



**Central Michigan University**  
**First Destination Survey**  
2018- 2019 Graduates

**Academic Planning & Analysis**  
**Central Michigan University**  
**January 2020**

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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 2018, December 2018, and May 2019. These three groups constitute a total of 3,931 graduates. Of these graduates, 831 completed the First-Destination Survey online, resulting in a response rate of 21% of the graduating class. The respondents had a higher GPA than the graduating population (3.32 vs. 3.24) and consisted of more females (66.2% vs. 58.1%). There were no significant differences in race/ethnicity between the respondents and the graduating population. Based on the results of the survey, 72.8% of respondents are employed either full- or part-time six months after graduating from CMU, while an additional 16.0% chose to continue their education.

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

	Graduates		Online Respondents		Difference
Total n	3931		831		3,100
Mean GPA <sup>1</sup>	3.24		3.32		-.08
SD	.432		.422		.010
Male <sup>2</sup>	1649	42%	281	34%	8%
Female	2282	58%	550	66%	-8%
Nonresident alien <sup>3</sup>	95	2%	15	2%	1%
Hispanic/Latino	165	4%	30	4%	1%
American Indian or Alaska Native	29	1%	5	1%	0%
Asian	43	1%	12	1%	0%
Black or African American	235	6%	39	5%	1%
Native Hawaiian or Other Pacific Islander	2	0%	0	0%	0%
White	3198	81%	698	84%	-3%
Two or more races	111	3%	19	2%	1%
Race and ethnicity unknown	53	1%	13	2%	0%

Note: "Difference" is the difference in Graduates - 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,  $t(3929) = -5.648, p < .001, 95\% \text{ CI } [-.128, -.062]$ , with respondents having a higher GPA than non-respondents

<sup>2</sup> There was a significant effect of gender,  $\chi^2(1, N = 3931) = 28.629, p < .001$ , with more females responding to the survey

<sup>3</sup> There was not a significant effect of race/ethnicity,  $\chi^2(8, N = 3931) = 9.736, p = .284$

## Demographics: Response Rates by College and Department

College	Graduates	Online Respondents	Difference
Business Administration	813 21%	160 19%	1%
The Arts and Media	456 12%	90 11%	1%
Education and Human Services	748 19%	172 21%	-2%
University	1 0%	1 0%	0%
H.H. & G.A. Dow College of Health Professions	572 15%	125 15%	0%
Liberal Arts and Social Sciences	660 17%	150 18%	-1%
Science and Engineering	681 17%	133 16%	1%
Department	Graduates	Online Respondents	Difference
Accounting, School of	119 3%	31 2%	1%
Art and Design	42 1%	7 1%	0%
Biology	199 5%	39 5%	0%
Broadcast and Cinematic Arts, School of	106 3%	21 3%	0%
Business Information Systems	35 1%	4 1%	0%
Chemistry and Biochemistry	22 1%	3 0%	0%
Communication	74 2%	12 1%	1%
Communication Sciences and Disorders	87 2%	28 3%	-1%
Computer Science	63 2%	14 2%	0%
Counseling and Special Education	43 1%	9 1%	0%
Earth and Atmospheric Sciences	21 1%	7 1%	0%
Economics	29 1%	9 1%	0%
Engineering and Technology, School of	187 5%	28 3%	1%
English Language and Literature	58 2%	13 2%	0%
Entrepreneurship	60 2%	11 1%	0%
Fashion, Interior Design & Merchandising	80 2%	17 2%	0%
Finance and Law	119 3%	17 2%	1%
Geography and Environmental Studies	32 1%	6 1%	0%

Department	Graduates		Online Respondents		Difference
Health Sciences, School of	312	8%	71	9%	-1%
History	23	1%	3	0%	0%
Human Development and Family Studies	160	4%	34	4%	0%
Interdepartmental	60	2%	9	1%	0%
Interdisciplinary	539	14%	130	16%	-2%
Journalism	100	3%	17	2%	1%
Management	121	3%	27	3%	0%
Marketing and Hospitality Services Administration	270	7%	52	6%	1%
Mathematics	37	1%	12	1%	-1%
Music, School of	40	1%	11	1%	0%
Philosophy and Religion	13	0%	2	0%	0%
Physical Education and Sport	102	3%	14	2%	1%
Physics	8	0%	3	0%	0%
Political Science and Public Administration	69	2%	17	2%	0%
Psychology	246	6%	51	6%	0%
Recreation, Parks and Leisure Services Administration	169	4%	37	5%	0%
RMS - Athletic Training Program	21	1%	4	1%	0%
RMS- Food & Nutrition Program	43	1%	7	1%	0%
Sociology, Anthropology and Social Work	175	5%	39	5%	0%
Statistics, Actuarial & Data Sciences	25	1%	5	1%	0%
Theatre & Dance	5	0%	0	0%	0%
University	1	0%	1	0%	0%
World Languages and Cultures	16	0%	9	1%	-1%

*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		University		Total	
Employed full-time	117	73%	55	62%	137	80%	57	46%	85	56%	84	63%	1	100%	536	65%
Employed part-time	7	4%	12	14%	13	8%	12	10%	19	13%	6	5%	0	0%	69	8%
Volunteer or Service program	0	0%	1	1%	3	2%	0	0%	4	3%	0	0%	0	0%	8	1%
Self-Employed	3	2%	2	2%	0	0%	1	1%	1	1%	2	2%	0	0%	9	1%
Student	18	11%	7	8%	10	6%	47	38%	27	18%	24	18%	0	0%	133	16%
Planning to Continue Education	0	0%	2	2%	0	0%	1	1%	2	1%	5	4%	0	0%	10	1%
Military	1	1%	0	0%	2	1%	0	0%	1	1%	1	1%	0	0%	5	1%
Not Employed (Seeking Employment)	13	8%	9	10%	6	4%	7	6%	11	7%	11	8%	0	0%	57	7%
Not Employed (not Seeking Employment)	1	1%	1	1%	1	1%	0	0%	1	1%	0	0%	0	0%	4	0%
<b>Total</b>	<b>160</b>		<b>89</b>		<b>172</b>		<b>125</b>		<b>151</b>		<b>133</b>		<b>1</b>		<b>831</b>	

*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		Total	
Extremely Dissatisfied	9	8%	4	7%	14	11%	3	6%	10	12%	5	6%	45	9%
Somewhat Dissatisfied	11	10%	10	19%	15	12%	10	21%	11	13%	9	11%	66	13%
Neutral	5	5%	0	0%	15	12%	1	2%	5	6%	7	8%	33	7%
Somewhat Satisfied	28	26%	20	37%	38	31%	18	38%	33	38%	23	27%	160	32%
Extremely Satisfied	55	51%	20	37%	42	34%	15	32%	27	31%	40	48%	199	40%
<b>Total</b>	<b>108</b>		<b>54</b>		<b>124</b>		<b>47</b>		<b>86</b>		<b>84</b>		<b>503</b>	

*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	17	3%
Employed in a temporary/contract work assignment	65	12%
Employed freelance	15	3%
Employed in a postgraduate internship or fellowship	23	4%
Employed in all other work categories	433	78%
Total	553	

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

	CBA		CAM		CEHS		CHP		CLASS		CS&E		Total	
Education (K-12)	0	0%	5	9%	17	14%	2	4%	17	20%	11	13%	52	10%
Education (post-secondary)	0	0%	1	2%	3	2%	2	4%	3	4%	1	1%	10	2%
Finance, insurance, or real estate	22	20%	0	0%	8	7%	3	6%	4	5%	7	8%	44	9%
Government (including law enforcement and military)	3	3%	0	0%	7	6%	0	0%	3	4%	5	6%	18	4%
Guest services (e.g., lodging, restaurants)	6	6%	2	4%	4	3%	2	4%	10	12%	2	2%	26	5%
Healthcare	4	4%	2	4%	24	20%	26	55%	6	7%	5	6%	67	13%
Manufacturing	14	13%	2	4%	4	3%	1	2%	2	2%	11	13%	34	7%
Media (e.g., television, arts, broadcasting)	2	2%	16	30%	2	2%	0	0%	0	0%	1	1%	21	4%
Professional or business services	19	18%	4	8%	9	7%	1	2%	4	5%	2	2%	39	8%
Sales	9	8%	7	13%	9	7%	5	11%	5	6%	5	6%	40	8%
Science and technology (e.g., engineering, programming)	6	6%	0	0%	1	1%	1	2%	1	1%	25	30%	34	7%
Social services / non-profit	3	3%	2	4%	15	12%	0	0%	15	17%	0	0%	35	7%
Transportation / public utilities	5	5%	0	0%	3	2%	1	2%	2	2%	1	1%	12	2%
Other	15	14%	12	23%	17	14%	3	6%	14	16%	8	10%	69	14%
<b>Total</b>	<b>108</b>		<b>53</b>		<b>123</b>		<b>47</b>		<b>86</b>		<b>84</b>		<b>501</b>	

*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		Total	
Some high school	0	0%	0	0%	2	2%	2	4%	6	7%	0	0%	10	2%
High school diploma	8	7%	9	17%	25	20%	10	21%	19	22%	10	12%	81	16%
Some college	4	4%	2	4%	14	11%	2	4%	11	13%	1	1%	34	7%
Associate's degree	6	6%	0	0%	10	8%	2	4%	1	1%	2	2%	21	4%
Bachelor's degree	85	79%	40	74%	66	54%	28	60%	46	54%	65	77%	330	66%
None	5	5%	3	6%	6	5%	3	6%	3	4%	6	7%	26	5%
Total	108		54		123		47		86		84		502	

*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		Total	
Extremely Dissatisfied	9	8%	6	11%	10	8%	5	11%	12	14%	6	7%	48	10%
Somewhat Dissatisfied	9	8%	7	13%	12	10%	6	13%	6	7%	12	14%	52	10%
Neutral	6	6%	4	7%	17	14%	7	15%	8	9%	5	6%	47	9%
Somewhat Satisfied	41	38%	22	41%	44	36%	17	36%	40	47%	25	30%	189	38%
Extremely Satisfied	43	40%	15	28%	39	32%	12	26%	20	23%	36	43%	165	33%
Total	108		54		122		47		86		84		501	

*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		Total	
Not at all related	5	4%	6	10%	19	14%	13	21%	22	23%	15	17%	80	14%
Slightly related	8	7%	10	17%	10	7%	7	11%	13	14%	14	16%	62	11%
Somewhat related	19	16%	11	19%	14	10%	8	13%	11	12%	7	8%	70	12%
Moderately related	35	29%	11	19%	34	24%	12	19%	22	23%	17	19%	131	23%
Extremely related	52	44%	20	35%	63	45%	22	36%	28	29%	36	40%	221	39%
Total	119		58		140		62		96		89		564	

*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	4	6%
Developed a new career interest	3	5%
Desired higher pay	5	8%
Could not find a suitable job related to my major	26	40%
Would have to relocate for a job in my field	3	5%
Desired increased opportunity for advancement	2	3%
Have not obtained required license, registration, or certification for my field	7	11%
Other	15	23%
Total	65	

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

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

Waiting for the right opportunity

Took first job offer from previous employer

Out of 50 job applications, only 1 (my current job) company offered me a job.

No one told me that there are no CTRS jobs in Michigan 😞. My current employer asked why no one at CMU told me about this

No on the job experience

Moving to a different city soon, looking for a job in my field

make too much money at current job

living abroad

Just a summer job until the fall

I need to shift work to help care for my children. My desired (eventually) job is business hours only.

I graduated in education and have been hired to teach 4th grade but teachers don't work in the summer

I am working at a restaurant in Houghton, MI while my husband finishes his undergraduate degree. I will be looking for a job related to my degree once we move downstate and get settled.

Haven't found a job in my field yet

Had an opportunity to work for the Walt Disney company

Couldn't immediately find a job in my field. I settled, no fault to CMU.

**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		Total	
Not at all prepared	4	4%	3	6%	4	4%	2	5%	13	17%	7	9%	33	6%
Slightly prepared	7	7%	8	17%	8	7%	7	17%	6	8%	7	9%	43	17%
Somewhat prepared	16	16%	11	23%	16	14%	10	24%	12	16%	19	24%	84	23%
Moderately prepared	46	47%	18	38%	32	29%	10	24%	30	40%	30	39%	166	38%
Extremely prepared	26	26%	8	17%	52	46%	12	29%	15	20%	15	19%	128	17%
Total	99		48		112		41		76		78		454	

*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%	8	2%	14	3%	69	15%	358	79%	451	100%
Written communication	14	3%	19	4%	43	10%	116	26%	261	58%	453	100%
Math / statistics	63	14%	108	24%	122	27%	87	19%	74	16%	454	100%
Information gathering	10	2%	22	5%	48	11%	130	29%	242	54%	452	100%
Critical thinking	7	2%	11	2%	43	10%	113	25%	280	62%	454	100%
Using computer technology	16	4%	28	6%	51	11%	114	25%	244	54%	453	100%
Leadership	13	3%	31	7%	87	19%	126	28%	196	43%	453	100%
Planning and organizing	9	2%	8	2%	42	9%	106	24%	283	63%	448	100%
Interpersonal skills	6	1%	6	1%	30	7%	95	21%	316	70%	453	100%

*Note:* Percentages describe the proportion of respondents who rated importance for each skill, grouped by rating (e.g., of those 452 respondents who rated Information Gathering, 5% 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 or self-employment in Question 1. Additionally, 44 students reported an average end of the year bonus of \$9,154.55.

	CBA		CAM		CEHS		CHP		CLASS		CS&E		Total	
Less than \$20,000	0	0%	1	3%	1	1%	1	3%	3	5%	3	5%	9	3%
\$20,000 to \$29,999	5	6%	6	19%	19	21%	7	21%	9	16%	6	10%	52	14%
\$30,000 to \$39,999	13	15%	18	56%	30	33%	8	24%	28	49%	13	22%	110	31%
\$40,000 to \$49,999	23	26%	5	16%	18	20%	7	21%	11	19%	9	15%	72	20%
\$50,000 to \$59,999	33	38%	2	6%	13	14%	5	15%	4	7%	8	14%	65	18%
\$60,000 to \$69,999	4	5%	0	0%	4	4%	3	9%	1	2%	10	17%	22	6%
Over \$70,000	10	11%	0	0%	7	8%	2	6%	1	2%	10	17%	30	8%
Average Salary	\$49,788		\$34,027		\$43,681		\$53,482		\$36,460		\$48,344		\$44,837	
Total	88		32		92		32		57		59		360	

*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	112	95%
Certification program	6	5%
Additional bachelor's degree / course(s)	0	0%
Associate's degree	0	0%
Job training / professional development program	3	3%
Other educational plan	0	0%
None of the above	2	2%
Total	118	

*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	4	3%
Associate's degree	0	0%
Bachelor's degree	1	1%
Master's degree	90	76%
Doctoral degree	24	20%
Other	3	3%
Total	118	

*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	313	61%
Obtain certification through college course work	39	8%
Obtain certification through non-college work	74	14%
Obtain another bachelor's degree	15	3%
Take additional college courses	87	17%
Take professional development courses	168	33%
I have no plans to continue my education	120	23%
Total	516	

*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	9	2%	29	5%	85	14%	255	42%	235	38%	613	100%
Personal growth	13	2%	39	6%	75	12%	201	33%	285	47%	613	100%
Preparation for further education	38	6%	41	7%	138	23%	222	36%	174	28%	613	100%
Preparation for a career	44	7%	62	10%	130	21%	204	33%	173	28%	613	100%

*Note:* Percentages describe the proportion of respondents who rated helpfulness for each growth type, grouped by rating (e.g., of those 613 respondents who rated Personal Growth, 33% 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	18	3%	47	8%	116	19%	234	38%	197	32%	612	100%
Written communication	17	3%	37	6%	103	17%	236	39%	219	36%	612	100%
Math / statistics	66	11%	116	19%	148	24%	183	30%	98	16%	611	100%
Information gathering	16	3%	40	7%	132	22%	241	40%	181	30%	610	100%
Critical thinking / Quantitative reasoning	17	3%	32	5%	107	18%	243	40%	211	35%	610	100%
Using computer technology	50	8%	67	11%	153	25%	189	31%	152	25%	611	100%
Leadership	37	6%	54	9%	119	20%	177	29%	224	37%	611	100%
Planning and organizing	23	4%	43	7%	109	18%	191	31%	245	40%	611	100%
Interpersonal skills	22	4%	32	5%	110	18%	215	35%	233	38%	612	100%

*Note:* Percentages describe the proportion of respondents who rated helpfulness in development for each skill, grouped by rating (e.g., of those 611 respondents who rated CMU’s helpfulness in the development of planning and organizing skills, 7% 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		N/A		Total	
Availability of required courses in your major	20	3%	62	11%	62	11%	254	43%	187	32%	6	1%	591	100%
Extent to which coursework prepared you for employment	41	7%	71	12%	92	16%	232	39%	125	21%	30	5%	591	100%
Extent to which coursework prepared you for graduate or professional school	24	4%	30	5%	97	16%	156	26%	115	19%	170	29%	592	100%
Opportunities to participate in internships or practicums	50	8%	71	12%	112	19%	131	22%	160	27%	68	12%	592	100%
Teaching ability of faculty	16	3%	48	8%	87	15%	244	41%	174	29%	22	4%	591	100%
Professional expertise of faculty	14	2%	41	7%	57	10%	217	37%	243	41%	18	3%	590	100%
Ability of faculty to provide academic guidance	15	3%	45	8%	82	14%	213	36%	221	37%	15	3%	591	100%
Ability of faculty to provide career guidance	47	8%	64	11%	84	14%	205	35%	158	27%	34	6%	592	100%
Ability of career services advisors to provide career guidance	63	11%	63	11%	127	22%	138	23%	109	18%	91	15%	591	100%

*Note:* Percentages describe the proportion of respondents who rated satisfaction for each facet, grouped by rating (e.g., of those 591 respondents who rated the Teaching Ability of Faculty, 29% were extremely satisfied).

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

	<b>CBA</b>		<b>CAM</b>		<b>CEHS</b>		<b>CHP</b>		<b>CLASS</b>		<b>CS&amp;E</b>		<b>Total</b>	
Campus employment	71	24%	33	11%	30	10%	50	17%	53	18%	61	21%	298	100%
Capstone course	105	28%	47	13%	58	15%	37	10%	67	18%	62	17%	376	100%
Clinical work	12	8%	11	7%	24	16%	52	34%	31	20%	22	15%	152	100%
Co-curricular activities	26	17%	34	22%	20	13%	21	14%	28	18%	27	17%	156	100%
Fraternity or sorority	43	28%	21	14%	20	13%	21	14%	21	14%	29	19%	155	100%
Honors thesis	17	20%	7	8%	7	8%	13	15%	20	24%	21	25%	85	100%
Internship	100	27%	43	12%	72	20%	54	15%	50	14%	49	13%	368	100%
Intramural sports	50	26%	17	9%	19	10%	42	22%	29	15%	35	18%	192	100%
Off-campus employment	70	20%	28	8%	64	18%	65	19%	63	18%	59	17%	349	100%
Research project with a faculty member	23	14%	10	6%	25	15%	30	18%	35	21%	46	27%	169	100%
Student club / organization	84	23%	41	11%	50	13%	68	18%	64	17%	65	18%	372	100%
Student government	21	24%	11	13%	9	10%	16	18%	16	18%	14	16%	87	100%
Student teaching	8	7%	12	11%	21	19%	13	12%	25	23%	29	27%	108	100%
Study abroad	33	19%	26	15%	23	13%	26	15%	40	23%	30	17%	178	100%
Varsity sports	14	18%	6	8%	5	7%	16	21%	16	21%	19	25%	76	100%

*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 368 respondents participating in an internship, 12% 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		NA		Total	
Study abroad	39	11%	9	2%	16	4%	30	8%	76	20%	203	54%	373	100%
Internship	34	7%	19	4%	38	8%	50	11%	179	39%	138	30%	458	100%
Clinical work	27	7%	11	3%	22	6%	26	7%	65	17%	229	60%	380	100%
Capstone course	67	15%	42	9%	46	10%	91	20%	100	22%	101	23%	447	100%
Honors thesis	30	9%	6	2%	8	2%	14	4%	24	7%	255	76%	337	100%
Research project with a faculty member	29	8%	12	3%	19	5%	38	11%	58	16%	205	57%	361	100%
Campus employment	47	11%	33	8%	52	13%	58	14%	88	21%	135	33%	413	100%
Off-campus employment	39	9%	29	6%	58	13%	77	17%	103	23%	149	33%	455	100%
Varsity sports	31	9%	7	2%	8	2%	9	3%	18	5%	261	78%	334	100%
Intramural sports	64	17%	34	9%	26	7%	28	8%	18	5%	205	55%	375	100%
Student government	35	11%	14	4%	10	3%	9	3%	13	4%	252	76%	333	100%
Fraternity or sorority	37	10%	8	2%	23	6%	31	9%	45	13%	214	60%	358	100%
Student teaching	24	7%	7	2%	14	4%	10	3%	49	14%	245	70%	349	100%
Co-curricular activities (e.g., plays)	27	8%	12	3%	33	9%	32	9%	36	10%	221	61%	361	100%
Other student club / organization	26	6%	22	5%	59	13%	88	20%	141	32%	105	24%	441	100%

*Note:* Percentages describe the proportion of respondents who rated helpfulness for each activity, grouped by rating (e.g., of those 458 respondents who rated the Internship, 11% 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 \$26,518.88.

	Count	
None	150	20%
Less than \$5,000	18	2%
\$5,001 to \$10,000	16	2%
\$10,001 to \$15,000	24	3%
\$15,001 to \$20,000	31	4%
\$20,001 to \$30,000	98	13%
\$30,001 to \$40,000	76	10%
\$40,001 to \$50,000	36	5%
Over \$50,000	79	11%
I prefer not to answer	225	30%
Total	753	100%

**Question 23: What is your overall attitude toward CMU?**

	CBA		CAM		CEHS		CHP		CLASS		CS&E		Total	
Extremely negative	4	4%	0	0%	1	1%	1	1%	2	2%	3	3%	11	2%
Somewhat negative	12	11%	2	4%	0	0%	4	5%	4	4%	8	8%	30	5%
Neutral	11	10%	7	13%	10	9%	3	4%	13	12%	11	11%	55	10%
Somewhat positive	34	31%	18	34%	32	29%	29	35%	39	37%	40	39%	192	34%
Extremely positive	47	44%	26	49%	69	62%	46	55%	47	45%	40	39%	275	49%
Total	108	100%	53	100%	112	100%	83	100%	105	100%	102	100%	563	100%

*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	13	2%	34	6%	48	9%	194	35%	272	49%	561	100%
Across all departments	13	2%	42	8%	111	20%	261	47%	127	23%	554	100%

*Note:* Percentages describe the proportion of respondents who rated the quality for each department cluster, grouped by rating (e.g., of those 554 respondents who rated quality Across All Departments, 22.9% 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		Total	
Extremely negative	5	5%	0	0%	1	1%	1	1%	3	3%	3	3%	13	2%
Somewhat negative	9	8%	4	8%	3	3%	5	6%	5	5%	8	8%	34	6%
Neutral	12	11%	6	11%	7	6%	4	5%	5	5%	14	14%	48	9%
Somewhat positive	33	31%	15	28%	33	30%	19	23%	46	44%	48	47%	194	35%
Extremely positive	49	45%	28	53%	67	60%	54	65%	45	43%	29	28%	272	49%
Total	108		53		111		83		104		102		561	100%

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

	CBA		CAM		CEHS		CHP		CLASS		CS&E		Total	
Definitely no	8	7%	0	0%	1	1%	2	2%	2	2%	4	4%	17	3%
Probably no	20	16%	10	17%	6	5%	6	6%	7	6%	12	11%	61	10%
Unsure	10	8%	6	10%	14	11%	2	2%	17	15%	16	15%	65	10%
Probably yes	40	33%	20	35%	27	21%	33	33%	35	30%	33	31%	188	30%
Definitely yes	44	36%	22	38%	84	64%	58	57%	55	47%	43	40%	306	48%
Total	122		58		132		101		116		108		637	

*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”**

<b>Type of Organization</b>	<b>Count</b>	<b>Percent</b>
Visual Merchandising	1	1.4%
Tutoring	1	1.4%
Trades	1	1.4%
Therapy	1	1.4%
Telecom	1	1.4%
System Integration	1	1.4%
Sports	1	1.4%
Sport Facility Non-Profit	1	1.4%
Security	1	1.4%
Retail Management	1	1.4%
Retail	4	5.8%
Restoration Administration	1	1.4%
Recruiting	1	1.4%
Public safety science	1	1.4%
Public library	1	1.4%
Preschool	1	1.4%
Performance/Entertainment	1	1.4%
Parks Department boss	1	1.4%
Oil & Gas	1	1.4%
Office	1	1.4%
Non-profit	2	2.9%
Neuroscience Research	1	1.4%
Nannyng	2	2.9%
Mental health	1	1.4%
Manufacturing / Pharmaceuticals	1	1.4%
Logistics	1	1.4%
Legal	1	1.4%
Law Office	1	1.4%
Interior Design	1	1.4%
Insurance	1	1.4%
Information systems	1	1.4%
Grocery store	1	1.4%
Greenhouse and Garden Center	1	1.4%
Graphics	1	1.4%
Ford Motor Company	1	1.4%
fashion design and manufacturing	1	1.4%
Facilities Operations	1	1.4%
EVENT PLANNER	1	1.4%
Entertainment	1	1.4%

Education and sacred	1	1.4%
Early head start, birth thru age 3	1	1.4%
Early childhood	1	1.4%
Distribution	1	1.4%
Digital marketing	1	1.4%
Cyber security consulting	1	1.4%
Counseling	1	1.4%
Construction	1	1.4%
Consulting	1	1.4%
Church/Non-profit organizations	1	1.4%
Casino	1	1.4%
Buying	1	1.4%
Bridal Design	1	1.4%
Automotive Technology Supplier	1	1.4%
Automotive Industry	1	1.4%
Arts Non-profit	1	1.4%
Armed Security Officer	1	1.4%
Architecture/Interior Design	1	1.4%
Applied Behavioral Analysis	1	1.4%
Agriculture - farming	1	1.4%
Agricultural Research	1	1.4%
Administration	1	1.4%
Accounting/Consulting	1	1.4%
Accounting	2	2.9%
Total	69	100.0%

**APPENDIX B:  
“Where are you currently employed?”**

Position	Company	City	State
Youth Care Worker	Wolverine Human Services	Vassar	Michigan
Wraparound facilitator	Development Centers, Inc.	Detroit	Mi
Workforce Services Specialist	UPward Talent Council Michigan Works!	Escanaba	Michigan
Wedding Coordinator	V Agency	Detroit	MI
Website assistant	Shift digital	Birmingham	Michigan
Wax Team	Arconic	Whitehall	MI
Water Utilities Operator	municipal organization		Mi
Waiter	Top Golf	Auburn Hills	Michigan
		Southfield &	
Visual Merchandiser	Art Van	Livonia	Michigan
Visitor services	The Children’s Museum of Indianapolis	Indianapolis	IN
Videographer	Suburban Sports Group	Farmington Hills	Michigan
Video production Specialist	Rolling Hills Community Church	Franklin	Tennessee
Video editor	9&10 News	Cadillac	Mi
Vice President	Aurrigo	Ottawa	Canada
Verification Specialist	United Wholesale Mortgage Co	Pontiac	Michigan
USE	Boy Scouts	Detroit	Mi
Underwriter		Detroit	MI
Tutor	Saginaw Chippewa Tribal College		
Trial Administrator	Pacific Ag. Group	Albion	Michigan
Transportation manager	Werner enterprises	Bolingbrook	Illinois
TRACK Employee	General Motors	Warren	Michigan
Temp	Robert half	Irvine	CA
Technical Support Specialist - Mechanical Engineer	Corrosion Fluid Products	Farmington Hills	Michigan
Teddy Bear Portraits			
Team Member	Target	Mount Pleasant	Michigan
Team Leader	Worthington Industries	Delta	OH

Team Leader	Meijer	Detroit	MI
Teaching Assistant	Central Michigan University	Mount Pleasant	Michigan
Teacher	St. Mary Catholic School	Gaylord	MI
Teacher	Ithaca Public Schools	Ithaca	MI
Teacher	Head Start	Orleans	
Teacher	Gull Lake Community Schools	Richland	MI
Teacher	FlexTech High School	Mt. Pleasant	Michigan
teacher	Immokalee High School	Immokalee	Florida
teacher	Godwin Heights	wyoming	MI
Tax Staff	Plante Moran	Detroit	Michigan
Supply Chain	Haworth	Holland	Michigan
Supplier Enablement Specialist	Kelly Services	Midland	Michigan
Supervisor	UPS	Mount Pleasant	Michigan
Supervisor	Old Dominion Freight Line	Minneapolis	Minnesota
Supervisor	Oakland County Health Division	Pontiac	MI
Supervisor	NHBP	Grand Rapids	MI
Substitute Teacher	PCMI Willsub	Varies	Michigan
Substitute Teacher	Edu Staff	Saint Johns	Michigan
Substitute	Saginaw School District	Saginaw	MI
Student Services Office Coordinator	Walsh College	Troy	Mi
Student Service Specialist	Jackson College	Jackson	Michigan
Stress testing	Bolmont	Royal oak	Michigan
Strategic support associate	Jackson national life insurance	Lansing	Mi
Strategic Planning/Project Management	Ford Motor Company	Dearborn	Michigan
Store Manager	Francesca's Collection	Howell	Michigan
Store manager	Claire's	Mount pleasant	Mi
Staff Auditor	Plante Moran	Southfield	Michigan
Staff Accountant	Help At Home	Chicago	Illinois
Staff Accountant	C&M	Southfield	MI
Staff accountant	Jennings accounting solutions llc	Sturgis	Mi
Sr Analyst	Blue Cross Blue Shield of MI	Detroit	Michigan

Sports Director	Carroll Broadcasting	Tawas City	Michigan
Sports Coordinator	YMCA of Detroit	Detroit	Michigan
Sport and Recreation Coordinator	National Sports Center	Blaine	MN
Special Events Manager	Grand Traverse Resort and Spa	Acme	Michigan
Special Education Teacher	Holt public schools	Holt	Michigan
Special education teacher	Lakeview Public Schools	St. Clair Shores	Michigan
Sparks Site Coordinator	Clare-Gladwin RESD	Farwell	MI
Software Engineer	CVS Health		Illinois
Software Engineer	Clinic, Inc.	Ann Arbor	Michigan
Software engineer	General Motors	Detroit	MI
Software development	Auto Owners insurance	Lansing	MI
Social work		Alma	Michigan
Simulation Technologist	Memorial Health System	Springfield	IL
Showroom coordinator	Century Floor space	Grand Rapids	Michigan
Shipping	Sekure Domes	Sturgis	Mi
Server/bartender	Ruby Tuesday	Chesterfield	MI
Server	Applebee's	Walker	Michigan
Senior Vice President	Banc of America Leasing	Troy	MI
Security Operator	NIMBL	Denver	Colorado
Secretary/Office	Whitmans	Farewell downtown	Mi
seamstress	Detroit Sewn	Pontiac	Michigan
Science Teacher	Landmark Academy	Kimball Township	Michigan
SAP EWM IT Analyst	3M	St. Paul	MN
Sales Representative	AT&T	Dallas	TX
Sales Rep	Cottontail Tire	Waterford	Michigan
Sales Development Representative	Thomson Reuters	Ann Arbor	Michigan
Sales Coordinator	Mt. Pleasant Area Convention & Visitor Bureaus	Mt. Pleasant	Michigan
Sales Associate	Aerie	Grandville	MI
Sales	Tesco Controls Inc.	Sacramento	Ca

Sales	Menards	Mount Pleasant	MI
Sales	Kays	Novi	Michigan
Retail Sales Representative	Hershey	Metro Detroit	MI
Researcher	RKG	Toledo	OH
Research Technician 3	Los Alamos National Laboratory	Los Alamos	NM
Research Assistant I	Michigan State University	Grand Rapids	Michigan
Research Assistant	Statistics Collaborative	Washington, DC	DC
Rehab Tech	HealthPRO Heritage	West Chester	PA
Registration Coordinator	Seattle Children's Hospital	Seattle	Wa
Registrar in Admissions	Saginaw Chippewa Tribal College	Mt. Pleasant	MI
Regional Manager	Single Digits Inc	Bedford	New Hampshire
Recruiter	US Army	Brooklyn	New York City
Recruiter	Honor Medical Staffing	Southfield	MI
Recruiter	Aerotek	Grand rapids	Mi
Recreational Therapy	Sunrise Senior Living	Grand Rapids	MI
Recreational Therapist	Perimeter Healthcare	Springfield	Missouri
Recreational Therapist	MidMichigan Health- Gratiot	Alma	MI
Recreational Therapist	Mercy Health St. Mary's	Grand Rapids	Michigan
Recreational Therapist	HealthSource Saginaw	Saginaw	MI
Recreational Therapist	HealthSource	Saginaw	Michigan
Recreational Therapist	Havenwyck Hospital	Auburn Hills	Michigan
Recreation Therapy Assistant	Spectrum Health	Grand Rapids	MI
Real Estate	Amrock	Detroit	Michigan
Raven logistics		Keego harbor	MI
Quicken Loans		detroit	Michigan
Quick Service Food and Beverage	Walt Disney World	Orlando	Florida
Quality manager	WABCO	Auburn hills	Michigan
Quality Control Technician Temp	Ingredient	Bedford Park	IL
QO Lab Analyst	Pfizer	Kalamazoo	Mi
PT Technician	Orthopedic Edge Physical Therapy	Shelby Township	MI
Property Accountant	KMG Prestige	Mount Pleasant	MICHIGAN

Project Manager	Zinger Sheet Metal	Kentwood	Michigan
Project Manager	Yeti Coolers	Austin	Texas
Project management	Blue Cross Blue Shield MI	Detroit	MI
Project Engineer	Dans Excavating	Shelby Twp.	Michigan
Project Coordinator	Medpace	Cincinnati	Ohio
Project Coordinator	Heritage Broadcasting	Cadillac	Michigan
Project Coordinator	GTB	Deaborn	Michigan
Program Manager	FBR Michigan Works	Pontiac	Michigan
Production Support Engineer	Gentex	Zeeland	MI
Production scheduler	Nexteer automotive	Saginaw	Michigan
Production Roaster	Corvus Coffee	Denver	co
Production Coordinator	Eaton Steel Bar Company	Oak Park	Michigan
Producer	WNEM	Saginaw	Mi
Procurement Analyst	Dart Container Corporation	Mason	MI
Preschool Teacher	MMCAA		MI
Poolman	Mueller Brass	Belving	MI
Polyethylene Detail Planner	Dow Chemical Company	Midland	MI
Police Recruit	Grand Rapids Police Department	Grand Rapids	MICHIGAN
PMO Specialist	Quick Release	Detroit	Michigan
Planning and Development Manager	Metro Transit	Kalamazoo	MI
Pinewood Elementary		Eagle Lake	Florida
Pilot	Envoy Air	New York	New York
Physics teacher	Groves high school	Birmingham	MI
Physical Therapy Technician	Healthquest Physical Therapy	Oxford	MI
Physical Therapy Technician		West Bloomfield	Michigan
physical therapist assistant	Covenant healthcare	Saginaw	Mi
Photographer	Walt Disney World Company	Orlando	FL
PGA Works Fellow	South Florida PGA	Atlantis	FL
Pet Care Specialist	Petsmart	Lansing	Michigan
Personal Trainer		Northville	MI
Performer	Kings Dominion	Doswell	Virginia

Parks & Public Spaces I	Parks Department	Mt Pleasant	MI
Parkland Technician	Grand Traverse Conservation District	Traverse City	Michigan
Park and recreation aide 4	Virginia beach parks and recreation	Virginia beach	Va
Parish Secretary & Musician / Office Assistant & Treasurer	St. Paul the Apostle Parish / Rosebush Presbyterian Church	Ithaca / Rosebush	MI / MI
Paraprofessional		Pontiac	Michigan
Owner	Inspired moments by Sarah	Grand haven	Michigan
Outside sales	Mansco A division of Fastenal	Hudsonville	Mi
Organizational Development Consultant	Lake Michigan Credit Union	Grand Rapids	MI
Org Dev Manager	LRCR	Manistee	MI
Operations Coordinator	Compary is why I refuse to recommended anyone attended CMU	Learn to spell COMPANY	I am disappointed in CMU with so many things
Operations coordinator	CMURC	Mount pleasant	Mi
Operations Analyst	RBC Capital Markets	Jersey City	New Jersey
Office Specialist	Central Michigan University	Mount Pleasant	MI
Office Manager	Michigan Smile	Bloomfield Hills	Michigan
Office Assistant	Labadie Toyota	Bay City	MI
Office Assistant			
Night Security	Headlands International Dark Sky Park	Mackinaw City	Michigan
Nashville Airport Courtyard	Marriott international	Nashville	Tennessee
Nanny	***** Family	East Lansing	MI
nanny			
Music Teacher	Plymouth-Canton Community Schools	Plymouth	Michigan
Music Teacher	Harman School	Harman	WV
Music Educator- K-12	New Lothrop Public Schools	New Lothrop	Michigan
Music and Technology	St Joseph the Worker	Beal City	MI
Multi-Site Coordinator	YMCA of Greater Grand Rapids	Grand Rapids	MI
MT	Buckle	Auburn Hills	MI
Mortgage banker	Quicken loans	Detroit	Michigan
Mission Trip Associate	Youthworks	Nashville	TN
Military Intelligence Officer	U.S. Army		

Middle Science Teacher	Alma Public Schools	Alma Michigan	MI
Middle School Teacher	Marshall Public Schools	Marshall	Michigan
Michigan House of Representatives		Lansing	Michigan
Michigan heart and vascular institute		Ypsilanti	Mi
Michigan dnr	Wildlife	Morley	Michigan
Medical Scribe	Scribe America	Howell/Brighton	Michigan
Media Buyer	Harrison Media	Clinton Twp	MI
Mechanical Engineer	Morbark	Mt Pleasant	MI
Math Teacher	Harrison middle school	Harrison	MI
Marketplace Creative Content Associatr	Aleva Stores	Rochester Hills	Michigan
Marketing Specialist/Receptionist	Black Rock Corporate	Wixom	Michigan
Marketing Specialist	Molex	Rochester Hills	Michigan
Marketing intern	Karmanos Cancer Institute	Detroit	Michigan
Marketing Communications Specialist	ATEQ TPMS Tools	Livonia	MI
Marketing Associate	SSDM	Troy	Michigan
Marketing Associate	ArtOps	Southfield	MI
Marketing Assistant	Ooze Wholesale	oak park	michigan
Marketing & Events Director	Mt Pleasant Discovery Museum	Mt Pleasant	MI
Marketing		Dearborn	
Market Research Associate	JD Power	Troy	Michigan
Manufacturing Project Engineer	Autoneum	Novi	Michigan
Manufacturing Engineer	General Motors	Wyoming	MI
Manufacturing Engineer	Delfield-Welbilt	Mt. Pleasant	MI
Manufacturing Engineer	Busche Performance Group	Southfield	MI
Manufacturing Engineer	Amsted Rail	Homer	Michigan
Manufacturing Associate	Herman Miller	Holland	MI
Manufacturing	AST Plating	Muskegon	MI
Manager I Operations	Amazon	Cleveland	OH
Manager	Dressbarn	Novi	Michigan
Management Trainee	Enterprise	Sybin	Michigan
Management trainee	Enterprise Rent-A-Car	Burlington	WI

Maintenance Worker	National Park Service	Houghton	Michigan
Maintenance	Michigan's Adventure	Muskegon	MI
Luxury Real Estate Specialist	Sotherbeast	Birmingham	Michigan
Long Term Substitutue 1st grade	School District	West Branch	Michigan
Logistics account executive	RNL Global Logistic	Fort Meyers	FL
Lodge Associate	Dick's Sporting Goods	Saginaw	MI
Line Cook	Two Brothers Coffee	Brighton	MI
Lender	Greenstone Farm Credit Services	Ionia	MI
Legislative Analyst	Capitol Counsel, LLC	Washington	District of Columbia
Legal	Legal	Holland	MI
Leasing Manager	Peak Campus	Mount Pleasant	Michigan
Leader	Buckle	Okemos	MIGHIGAN
Lead Teacher	AppleTree early care and preschool	Rockford	Michigan
Lead Preschool Teacher	Teddy Bear Daycare & Preschool	Traverse City	Michigan
Lab registration	Midmichigan health	Houghton lake	MI
Kitchen and Bath Designer	LaSant Building	Northville	Michigan
Kindergarten Teacher		Okeechobee	Florida
Junior Art Director	GTB	Dearborn	Michigan
Jr Financial Advisor	Advance capital management	Grand rapids	Mi
It technician	Dow Chemical Credit Union	Midland	Michigan
IT Recruiter	Insight Global	Detroit	MI
IT Analyst	Bosch USA	Farmington Hills	MI
It	Tech company	Detroit	Michigan
Investment Banking Analyst	Cascade Partners	Southfield	Michigan
Inventory Control Analyst	Helm LLC	Livonia	Michigan
Internship	Magna	Troy	Michigan
Internal Sales Associate	Hall Financial	Troy	Michigan
Internal Audit Risk Compliance Services Associate	KPMG	Grand Rapids	Michigan
Internal Associate	Flexible Plan Investments	Bloomfield Hills	Michigan
Intern	State Of Michigan	Lansing	Michigan

Intelligence Specialist	US Navy		
Intelligence Officer Student	United States Air Force	San Angelo	TX
Insurance agent	Ally financial	Detroit	Michigan
Instructional Designer	Wyndham Destinations	Orlando	Florida
Inside Sales Representative	New York Mets	New York City	New York
Inside Sales	Resource Lighting Group	Berkley	MI
Inshop	Jimmy John's	Houghton	MI
Innovation Specialist	Ford Motor Company	Dearborn	Michigan
Information Systems Analyst	Flex N Gate	Shelby	Michigan
Information Security Officer	Greenstone Farm Credit Services	East Lansing	Mi
Human Resources Associate	Dana Inc.	Auburn Hills	MI
Human Resources Assistant	Goodwill Industries of Mid-Michigan	Burton	Michigan
HR/Payroll Director	Villa Healthcare	Warren	MI
HR Coordinator	Masonic Pathways	Alma	MI
HR Coordinator		Grand Haven	Michigan
HR Assistant	Aramark (someone needs to proof read this survey)	Warren	Michigan
HR assistant	Del Monte Food	Jeddah	Makkah
HR Analyst	Dow Chemical Company	Midland	Michigan
High School Teacher	Oscoda Area Schools	Oscoda	MI
Health Educator / Case Manager	Central Michigan District Health Department	Mount Pleasant	MI
Health Educator	MidMichigan Community Health Services	Houghton Lake	MI
Head of Ticketing	Detroit City Football Club	Detroit	Michigan
GSS Support Tech	Kelly Services Dow	Midland	Michigan
GSRP teacher	YMCA		
Grievance & Appeals Coordinator	BCBS	Detroit	Michigan
Graphics assistant	Sport tee	Sagianw	Michigan
Graphic Designer	Mighty Happy Crew		
Graphic designer	Chameleon Power	Novi	Michigan
Graduate assistant	CMU	Mt Pleasant	mi
Global Data Analyst	Eli Lilly and Company	Indianapolis	Indiana

General Manager	Olive Garden Restaurants	Novi	Michigan
Gaylord Community Schools			
Garden Center	Beauchamp's Lawn and Snow	Brighton	Michigan
Front of House Manager	ASM Global- Van Andel Arena	Grand Rapids	MI
Fremont Public Schools		Fremont	Michigan
Freelance Assistant Editor	Doner	Southfield	MI
Freelance Artist	Nicholas Wummel		
Franchise Business Consultant	Little Caesars Enterprises	Detroit	Mi
Foster Care Worker	Samaritas	Troy	Michigan
Foster care specialists	Department of health and human services	Petoskey	Michigan
Foster Care Case Manager	Wellsprings Lutheran Services	Kentwood	Michigan
Forensic Interviewer/Case Coordinator	CAN Council Great Lakes Bay Region	Saginaw	MI
Food Clerk	Meijer	Mount Pleasant	MI
Food & Beverage Manager	Lodgco Hospitality	Mount Pleasant	MI
Fitness Specialist	Healthfitness	Vanburen	MI
Financial Planning Business Partner	Southwest Airlines	Dallas	Texas
Financial Consultant	AXA Equitable	Troy	Michigan
Financial Analyst	General Motors	Detroit	Michigan
Financial Analyst		Holland	Mi
Financial analyst	NSF International	Ann Arbor	Mi
Financial Advisor	Northwestern Mutual	East Lansing	MI
Financial Advisor	Belpointe Wealth Management	Coleman	Michigan
Field Service Tech	HSC	Hemlock	MI
Field Service Coordinator	Special Olympics Michigan	Mt.Pleasant	MI
Field Sales Consultant	Henry Schein	Detroit	MI
Fiber Technician	Paul's Broadband	Mishawaka	Indiana
Farmer	Autumn vista dairy	Mcbain	Mi
Family specialist	Northern family intervention services	Gaylord	MI
Families First Worker	Wellspring Lutheran Services	Saginaw	Michigan
Exercise Pyciologist	Mid Michigan Health	Midland	Michigan
Exercise Physiologist	Henry Ford Health System	Detroit	MI

Exercise Physiologist	Detroit Medical Center	Detroit	Michigan
Exercise Physiologist	Carondelet St. Josephs Hospital	Tucson	AZ
Exercise Physiologist		Rochester	Michigan
Executive Team Leader	Target Corporation	Dearborn Heights	MI
Executive Director	Boy Scouts	Ypsilanti	Michigan
Executive Assistant	Eenhoorn, LLC	Grand Rapids	Michigan
Event Intern	Quicken Loans	Detroit	Michigan
ESL teacher	Holt Public Schools	Holt	Mi
Environmental Technician	ASTI Environmental	Brighton	MI
Environmental Quality Analyst	State of Michigan-EGLE	Lansing	Michigan
English Teaching Assistant	Fulbright - Slovak Republic	Spisska Nova Ves	
English Language Assistant IES Marques de Santillana	Spanish Ministry of Education	Colmenar Viejo	Madrid, Spain
Engineer	GM	Pontiac	MI
Engineer	CCDC-GVSC	Warren	Michigan
EMT	MMR	Mount Pleasant	Michigan
Elementary Teacher	Choice Schools	Warren	MI
Electron Microscopist	University of Toledo Medical Center	Toledo	OH
Electrical Engineer	Consumers Energy		Michigan
EKG stress tech	Genesys	Grand Blanc	MI
Early Learning Communities Navigator	Oakland Family Services	Pontiac	MI
Early head start home visitor	EightCAP inc	Alma	Michigan
Early Childhood Special Education Teacher	Jenison Public Schools	Jenison	Michigan
Donor Relations Representative	Prison Fellowship	Lansdowne	VA
Donor Experience and Marketing Associate	UWBCKR	Kalamazoo	MI
Dog Groomer	Petpals	Auburn	Michigan
Dispatcher	Erickson's	Walker	Michigan
Director of Services	McClaren Caro Region	Caro	MI
Director of First Impressions	The Advance Group	Monroe	MI

Director of Donor Relations	Susan G. Komen Michigan	Grand Rapids	MI
Digital Marketing	HRU Ink	Lansing	Michigan
Development manager	Westown jubilee housing	Grand rapids	MI
Development Associate	Tax Foundation	Washington	DC
Detention Sergeant	Brazos County Sheriff's Office	Bryan	TX
Designer	General Motors	Warren	Michigan
Design Assistant	Young & Young Architects	Bloomfield Hills	Michigan
Deputy Police Chief	Wyandotte Police Department	Wyandotte	MI
Deployment Engineer	Tyler Technologies	Troy	MI
Data Entry Clerk	TST tooling software technology	Clarkston	Michigan
Customs Specialist	Essense of Australia	Lenexa	KS
Customer Service Representative	Fifth Third Bank	Kentwood	Michigan
Customer service representative	Central Transport	Warren	Michigan
Customer Service Associate	Farmers Insurance	Caledonia	MI
Customer Service	AxleTech	Troy	Mi
Curriculum Director	Appletree Early Learning Center	Grand Rapids	Michigan
CSR/Social Media Rep	Lighthouse Title	Holland	MI
Crime Analyst	Goldsboro Police Department	Goldsboro	North Carolina
Crew	McDonald's	Mount pleasant	Michigan
Credit Analyst	FNBM	Kalamazoo	MI
Cost Accountant	ElringKlinger Automotive Mfg	Southfield	MI
Coordinator, office and event suport	American Cancer Society	Southfield	Michigan
Coordinator of Alumni and Employer Engagement	University of Michigan	Ann Arbor	MI
Coordinator	Covenant HealthCare	Saginaw	Michigan
Contract Employee at The Dow Chemical Company	Kelly Services	Midland	Michigan
Consumer lending consultant	Michigan Schools and Government Credit Union	Troy	Mi
Consultant	EY	Chicago	IL
Construction	echvap	Lavexa	Kansas

Compliance Coordinator	Oakland University	Rochester	Michigan
Compliance Consultant	Herman Miller Inc	Zeeland	MI
Community outreach and public relations coordinator	HAP	Mount Pleasant	Michigan
Community Nutrition Instructor	MSU Extension	Muskegon	Michigan
Community Education Director	DeWitt Public Schools	DeWitt	MI
Community Connections Coach	Mid Michigan Industries	Mt. Pleasant	MI
Communications Coordinator	Meridian	detroit	michigan
CMCREW	Ten16 recovery network	Mount pleasant	Michigan
Clinical Coordinator of Injury Prevention and Rehabilitation	Central Health Improvement Program- Central Michigan University	Mount Pleasant	MI
Clerk	Meijer	Lansing	Michigan
Claims Examiner	Meridian Healthcare	Detroit	Mi
Childcare	Stepping Stones Childcare Center	Lake Ann	MI
Child Protective Services	MDHHS	Harrison	Michigan
Child Care Associate/Reception	Bay Club of Caramel Valley	Caramel Valley	CA
Catering Sales Associate	ARAMARK @ CMU	Mt Pleasant	MI
Catering coordinator	Levy	Auburn hills	MI
Catering	Aramark	Mount Pleasant	Michigan
Cashier	Buschs Market	Novi	Michigan
Caseworker	Big Brothers Big Sisters	Roscommon	Michigan
Case Worker	Adoption Option Inc	Midland	MI
Case Manager	Wedgwood Christian Services	Grand Rapids	MI
Case Manager	Homeless Shelter	Gladwin	MI
Case Manager	Community Mental Health	Harrison	Mi
Carrier sales	Automated logistics systems	Jackson	MI
Career Development Facilitator	Troy High School	Troy	MI
Career Coach	Alma College	Alma	MI
Cardiac Tech	Mercy Health	Grand Rapids	Michigan
CAD Desinger	TentCraft	Traverse City	Mi
Business Process Expert	Univar Solutions	The Woodlands	Texas

Business development	ESPN	Orlando	Florida
Business Consulting Cyber Security/Multi Point connectivity	AT&T National Business	Chicago	IL
Business Analyst	University of Michigan	Ann Arbor	MI
Business Analyst	Blue Cross Blue Shield of Michigan	Detroit	MI
Business Account Executive	Comcast Business	Schaumburg	IL
Bingo	Soaring Eagle Casino	Mt. Pleasant	MI
Billing Accountant	Maccomb County	Maccomb	Michigan
Benefits Coordinator	LifePoint	Brentwood	TENNESSEE
Behavioral Technician 4	Center for Autism and Related Disorders	Chesapeake	Virginia
Behavior Technician	Michigan State University's Early Learning Institute	East Lansing, Holt, Lansing	Michigan
Behavior Technician	Central Michigan Care	Mt Pleasant	MI
Behavior technician	Centria healthcare	Detroit	mi
Behavior technician	Centria	Grand Rapids	Michigan
Behavior technician	CEAS	Troy	MI
Behavior Tech	Austin's Systems	port Huron	Mi
Behavior Specialist	Gateway Pediatric Therapy	Bingham Farms	Michigan
BarBack	Bar Louie	Novi	Michigan
Banker Training Internship	Quicken Loans	Detroit	MI
Banker	HMB	Rochester	Mi
Bakery,clerk	Kroger	Shelby township	Michigan
Bakery Associate	Meijer	Dewitt	Michigan
Avalon & Tahoe	Sales	Alma	
Auditor	Office of the Auditor General	Lansing	Mi
Assurance Staff	EY	Grand Rapids	MI
Assurance Associate	PwC	Detroit	Michigan
Assurance	EY	Detroit	MI
Asst. Project Manager	Commonwealth//McCann	Detroit	MI
Associative Teacher	Great Star Readiness Program	Jennison	MI
Associate Pre-K Teacher	Mid Michigan Community Action Agency	Farwell	MI

Associate materials scheduler	Nexteer automotive	Saginaw	Mi
Associate Event Manager	GPJ	Detroit	MI
Associate Database Administrator	FedEx Services	Colorado Springs	Colorado
Associate	TJ Maxx	Mount Pleasant	Michigan
Assistant Plant Engineer	Lacks Enterprises	Grand Rapids	Michigan
Assistant Manager	Hollister Co.	Okemos	MI
Assistant manager	Buckle	Taylor	MI
Assistant Language Teacher	JET	Misawa	Aomori
Assistant Food Service Director	Aramark	Mount Pleasant	MI
Assembly line worker	Ford motor company	Ypsilanti	Michigan
Armed Security Superviso	Securitas	Annandale	VA
AR Associate	Dentsuaegis Media Network	Detroit	Mi
Analyst	Urban science	Detroit	Michigan
Analyst	Blue Cross Blue Shield of Michigan	Detroit	Michigan
Analyst	Blue Cross	Detroit	Michigan
Americort	University of Maryland Baltimore	Baltimore	MARYland
Agency Support Associate	Hanover/Citizens Insurance	Howell	Mi
Advanced quality engineer	Yanfeng automotive interiors	Novi	Mi
Advanced in Home worker	Adoption Option INC	Midland	MI
Administrative Assistant	Sophia Institute Press	Nashua	New Hampshire
Administrative Assistant	Senior Benefits Group	Brighton	MI
Administrative Assistant	McLaren Health Management Group	Davison	MI
Administrative assistant	Disabilities Network Oakland and Macomb	Troy	Mi
Administration staffing and coordinating	Beaumont Hospital	Troy	MI
Admin NCO	Active Guard Reserve	Grand ledge	Michigan
Actuary	Auto-Owners Insurance	Lansing	MI
Actuarial Analyst	Frankenmuth Ininsurance	Frankenmuth	MI
Actuarial Analyst	Farm Bureau insurance	Lansing	Mi
Actuarial Analyst	Auto-Owners Insurance	Lansing	MI
Activity Director	Heartland/HCR	Flushing	MI
Accountant	State of Michigan-Treasury	Lansing	MI

Accountant			Michigan
Account manager	CH Robinson	Grand Rapids	Michigan
Account Executive	South Bend Cubs	South Bend	Indiana
Account Executive	MLive Media Group	Saginaw	MI
Account Executive	Gartner	Fort myers	FL
Account executive		103.9 Flint	MI
Account Coordinator	Danielle Gadi PR	New york	NY
Account Coordinator	Amnet	Detroit	Michigan
AbbVie			ILLINOIS
ABA Therapy		Clinton Twp	Michigan
ABA Therapist	Proud Moments ABA	Clifton	New Jersey
911 Dispatcher	CMU Police	Mt Pleasant	Michigan
7th Grade World History Teacher	Vista Peak Exploratory	Aurora	Colorado
7th Grade teacher	Lakeview School District	Battle Creek	Michigan
7&4 News	Sinclair	Traverse City	Michigan
4th Grade Teacher	Mary McGuire - Mt. Pleasant Public Schools	Mt. Pleasant	MI
4th Grade Teacher	Byron Center Christian School	Byron Center	Michigan
3rd grade teacher	East Jordan public schools	East Jordan	Michigan
1st Grade Teacher	USD 457	Garden City	Kansas
Sheet metal worker	Puget Sound Naval	Bremerton	Wa
Recruiter		Southfield	Michigan
	Wesco		
	Perrigo	Allegan	MI
	J and H family store	Rockford	Michigan
	Ford Motor Company	Dearborn	Mi
	DCLI	Charlotte	NC
	CMU	Mt. Pleasant	MI
		Sault Ste. Marie	Mi
			MI

**APPENDIX C:**

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

<b>Degree</b>	<b>Field</b>	<b>Institution</b>	<b>City</b>	<b>State</b>
MSN	Master of Science in Nursing	XAVIER UNIVERSITY	Cincinnati	Ohio
Masters of Science	Occupational Therapy	WESTERN MICHIGAN UNIVERSITY	Grand Rapids	Michigan
DPT	Physical therapy	WESTERN MICHIGAN UNIVERSITY WESTERN MICHIGAN UNIVERSITY	Kalamazoo	Michigan
AuD	Audiology	WAYNE STATE UNIVERSITY	Detroit	Michigan
MS	Geology	UNIVERSITY OF VERMONT & STATE AGRICULTURAL COLLEGE	Burlington	Vermont
PHD	Physics and Astronomy	UNIVERSITY OF UTAH	Salt Lake City	Utah
MS	Speech Pathology	UNIVERSITY OF TOLEDO		
MA	Education	UNIVERSITY OF TOLEDO UNIVERSITY OF TOLEDO	Toledo	Oh
MS	Research Psychology	UNIVERSITY OF TENNESSEE CHATTANOOGA	Chattanooga	TN
VMD	Veterinary Medicine	UNIVERSITY OF PENNSYLVANIA	Philadelphia	PA
M.M	Music Performance	UNIVERSITY OF OKLAHOMA UNIVERSITY OF OKLAHOMA UNIVERSITY OF MISSOURI- COLUMBIA	Norman	OKLAHOMA
DPT	Physical Therapy	UNIVERSITY OF MICHIGAN FLINT UNIVERSITY OF MICHIGAN FLINT UNIVERSITY OF MICHIGAN FLINT	Flint	Michigan
MSW	Social Work	UNIVERSITY OF MICHIGAN	Ann Arbor	Michigan
MSW	Social Work	UNIVERSITY OF MICHIGAN	Ann Arbor	Michigan
MPH	Health Behavior Health Education	UNIVERSITY OF MICHIGAN UNIVERSITY OF MICHIGAN	Ann Arbor	Michigan
	Public Policy	UNIVERSITY OF MARYLAND - COLLEGE PARK	College Park	Maryland

JD		UNIVERSITY OF CONNECTICUT - LAW	Hartford	Connecticut
PhD	Quantitative Psychology	UNIVERSITY OF CALIFORNIA-LOS ANGELES	Los Angeles	California
MA	Clinical Mental Health Counseling	SPRING ARBOR UNIV ADULT STUDY		
MA	Speech Language pathology	SIENA HEIGHTS UNIV-GRADS	Adrian	MI
M.S/PhD	Cognitive neuroscience/clinical psychology	OHIO UNIVERSITY	Athens	Ohio
MS	Marriage and Family Therapy	NORTHERN MICHIGAN UNIVERSITY	Marquette	MI
Juris Doctor	General Study	NORTHERN ILLINOIS UNIVERSITY	DeKalb	Illinois
MS, PhD	Social/Personality Psychology	MICHIGAN STATE UNIVERSITY COLLEGE OF LAW	East Lansing	MI
MS	Human Resources	MICHIGAN STATE UNIVERSITY	East Lansing	MI
DO	Osteopathic Medicine	MICHIGAN STATE UNIVERSITY	East Lansing	Michigan
Doctorate	Veterinary	IOWA STATE UNIVERSITY		
JD	Law	INDIANA UNIVERSITY PURDUE UNIVERSITY INDIANAPOLIS	Indianapolis	IN
EdS	School Psychology	INDIANA STATE UNIVERSITY	Terre Haute	Indiana
MBA	Human Resources	HENRY FORD COLLEGE	Troy	MI
MSW & MPA	Local Government & children	GRAND VALLEY STATE UNIVERSITY	Grand Rapids	Michigan
MS	Speech Language Pathology	GRAND VALLEY STATE UNIVERSITY	Grand Rapids	MI
MS	Occupational Therapy	GRAND VALLEY STATE UNIVERSITY	Grand Rapids	MI
MS	Occupational therapy	GRAND VALLEY STATE UNIVERSITY		
M.Ed	Higher Education	GRAND VALLEY STATE UNIVERSITY	Allendale	MI
MSW	Social work	FERRIS STATE UNIVERSITY	Big Rapids	Mi
MS	Safety, Security, and Emergency Management	EASTERN KENTUCKY UNIVERSITY	Richmond	Ky
PhD	Physical Therapy	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
PhD	Industrial/Organizational Psychology	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	Michigan
MSA	Training & Development	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
MSA	Human Resources	CENTRAL MICHIGAN UNIVERSITY	Stevensville	Michigan
MSA	Human Resources	CENTRAL MICHIGAN UNIVERSITY		

MSA	Health Services Administration	CENTRAL MICHIGAN UNIVERSITY	Mt. Pleasant	Michigan
MSA	Health Services	CENTRAL MICHIGAN UNIVERSITY	Mt Pleasant	MI
MS	Sports Administration	CENTRAL MICHIGAN UNIVERSITY	mount pleasant	Michigan
MS	Speech-Language Pathology	CENTRAL MICHIGAN UNIVERSITY	Mt. Pleasant	Michigan
MS	Speech-Language Pathology	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
MS	Speech Pathology	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
MS	Speech Pathology	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
MS	Speech Language Pathology	CENTRAL MICHIGAN UNIVERSITY	Mt. Pleasant	MI
MS	Physics	CENTRAL MICHIGAN UNIVERSITY	Mt, Pleasant	MI
MS	Physician Assistant	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
MS	Physician Assistant	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
MS	Nutrition and Dietetics	CENTRAL MICHIGAN UNIVERSITY	Mt Pleasant	Michigan
MS	Neuroscience	CENTRAL MICHIGAN UNIVERSITY	Mt Pleasant	Michigan
MS	Neuroscience	CENTRAL MICHIGAN UNIVERSITY	Mt Pleasant	Michigan
MS	Leadership	CENTRAL MICHIGAN UNIVERSITY		
MS	Geographic Information Science	CENTRAL MICHIGAN UNIVERSITY	Mt. Pleasant	MI
MS	Exercise Physiology	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	Michigan
MS	Excercise Physiology	CENTRAL MICHIGAN UNIVERSITY		
MS	Biochemistry, Cellular, and Molecular Biology	CENTRAL MICHIGAN UNIVERSITY	Mt. Pleasant	Michigan
MS	Apparel Product Development and Merchandising Technology	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	Michigan
MPA	Public Administration	CENTRAL MICHIGAN UNIVERSITY	Mt. Pleasant	Michigan
MPA	Public Administration	CENTRAL MICHIGAN UNIVERSITY	Mt Pleasant	Michigan
MD	Medicine	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	Michigan
MD	Medicine	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
MBA	Marketing	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
MBA	Health Administration	CENTRAL MICHIGAN UNIVERSITY	Mt. Pleasant	MI
MBA	business related	CENTRAL MICHIGAN UNIVERSITY	mount pleasant	Michigan
MBA	Business Administration	CENTRAL MICHIGAN UNIVERSITY	Mt. Pleasant	MI
MBA	Accounting	CENTRAL MICHIGAN UNIVERSITY	Mt Pleasant	MI

MBA	Accounting	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	Michigan
MBA	Accounting	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	Michigan
Master's	Counseling	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
Master of Arts	Speech Language Pathology	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
MA	Sport Admin	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	Michigan
MA	Speech-Language Pathology	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	Michigan
MA	Speech-Language Pathology	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
MA	Speech-Language Pathology	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
MA	Speech-language Pathology	CENTRAL MICHIGAN UNIVERSITY	Mount pleasant	Mi
MA	Speech-language pathology	CENTRAL MICHIGAN UNIVERSITY	Mt. Pleasant	MI
MA	Speech Language Pathology	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	Michigan
MA	Speech Language Pathology	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
MA	Speech Language Pathology	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
MA	Speech Language pathology	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
MA	Professional Counseling	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
MA	Higher Education Administration	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	Michigan
MA	English	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
MA	ECONOMICS	CENTRAL MICHIGAN UNIVERSITY	Mt Pleasant	MI
MA	Economics	CENTRAL MICHIGAN UNIVERSITY	Mt Pleasant	Michigan
MA	Economics	CENTRAL MICHIGAN UNIVERSITY		
MA	Clinical Mental Health Counseling	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
MA	Clinical Mental Health	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
M.D	Medicine	CENTRAL MICHIGAN UNIVERSITY	Mt. Pleasant	MI
M.A.	Speech-Language Pathology	CENTRAL MICHIGAN UNIVERSITY	Mt. Pleasant	MI
M.A	Electronic Media Studies	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
Graduate	MSA	CENTRAL MICHIGAN UNIVERSITY		
DPT	Physical Therapy	CENTRAL MICHIGAN UNIVERSITY	Mt. Pleasant	Michigan
DPT	Physical Therapy	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	Michigan
DPT	Physical Therapy	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	Michigan
DPT	Physical Therapy	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
DPT	Health Care	CENTRAL MICHIGAN UNIVERSITY	Mt. Pleasant	MI

AuD	Audiology	CENTRAL MICHIGAN UNIVERSITY	Mount Pleasant	MI
	Fashion design	CENTRAL MICHIGAN UNIVERSITY	Mt pleasant	Mi
		CENTRAL MICHIGAN UNIVERSITY		
		CENTRAL MICHIGAN UNIVERSITY		
		CENTRAL MICHIGAN UNIVERSITY		
MBA	Speech Language Pathology	ARKANSAS STATE UNIVERSITY	Jonesboro	Arkansas
MS	Speech Pathology	ARIZONA STATE UNIVERSITY	Tempe	Arizona
MSW	Medical social work		Lansing	MI
MSC	UK		Glasgow	glasgow
MS	Speech-Language Pathology		Downers Grove	IL
MS	electrical power engineering		Edinburgh	Scotland, the UK
MS	Accountancy		Macomb	Illinois
Masters of science in Physician Assistant Studies	Physician Assistant		St. Petersburg	Florida
Master of Science in Management	Finance		Cleveland	Ohio
Master of Music	Music Performance		Manchester	N/A-UK
Master of Engineering	Civil Aviation		Nanjing	Jiangsu,China
MA	Teaching English to Speakers of Other Languages		Mount Pleasant	Michigan
M.Ed	Higher Education		Lubbock	Texas
license in cosmetology	Cosmetology		Mt Pleasant	MI
DC	Doctor of Chiropractic		Port Orange	Florida
D.C.	Chiropractic		Port Orange	Florida
CPA				
Certification	Medical laboratory science		Detroit	Mi

**APPENDIX D:**

**“Where Did You Complete Your Internship?”**

<b>Internship Organization</b>	<b>City</b>	<b>State</b>
Wonderlab Museum of Science Health and Technology	Bloomington	IN
WillUParty Event Planning	Detroit	Michigan
Willis Towers Watson	Southfield	MI
White Space Events	St Joseph	Michigan
West Branch Rose City Area School	West Branch	Michigan
Wegman Design Group	Naples	Florida
WCMU	Mount Pleasant	mi
Walters Elementary School	Marshall	Michigan
Walt Disney World	Orlando	Florida
Vincero Inc	San Antonio	Texas
Verde Media	Ferndale	Michigan
Vector Marketing	Kalamazoo	MI
Vantage Plastics	Standish	Michigan
Van Eerden Trucking	Byron Center	MI
Va beach parks and rec	Virginia Beach	Virginia
Utica Community Schools	Utica	Michigan
University of Navarra	Pamplona	Spain
University of Michigan, Michigan Creative	Ann Arbor	MI
University Communications	Mount Pleasant	MI
Universidad Nacional de Costa Rica	Heredia	Costa Rica
United Dairy Industry of Michigan	Okemos	MI
UAW-Ford	Detroit	Mi
U.S. Senate (regional office)	Lansing	Michigan
Tyler Technologies	Troy	MI
Tyler Technologies	Troy	MI
TWC	Washington	DC
Triporate	Madrid	Spain
Total Performance Training Centers	Wixom	Michigan
Thomson Reuters	Ann Arbor	MI
The Second Affiliated Hospital of Guangxi Medical University	Nanning	Guangxi, China
The Legacy Center	Midland	Michigan
The Hershey Lodge	Hershey	Pennsylvania
The Dow Chemical Company	Midland	Michigan
The Committee to Elect Dawn Levey	Elsie	Michigan
The Boxing Rink	Troy	MI
Tecnologico de Monterrey	Queretaro, Mexico	Queretaro
Target Corporation	Brighton	MI

Tanner Friedman Strategic Communications	Farmington	MI
Suburban Collect Showplace	Wixom	MI
Student Teaching - Clare Public Schools	Clare	MI
Student Teaching	Howard City	Michigan
Student Teaching	Bay City	MI
STT Security Services	Mount Pleasant	Mi
State of Michigan	Temperance	MI
State of Fitness	East Lansing	Michigan
State of Fitness	East Lansing	MI
Starfish family services	Westland	Michigan
Stang Decision Systems	Marquette	Michigan
St. Anastasia Church	Waukegan	IL
SPIN Community & Fitness	Philadelphia	PA
Special Tree	Romulus	MI
Sparrow Hospital	Lansing	Michigan
Sparrow Health System	Lansing	Mi
Southwest Airlines	Dallas	Texas
South Bend Cubs	South Bend	Indiana
Sothebys	Birmingham	Michigan
Simpson Financial Consultant	Ortonville	MI
Sierra Club Michigan & Food and Water Watch	both remote	
Shepherd Public Schools	Shepherd	Michigan
Senator Warren	Lansing	MI
Schoenbrunn Amphitheater	New Philadelphia	Ohio
Schadrefractory	Detroit	MI
Saline High School	Saline	MI
Saint Louis Zoo	Saint Louis	MO
Saginaw Chippewa Tribal College	Mt. Pleasant	MI
S. Williams	Jennison	Michigan
Room to Read	London	UK
Robertson Brother Homes	Bloomfield Hills	MI
RNL Global Logistics	Fort Meyers	MI
Resilience: Advocates for Ending Violence	Holland	Michigan
RBC Capital Markets	New York City	New York
Rara - HDF	Mount Pleasant	MI
Quicken Loans	Detroit	Michigan
Quicken Loans	Detroit	MI
PwC	Detroit	MICHIGAN
PwC	Detroit	Michigan

PVM	Southfield	MI
Prospect High School	Mt Prospect	Illinois
Powell Fabrication and Manufacturing LLC	St. Louis	Michigan
Plymouth Canton Community Schools	Canton	Michigan
Plante Moran	Southfield	Michigan
Plante Moran	Detroit	Michigan
Plante Moran	Auburn hills	Michigan
Planned Parenthood Advocates of Michigan	Grand Rapids	Michigan
Planet Fitness dba Michigan Group	Northville	MI
Pepsi	Mount Pleasant	M
Office of the Auditor General	Lansing	Mi
Ocean Breeze Waterpark	Virginia beach	Virginia
Oasis Domestic Violence Shelter	Cadillac	MI
Oakview Elementary	Saint Johns	Michigan
Northern Arizona University	Flagstaff	Arizona
Norther Michigan Children's Assessment Center	Roscommon	MI
NorthAmCon / ConveyX	Alpena	Michigan
New Dawn Shelter	Gladwin	MI
National Sports Center	Blaine	MN
National Cherry Festival	Traverse City	MI
MyNorth Media	Traverse City	Michigan
Mycare Health Center	centerline	michigan
Munson Medical Center	Traverse City	mi
Mt. Pleasant high school	Mt. Pleasant	Mi
Mt Pleasant Parks	Mt Pleasant	MI
Mount Pleasant Discovery Museum	Mount Pleasant	Michigan
Morey Courts	Mt. Pleasant	MI
Morbark	Winn	MI
Modern Day Events and Floral	Grand Rapids	Michigan
Mobile Medical Response	Saginaw	Michigan
Mission Hospital	Asheville	NC
MidMichigan Health- Gratiot	Alma	Michigan
MidMichigan Health Gratiot	Alma	MI
MidMichigan Health	Midland	MI
Midmichigan health	Midland	MI
Midland Juv. Treatment Center	Midland	Michigan
Midland High School	Midland	Michigan
Midland County Mosquito Control	Sanford	Mi
Mid-Michigan Children's Museum	Saginaw	MI
Mid Michigan Health	Midland	Michigan
Mid Michigan community action	Farwell	Mi
Mid Michigan College	Mount Pleasant	Michigan
Michigan State Police	Lansing	Michigan

Michigan Office of the Governor	Lansing	MI
Michigan Medicine	Ann Arbor	Michigan
Michigan House of Representatives	Lansing	Michigan
Michigan House of Representatives	Lansing	MI
Michigan House of Representatives	Lansing	MI
Michigan House of Representatives	Lansing	Mi
Michigan Heart and vascular institute	Ypsilanti	Michigan
Michigan Health Counsel	Okemos	MI
Michigan environmental quality	Lansing	ml
Meridian health plan	Detroit	Mi
Meridian	Detroit	Mi
Mercy Health St. Mary's	Grand Rapids	Michigan
Mercy Health	Muskegon	Michigan
Mercy Health	Grand Rapids	Michigan
Merchandise Outlet	Mount Pleasant	Mi
Mercedes Benz Financial Services	Farmington Hills	Mi
Memorial Health System	Springfield	IL
MDHHS	Harrison	Michigan
McLaren Hospita	Port Huron	mi
McLaren Health Management Group	Davison	MI
McLaren Greater Lansing	Lansing	MI
Mclaren Central Michigan	Mount Pleasant	MI
McBain rural agricultural school	Mcbain	Mi
Masonic Pathways	Alma	MI
Mary Free Bed	Lansing	Michigan
Markit	Auburn Hills	Michigan
Magna	Troy	Michigan
MACTv	Mount pleasant	MI
MacTV	Mt pleasant	Mi
Mackinac Center	Midland	MI
MAC TV Network	Mount Pleasant	Michigan
MAC TV Network	Mount Pleasant	MI
Local 4	Detroit	Mi
Listening Ear	Mount Pleasant	MI
Liss	Viniss	Lituniania
Lions Club Michigan	Lansing	Michigan
Linda Powers Interiors	Bloomfield Hills	Michigan
Limnotech	Ann Arbor	MI
Lifestyle Homes	Holland	MI
LifeCircles-PACE program	Muskegon	MI
Latcha + Associates	Farmington Hills	Michigan
LaSant Building	Northville	Michigan
Lapeer County Child Advocacy Center	Lapeer	Michigan

Lansing City Hall	Lansing	Michigan
KPW Management	South Barrington	Illinois
KPMG	Detroit	Michigan
Kip America	Novi	Michigan
Kids-TALK Children's Advocacy Center	Southgate	Michigan
Kentwood Public Schools	Kentwood	MICHIGAN
Kaya, NM Productions Belize	San Ignacio	Belize
Kaya	Quito	Ecuador
KAMAX LP	Lapeer	Michigan
Kalamazoo Psychiatric Hospital	Kalamazoo	MI
Johnsonville	Sheboygan falls	Wisconsin
Ithaca Public Schools	Ithaca	MI
Isabella County Trial Courts	Mt. Pleasant	MI
Isabella County Day Treatment Program	Mount Pleasant	Michigan
Isabella County Courthouse	Mt. Pleasant	Michigan
International study abroad internship	Valencia, Spain	
Infinity-Ovation Yacht Charters	St. Claire Shores	Michigan
ICCAC	Mount Pleasant	Michigan
iCare Repair	Okemos	Mi
Huron Behavioral Health	Bad Axe	MI
House Committee on Homeland Security	Washington	District of Columbia
Hour Media	Troy	Michigan
Hope Network	Grand Rapids	MI
Holt public schools and Okemos public schools	Holt and Okemos	Michigan
Historic White Pine Village	Ludington	MI
HealthSource Saginaw	Saginaw	MI
Haworth	Holland	Michigan
Haworth	Holland	Michigan
Harbor Springs High School	Harbor Springs	MI
Hantz Group	Saginaw	MICHIGAN
Hall Financial	Troy	MI
Greenstone FCS	E Lansing	MI
GreenStone Farm Credit	East Lansing	Michigan
Grand Traverse Resort and Spa	Traverse City	Michigan
Grand Traverse Resort and Spa	Acme	Michigan
Grand Traverse Count Road Commission	Traverse City	MI
Grand Rapids Football Club	Grand Rapids	Michigan
Grand Rapids Christian Middle School	Grand Rapids	Michigan
GPJ	Detroit	MI
Gold media	Mount pleasant	Mi
Godwin Heights	wyoming	MI
Girls on the Run of Central Michigan	Shepherd	MI

Genesys Hospital	Grand Blanc	MI
General Motors	Warren	Michigan
General Motors	Detroit	Michigan
GE Aviation - Muskegon	Muskego	MI
Fowlerville High School	Fowlerville	Michigan
Fowlerville Community Schools	Fowlerville	Michigan
Foresight Capital Management Advisors	Saline	Mi
FordDirect	Dearborn	Mi
Ford Motor Company Fund	Dearborn	Michigan
Focus Financial Group, Inc.	Southfield	Michigan
Flint McLaren hospitality house	Flint	Mi
Fitzgerald's Men's Store	Grand Rapids	Michigan
First Line Performance	Plymouth	MI
Fiat Chrysler Automobiles	Warren	MI
FedEx Services	Colorado Springs	Colorado
FedEx Freight	Grand Rapids	Michigan
Federal Reserve Board	Washington	DC
FCA	Sterling Heights	Michigan
Fastenal	Mt pleasant	Mi
Family Supportive Services of Northern MI	Cadillac	Mi
Family Futures	Grand Rapids	Michigan
EY	Detroit	MI
EXOS	Phoenix	Arizona
Events North	Traverse City	Michigan
Ernst & Young	Chicago	Illinois
Enterprise Rent-a-Car	Southfield	Michigan
Enterprise	Ferndale	MI
Embraced in Comfort	Bay City	Michigan
Elringklinger Automotive Mfg	Southfield	MI
EightCAP inc	Mt Pleasant	Michigan
Eaton Steel Bar Company	Oak Park	Michigan
DTE Energy	Detroit	Michigan
Dow Chemical Company	Midland	Michigan
Dow Chemical	Midland	MI
Detroit Symphony Orchestra	Detroit	MI
Detroit Medical Center	Detroit	Michigan
Detroit City Football Club	Detroit	Michigan
Detroit Auburn Hills Marriott	Auburn Hills Detroit	Mi
Department of Natural Resources	Pickney	MI
DEA - Drug Enforcement Administration	Detroit	MI
Cumulus media	Saginaw	Michigan
Cross Point Church	Nashville	Tennessee
Crate&Barrel	Troy	MI

Courtyard by Marriott at Central Michigan University	Mount Pleasant	MI
Convenient Health Care	Saginaw	Michigan
Continental AG	Auburn Hills	Michigan
Consumers Energy	Alma	Michigan
Comcast	Sterling Heights / Plymouth	Michigan
CMU Sports Marketing	Mount Pleasant	Mi
CMU OIT	Mt. Pleasant	Michigan
CMU Office of Alumni Relations	Mount Pleasant	MI
CMU Football Team Nutrition	Mount Pleasant	Michigan
CMU DI	Mt Pleasant	Michigan
CMU children development & learnjng Lab	Mount Pleasant	MI
CMU athletics	Mount pleasant	Mi
CMU Athletic	Mount Pleasant	Michigan
CMU	Mt Pleasant	MI
CMU	Mount pleasant	Mi
CMLIFE	Mt. Pleasant	Michigan
Clark Retirement Community	Grand Rapids	MI
Clare Public Schools- Music k-12	Clare	Michigan
Clares	Mount pleasant	Mi
ChoiceOne Bank	Sparta	MI
Chippewa Athletic Fund	Mount Pleasant	MI
Children's Grief Center	Midland	MI
Children's Center for Growth and Development	Hartland	MI
Child and Family Services	Mount Pleasant	MI
Century floor space	Grand rapids	Michigan
Central Michigan University Communications	Mount Pleasant	MI
Central Michigan University Athletics	Mt. Pleasant	MI
Central Michigan University	Mount Pleasant	Michigan
Central Michigan University	Mount Pleasant	MI
Central Michigan District Health Department	Mount Pleasant	MI
Central Michigan Athletics	Mount Pleasant	Michigan
Central Health Improvement Program-Central Michigan University	Mount Pleasant	MI
Central Autism Treatment Center	Mount Pleasant	MI
Carson City Correctional Facility	Carson City	MI
CAN Council Great Lakes Bay Region	Saginaw	MI
California state university San Bernardino	San Bernardino	California
Cadillac Travel	Southfield	MI
Cadillac Area Visitors	Cadillac	Michigan
CAAT	Mt Pleasant	MI
butik	Manhattan	NYC
Busche Southfield	Southfield	MI

Bullock Creek Elementary	Midland	MI
Buckle	Auburn Hills	MI
Bridal Couture Of Birmingham	Birmingham	MI
BPCM	New york	Ny
Boyne city public schools	Boyne city	Michigan
Bolmont	Royal oak	Michigan
Blue Cross Blue Shield of Michigan	Detroit	Michigan
Blue Cross Blue Shield of Michigan	Detroit	MI
Blue cross blue shield of Michigan	Detroit	MI
BIANKA Bridal	Grand Rapids	Mi
Bella Mia Boutiques	Plymouth	Michigan
BDK Global	Detroit	Michigan
BCBSM	Detroit	MI
BCBS	Detroit	Michigan
Bay Harbor Yacht Club	Petoskey	MI
Bay County Historical Museum	Bay City	MI
Barwis Methods	Plymouth	Michigan
BAP	Lansing	Mi
AxleTech	Troy	Michigan
AxleTech	Troy	Michigan
Automated Logistics Systems	Jackson	MI
Auto-Owners Insurance	Lansing	MI
Auto-Owners Insurance	Lansing	MI
Auto Reps	Birmingham	Michigan
ASM Global- Van Andel Arena	Grand Rapids	MI
Ascension	Rochester	Michigan
Art Van Furniture	Warren	MI
Art Reach of Mid Michigan	Mount Pleasant	Michigan
Art Reach of Mid Michigan	Mount Pleasant	MI
AroundCampus Group	Auburn Hills	MI
Archdiocese of Detroit	Detroit	Michigan
Angel Wings Fund	Mt. Pleasant	MI
Anastasia Chatzka	Chicago	Illinois
Amway	Ada	Mi
American Conservation Association	Saint Louis	Missouri
Alta Business Group	Troy	Michigan
Alma Public Schools	Alma	Michigan
AJM Packaging	Southgate	MI
Advanced Safety and Energy	Flint	MI
Adoption Option INC	Midland	MI
Adoption Option Inc	Midland	MI
Adapt technology	Auburn Hill	MI
Acm	Grand rapids	Mi

3M

St. Paul

MN

313 Presents & SAFE Management

Detroit

MI

