbor	Michigan
DC	Chiropractic	Logan University	Chesterfield	MO
Cpa				
BSN	Nursing	Ursuline College	Pepper Pike	Ohio
BSN	Nursing	Um-Flint	flint	MI
BSN	Nursing	MSU	East Lansing	MI
BS	Veterinary Technology	Michigan State University	East Lansing	MI
BS	Nursing	Loyola University Chicago	Chicago	MI

BS	Nursing	Alma College	Alma	MI
BS	Medical Laboratory Science	Ferris State University	Big Rapids	Michigan
BS	Mechanical Engineering	Central Michigan University	Mount Pleasant	MI
BS	Computer Science			
BA	Broadcast and cinematic arts	CMU	Mount Pleasant	Mi
AUD	Audiology	Central Michigan University	Mount Pleasant	Michigan
Au.D (Doctor of Audiology)	Audiology	Arizona State University	Tempe	Arizona
ADN	Nursing	Mid-Michigan college	Harrison	Mi
AA	Audio technology	Northwestern Michigan College	Traverse City	MI
	Speech language pathology	CMU		

APPENDIX D:

“Where Did You Complete Your Internship?”

Internship Organization	City	State
Sebawaing Light & Water Department	Sebawaing	MI
YMCA camp duncan	McHenry	IL
Wiess meats	Chesterfield	Mi
Wgvu	Grand rapids	Mi
West midland family center	Mt. Pleasant	MI
West Michigan Community Mental Health	Ludington	Mi
Wayne State University	Detroit	Michigan
Walt Disney World	Orlando	Florida
Walt Disney World	Orlando	FL
USDA FS	Baldwin	MI
US Congress	Washington	DC
Urban Ministry	Birmingham	Alabama
University of Michigan	Ann Arbor	MI
University of Groningen university museum	Groningen	The Netherlands
University Communication	Mount Pleasant	Michigan
Universidad de Navarra	Pamplona	Spain
United Way Montcalm-Ionia Counties	Fenwick	MI
United States Holocaust Memorial Museum	Washington	DC
United States Forest Service	Baldwin	Michigan
United Shore Professional Baseball League	Utica	MI
Trenton Public Schools	Trenton	MI
Traverse City Film Festival	Traverse City	Michigan
Three internships: WLNS-TV 6, City of Mt. Pleasant, & O	Lansing / Mt. Pleasant	Michigan
Thomson Reuters	Ann Arbor	Michigan
the JRT Agency	Farmington Hills	MI
The Henry Ford & Greenfield Village	Dearborn	Michigan
The Dow Chemical Company	Midland	MI
The Crofoot Presents	Pontiac	Michigan
Team Elmer's	Traverse City	MI
Tawas point state park		
T & T Enterprises	Burton	Michigan
State of Michigan House of Representatives	Lansing	MI
STAR physical therapy	Franklin	Tennessee
St. Johns Public Schools	St. Johns	Michigan
St. John Hospital & Medical Center	Detroit	Michigan
St Jude Children's Research Hospital	Madison Heights	Michigan
Spectrum health medical group		

Southeast Warren Jr/Sr High School	Liberty Center	IA
Smithsonian marine station	Fort pierce	Florida
Shiloh Industries	Plymouth	Michigan
Shepherd Middle School	Shepherd	MI
Save-A-Lot	St Johns	MI
Sandestin Beach and Golf Resort	Destin	FL
Saginaw Chippewa Indian Tribe	Mt. Pleasant	MI
Romax Technology	Troy	Michigan
Rogers Group	Clare	Michigan
Right chose	Dearborn hts	MI
Rehabilitation institution of Michigan	Novi	Michigan
Recker Motor Sports	Mt. Pleasant	Michigan
REALTEAM Real Estate & GTB	Shelby Township & Dearborn	Michigan
Raymond James	Northville	
R+L Global	Los Angeles	CA
R.I.S.E	Confidential	MI
Quicken Loans	Detroit	Michigan
Quicken Loans	Detroit	Michigan
Quicken Loans	Detroit	Michigan
Quicken Loans	Detroit	Michigan
Quicken Loans	Detroit	Michigan
Quicken Loans	Detroit	MI
Quicken Loans	Detroit	MI
Quicken loans	Detroit	Michigan
PwC	Detroit	MI
Pridgeon & Clay	Grand Rapids	MI
Power Home Remodeling Group	Southfield	Michigan
Potterville Public Schools	Potterville	Michigan
Portage Public Schools	Portage	Michigan
Polyflex	Farmington hills	Michigan
Plante Moran	East Lansing	Michigan
Planet Fitness	Mount pleasant	Michigan
Pinckney Community Schools	Pinckney	MI
Patisserie	Saginaw	Michigan
Outdoor Adventure Program	Mountain Home AFB	Idaho
Ottawa County Juvenile Detention Center	West Olive	Michigan
Otsego Memorial Hospital	Gaylord	MI
Okemos Public Schools	Okemos	Michigan
Okemos High School	Okemos	MI
Oakland community health network	Pontiac	Mi
Not Listing	Lansing	MI

NorthGate MN (NorthGate Plus)	Minneapolis	MN
North American Bancard	Troy	Michigan.
Nordstrom	Chicago	IL
Nexteer Automotive	Saginaw	Michigan
Nexteer Automotive	Saginaw	Michigan
NBC 25/ FOX 66 News	Flint	Michigan
NASA	Houston	Texas
Napa State Hospital	Napa	California
Muskegon Lakeshore Chamber of Commerce	Muskegon	Michigan
Munson Healthcare Grayling Hospital	Grayling	Michigan
Mt. Pleasant Chamber of Commerce	Mt. Pleasant	Michigan
Mt. Pleasant Chamber of Commerce	Mt Pleasant	Michigan
Mt. Pleasant Area Community Foundation	Mt. Pleasant	Michigan
Mt Pleasant Middle School	Mt Pleasant	MI
MSU Extension	Midland	MI
MPHS	Mount Pleasant	Michigan
Mount Pleasant Public Schools	Mount Pleasant	Michigan
Mount pleasant public schools	Mount pleasant	MI
Mount Pleasant Middle School	Mount Pleasant	Michigan
Mount Pleasant High School	Mt Pleasant	Michigan
Mount Pleasant High School	Mount Pleasant	MI
Morley Stanwood Middle School	Morley	MI
Morbark	Winn	Mi
Moody's analytics	Boston	Massachusetts
MMCAA WIC Clinic	Midland	MI
MidMichigan Medical Center	Alma	MI
Midmichigan Health	Midland	Mi
Midland Family Center	Shepherd	Mi
Mid Michigan health	Mount pleasant	Mi
Michigan Republican Party	Lansing	MI
Michigan Realtors	Lansing	Michigan
Michigan Office Design, Inc	Southfield	Michigan
Michigan Medicine	Ann Arbor	MI
Michigan House of Representatives, NSG Group, WCFX-FM	Lansing, Toledo, Mount Pleasant	Michigan, Ohio, michigan
Michigan financial companies	Southfield	Mi
Michigan Department of Environmental Quality	Lansing	Michigan
Meritor	Troy	Michigan
Meridian Health Plan	Detroit	Michigan
Meridian health plan		
Mercy Health St. Mary's Hospital	Grand Rapids	Michigan
Mercy Health St. Mary's	Grand Rapids	MI

Mercy health	Grand Rapids	MI
Menards	Angola	IN
Meijer Corporate	Kent	MI
Meadow Brook Hall	Rochester	Michigan
Maurices	Mount pleasant	Michigan
Mary Free Bed Rehabilitation Hospital	Grand Rapids	MI
Mary ellen brandell volunteer center uc 106	Mt. Pleasant	Mi
Marine city middle achool	Marine city	Michigan
Marathon Petroleum	Findlay	Oh
Macomb County Health Department	Mount Clemens	Michigan
Macomb County 16th Judicial Circuit Court	Mt. Clemens	MI
Mackinaw State Historic Parks	Mackinaw City	Michigan
Mackinac State Historic Parks	Mackinac Island	Michigan
M3 Group	East Lansing	MI
Los Alamos National Lab	Los Alamos	New Mexico
Lodgco Hospitality	Mount Pleasant	MI
LL Corporation	Plymouth	MI
LL Bean	Freeport	Maine
Liquorish Fashions	London	England
LexaMar	Boyne City	MI
Leisure Living Management - Arbor Grove Assisted Living	Alma	Michigan
Legal Aid Society	Cleveland	Ohio
Law Offices of Antonio D. Tuddles	Detroit	Michigan
Lansing State Journal	Lansing	Michigan
Lansing Lugnuts	Lansing	MI
Lake Orion Community Schools	Lake Orion	MI
Kohls	Mount Pleasant	MI
Kohls	Highland	IN
Kohls	Chesterfield	Mi
Kohl's	Westland	Michigan
Know Advertising	Royal Oak	MI
Kimberly-Clark Corporation	Neenah	WI
Kimberly-Clark	Neenah	WI
Kimberly Clark	Neenah	Wi
Kelly services	Midland	Mi
Kalamazoo Growlers	Kalamazoo	Michigan
juvenile care center	midland	michigan
Judson Center	Ann Arbor	MI
Jackson National Life Insurance	Lansing	Michigan
ITC Holdings	Novi	MI
Isabella County Restoration House	Mount Pleasant	Michigan

Isabella County Public Defense	Mt Pleasant	MI
Isabella County Parks amd Recreation	Mt Pleasant	MI
Isabella County Non-Secure Detention Home	Mt. Pleasant	Mi
Isabella County Friend of the Court	Mount Pleasant	MI
Isabella county child advocacy center	Mount pleasant	MI
Isabella County Adult Probation	Mount Pleasant	MI
Isabella county adult probation	Mount pleasant	Mi
Ionia County Juvenile Court	Ionia	MI
Interlochen Center for the Arts	Interlochen	Michigan
Influence Communications	Cairo	Egypt
Immanuel Lutheran Church	Mt Pleasant	Michigan
Illinois criminal justice information authority	Chicago	Il
Identity Public Relations	Bingham Farms	Michigan
IAC	Southfield	Michigan
IAC	Mt. Pleasant	Michigan
Iac	Southfield	Michigan
Hurricane Junior Golf Tour	Jacksonville	FL
House of hope	Santiago	Chile
Henry Ford Hospital	West Bloomfield	MI
Haute Is Magazine	Detroit	MI
Hamilton Elementary School	Wayne-Westland	Michigan
Gull Lake View Golf Club and Resort	Augusta	MI
Great Smoky Mountains National Park	Gatlinburg	TN
Great Smoky Mountain Institute at Tremont	Tremont	TN
Great Lakes Wine and Spirits	Highland Park	MI
Gratiot county couthouse		
Grand Valley State Univeristy- Dietetic Internship	Grand Rapids	MI
Glengary Elementary	Walled Lake	Mi
Girls on the Run	Shepherd	MI
GH visitors bureau	Grand haven	Michigan
George P Johnson Experince Marketing	Austin	Texas
Genesys Cardiac Rehab	Grand Blanc	MI
Genesee County Juvenile Probation	Flint	MI
General Motors	Warren	MI
General Dynamics	Sterling Heights	MI
GDLS		
Gartner	Fort Myers	Florida
Garden of the Gods Park	Colorado Springs	Colorado
Gallaudet University	Washington	DC
Franco	Detroit	MI
Ford Motor Company	Dearborn	Michigan

Ford	Allen Park	Michigan
Food and Water Watch	Detroit	Michigan
Florida Hospital North Pinellas	Tarpon Springs	FLORIDA
Fern Hill Golf Club	Clinton Township	MI
FCA	Detroit	MI
Farwell High School	Farwell	Michigan
Family Futures	Grand Rapids	MI
Family futures	Grand Rapids	Mi
family futures	grand rapids	mi
Family Counseling Shelter Services	Monroe	MI
Fairchild Air Force Base Youth Programs	Fairchild AFB	Washington
EY	Detroit	Michigan
Executive Office of Gov. Rick Snyder	Lansing	Michigan
Erdman Machine Co	Whitehall	Michigan
Engineered Machine Products	Escanaba	Michigan
Ellwood Interiors	Birmingham	Michigan
Edwardsburg Public School	Edwardsburg	MI
EducationUSA Chile	Santiago, Chile	
DTE Energy	Newport	MI
DTE Energy	Detroit	Michigan
Dow event cetner	Saginaw	Mi
Donna Degnan NY	New York City	NY
Domino's	Ann Arbor	MI
Domino's	Ann Arbor	Mi
Doeinco Reinsurance Company	Midland	Michigan
Dmc rim	Detroit	Mi
Disney World	Orlando	FL
Disney world	Orlando	Florida
Dhhs	Gratiot	Mi
Dematic	Grand Rapids	MI
Delphi Technologies	Troy	MI
Delaware state parks	Newark	De
Dayton Freight Lines	Byron Center	MI
Data Management Payroll Services	Troy	Michigan
Courtyard by Marriott		
Courtyard at CMU by Marriott (Lodgco)	Mount Pleasant	MI
Consumers Energy	Clare	MI
Concord High School	Concord	MI
Commonwealth McCann	Detroit	MI
Comerica Bank	Detroit	MI
Colorado Democratic Party	Fort Collins	Colorado

College Works Painting	East Lansing	Michigan
Coleman Elementary	Coleman	MI
Coca Cola		
CMU-REC	Mount Pleasant	Michigan
CMU University Communications	Mount Pleasant	Michigan
CMU recreation	Mount Pleasant	Mi
CMU Football	Mount Pleasant	Michigan
CMU Detroit Outreach Center	Detroit	MI
CMU	Mount pleasant	Mi
Cmu	Mount pleasant	Mi
CMDHD	Mount Pleasant	MI
Cleveland Clinic Children's Hospital for Rehabilitation	Cleveland	OH
Classport- dlr Lexlcon Library	Dun Loghaire	Ireland
Clare public schools	Clare	Michigan
Clare Primary School	Clare	MI
Clare Middle School	Clare	MI
Clare Chamber of Commerce	Clare	MI
CITY OF TROY MICHIGAN	TROY	Michigan
Chrysler	Columbia	MD
Christian siriano	Nyc	New york
Chris cakes of michigan	Clare	Michigan
Children's Grief Center of the Great Lakes Bay Region	Midland	MI
Child and Family Services	Traverse City	MI
Chemical Bank and Acro Service Corporation	Midland and Livonia	Michigan
Chemical Bank	Troy	Michigan
Chemical Bank	Midland	Michigan
Champions Before and After School Program	Westland	MI
CH Robinson	Southfield	MI
Central Michigan University- University Recreation	Mt.Pleasant	Michigan
Central Michigan University ResLife	Mt. Pleasant	MI
Central Michigan University	Mount Pleasant	MI
Central Michigan University	Beaver Island	MI
Central Michigan Softball	Mt. Pleasant	MI
Central Michigan Life	Mount Pleasant	Michigan
Central Michigan Football	Mount Pleasant	Michigan
Central Michigan District Health Department	Mount Pleasant	Michigan
Central Michigan Athletics Marketing and Communications	Mt. Pleasant	Michigan
Central Michigan Athletics	Mt. Pleasant	MI
CDK Global	Detroit	MI
Catholic Family Service	Bay City	MI
Buckle	Taylor	MI

Buckle	Auburn Hills	MI
Blystone & Bailey	Mt Pleasant	MI
Blue Cross Blue Shield of Michigan	Detroit	Michigan
Birmingham Bloomfield Chamber of Commerce	Birmingham	Michigan
Big city bride	Chicago	IL
Big Brothers Big Sisters of Midland	Midland	Michigan
Bemis Junior High School	Sterling Heights	MI
Becker's Bridal	Fowler	MI
Beaumont Health-Royal Oak hospital and wellness center	Royal Oak	MI
Beal Properties, LLC	Toledo	Ohio
BayCare Hospital	Clearwater	Florida
Bay county department of health and human services	Bay City	Michigan
Baxter Community Center	Grand Rapids	MI
Basement Bunch Stampers	Mount Pleasant	MI
B-Squared Design studio	Mt. Pleasant	Michigan
Attwood Marine Corp	Lowell	MI
Atlanta Hawks	Atlanta	GA
Art Van Furniture	Petoskey	Michigan
AroundCampus Group	Durham	North Carolina
Aramark	Yosemite National Park	California
American youth foundation	Shelby	Michigan
American Conservation experience	Hurricane	Utah
Amazon	Redlands	California
Alnylam Pharmaceuticals	Boston	MA
Alma Public Schools	Alma	Mi
Alma High School and Jackson Northwest High School		
Allied Integrated Marketing	Bloomfield Hills	Michigan
Alliance Sport Marketing	Nashville	tn
ALDI	Webberville	MI
Aldi	Detroit	MI
Akira	Chicago	Illinois
Adventure Group TV - National Geographic	Sydney, Australia	NSW
Adoption Option, Inc.	Midland	Michigan
Adient	Plymouth	MI
Addiction Solutions Counseling Center	Mount Pleasant	Michigan
Access, Inc	Troy	MI
Above and Beyond family recovery center	Chicago	IL
Abdul for Michigan	Detroit	MI
A. Victoria MAE	Royal Oak	Michigan
3M	Saint Paul	MN
3M	Maplewood	MN

	Mt. Pleasant	MI
	Clare	Michigan
		Mi