



2006 - 2007 Alumni Follow-up Survey
of the
B.S. in Administration

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What Services Would You Like to See Offered?	
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B.S. in Administration: Alumni Follow-up Survey

NAME _____

E-mail address: _____

PURPOSE OF YOUR CMU EDUCATION

1. What was your PRIMARY GOAL in attending the B.S. in Administration program at CMU?

(Rank order all that apply: 1 = most important goal; 2 = next most important goal; etc.)

- | | |
|---|--|
| _____ To earn a degree | _____ To prepare for a new career or field of work |
| _____ To get a salary increase | _____ To get a job promotion |
| _____ To improve my skills in my current job or field of work | |
| _____ Other _____ | |

2. Why did you choose CMU, instead of another school?

(Rank order all that apply: 1 = most important reason; 2 = next most important reason; etc.)

- | | |
|---------------------------------|---|
| _____ Cost | _____ Offered desired degree program |
| _____ Convenient location | _____ Services provided |
| _____ Flexibility in scheduling | _____ Credit for previous work through Prior Learning portfolio |
| _____ Other _____ | |

QUALITY OF YOUR CMU EDUCATION

3. During my B.S. in Administration program, overall, my instructors:

	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
Understood and respected individual students' differences						
Communicated clear expectations for classes						
Applied course content to real life, especially the workplace						
Used a variety of teaching methods and learning activities						
Encouraged students to be responsible for their own learning						
Helped students achieve course learning objectives						
Challenged students intellectually						
Encouraged students to summarize, synthesize, analyze and apply information						
Provided feedback to help students keep track of their learning						
Chose assessments of students' knowledge which were relevant to course learning objectives						

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Organizational Administration

4. To what extent did your B.S. in Administration program help you improve your ability to:

	Great Improvement	Moderate Improvement	Small Improvement	No Improvement
Apply administrative concepts and theories to the workplace, in both profit and nonprofit organizations.				
Understand and demonstrate basic research techniques in administrative issues.				
Understand cultural factors and processes that make organizations effective.				
Apply administrative techniques and strategies to lead an organization.				
Demonstrate a high level of professional behavior, especially regarding organizational morale, professional ethics and multicultural awareness.				
Delivery of high quality professional presentations regarding administrative issues and solutions.				
Create and direct a comprehensive strategic plan.				
Apply managerial solutions to organizational problems.				
Recognize and identify organizational change behaviors in individuals which affect organizations.				

EMPLOYMENT

5. I am currently: (check all that apply)

- Employed in a job RELATED to my B.S. in Administration program On active duty with the U.S. military
 Employed in a job NOT RELATED to my B.S. in Administration program Continuing my education
 Not employed, but seeking work
 Not employed, not seeking work, because: _____

6. I am employed by:

Name of Employer: _____
 City: _____ State: _____ Zip Code: _____
 Job Title: _____

	YES	NO
Did you obtain your current position because you completed your most recent degree?		
Did you receive a promotion upon completion of your most recent degree?		
Did you receive a raise in income because of your completion of your most recent degree?		
Were you serving in the military while you were taking CMU courses?		

ALUMNI

	YES	NO
Have you participated in CMU alumni events?		
Would you like to be involved in future alumni events?		

What services would you like to see offered to alumni?

CMU's Director of Development would like to contact you regarding your CMU experience. Can he contact you

by: Email: _____ Phone: _____ Please do not contact: _____

Dear

As an alumnus of the Bachelor of Science in Administration program, ***you are the only person*** who can tell us about the impact of your learning experience at Central Michigan University! If we are to maintain our high level of quality in the B.S. in Administration program, we need your input.

Would you please take a few minutes to help us continue to grow our high quality programs? Please complete the enclosed survey, and use the business reply envelope to return it to us. As our way of thanking you for your participation, when we receive your completed survey, we will place your name in a drawing for ***one of the following:***

- ***300 sweatshirts with CMU Alumni logo***
- ***150 T-shirts with CMU Alumni logo***
- ***50 18-inch Weekender Duffle Bags with CMU logo***

The drawing will take place in May 2007. Please be sure to put your name on the survey to be considered for the drawing.

Thanks very much for your help!



Albert A. Zainea
Interim Director/Product Development &
Director of Undergraduate Programs



Merodie A. Hancock, Ph.D.
Vice President/Executive Director
Off-Campus Programs

Data Analysis

Introduction

Profile of Respondents

Question 1: Student Goals for Their Education

Question 2: Reasons for Choosing CMU

Question 3: Quality of Instruction

Question 4: Alumni Learning Outcomes

Alumni Employment Outcomes

2006 Bachelor of Science in Administration Alumni Survey: Data Analysis

Introduction

During the academic year 2004-05, the CMU Off Campus Programs' Office of Organizational Research & Assessment undertook a process that led to development of the Alumni Follow-up Survey. The process was a highly collaborative one, in which major stakeholders and CMU/OCP staff were asked to assess their needs for data from a survey of alumni. The first administration of the survey to alumni of our undergraduate programs was performed during 2006 – 07. The Office of ORA has compiled the following analysis of data.

Methodology

In February 2007, the Alumni Follow-up Survey was distributed to 1,616 graduates of the Bachelor of Science in Administration program who completed their degree since 2001. The distribution method chosen was two-pronged:

- For those alumni whose e-mail addresses were known and current (n = 144), a web-based version of the survey was sent. The Survey Monkey service was used.
- For those alumni whose e-mail addresses were not known (n = 1,472), first-class mail was used. A business reply envelope was provided for respondents. The survey instrument and cover letter are included in the Introduction.

This bifurcated distribution method was consciously selected. In so doing, the Office of Organizational Research & Assessment attempted to establish the efficacy of web-based survey distribution, versus that of mailed surveys. Those results will be communicated and published in the near future.

By early May 2007, returned, usable surveys numbered 504. The response rate is 31.2%.

Data were cleaned, and data fields constructed. The resulting database is available in MS Access, MS Excel, and SPSS for individuals who wish to perform data functions not included in this report.

Communication Plan

Prior to data analysis, a communication plan was developed. Various stakeholders were identified who might benefit from receiving all or part of the Data Analysis:

- Undergraduate Program Director and Council
- CMU/OCP Executive Director & Vice President
- CMU/OCP Enrollment Management

- CMU/OCP Director of Development
- CMU/OCP Program Directors group
- CMU/OCP Product Development unit
- CMU/OCP website, where it will reach alumni, current students and faculty

Distribution and communication of the data analysis will proceed with the groups and individuals identified.

Profile of Respondents

Respondents (n = 504) are representative of the population of Bachelor of Science in Administration alumni, on several variables. For instance, their geographic location and BSA concentration nearly mirror those of the population.

State/Province of Residence	Respondent		Population	
	Count	% of 470	Count	% of 1,531
Michigan	459	97.6	1,510	98.6
Ontario	4	0.9	18	1.2
Illinois	7	1.5	3	0.2
Totals:	470	100.0	1,531	100.0

BSA Concentration	Respondent		Population	
	Count	% of 504	Count	% of 1,616
Industrial Administration	108	21.4	326	20.2
Organizational Administration	367	72.8	1,189	73.6
Service Sector	29	5.8	101	6.2
Totals:	504	100.0	1,616	100.0

The following profile shows that, in terms of year of degree completion, gender, race/ethnicity, and age, the respondent group is a near-reflection of the population.

Characteristic	Respondent		Population	
	Count	Percent	Count	Percent
Year of Degree Completion:				
2001	3	2.8	6	2.0
2002	2	1.9	10	3.3
2003			3	1.0
2004	68	63.6	209	68.5
2005	34	31.7	77	25.2
Totals:	107	100.0	305	100.0
Gender:				
Female	281	58.3	946	58.5
Male	201	41.7	670	41.5
Totals:	482	100.0	1,616	100.0
Age:				
< 30	11	8.3	48	11.9
30 – 34	25	18.8	74	18.4
35 – 39	20	15.0	70	17.3
40 – 44	27	20.3	64	15.9
45 – 49	24	18.0	79	19.6
50 – 54	14	10.5	41	10.2
55 – 59	9	6.8	20	5.0
60+	3	2.3	7	1.7
Totals:	133	100.0	403	100.0

Ethnicity	Respondent		Population	
	Count	Percent	Count	Percent
African American	66	14.0	256	16.1
Asian or Pacific Islander	3	0.6	12	0.7
Caucasian	367	77.8	1173	73.6
Hispanic	10	2.1	26	1.6
International Program Student	6	1.3	23	1.4
Native American or Alaskan Native	4	0.8	12	0.8
Non-USA in CEL Program	2	0.4	8	0.5
Unknown	14	3.0	84	5.3
TOTALS:	472	100.0	1,594	100.0

The sample encompassed 2 students who served in the U.S. military forces while taking BSA coursework (0.4%).

	YES		NO	
	Count	%	Count	%
Were you serving in the military while you were taking CMU courses?	2	0.4	502	99.6

Question 1: Student Goals for Their Education

Nearly 45.0% of the respondents emphasized in their goal statement as either most important or second most important for their B.S in Administration: **To earn the degree.** What does that mean about student motivation in choosing the CMU B.S. in Administration program? While the statement itself – **to earn a degree** – is a bit ambiguous, one cannot help but connect it to the well-worn phrase, “I need the piece of paper.” B.S. in Administration students may well believe that they need the degree, and the B.S. in Administration “fills the bill”.

	Most Important or 2 nd Most Important		3 rd – 5 th Most Important		Not a Goal	
	Count	% of 984	Count	% of 736	Count	% of 1,304
To earn a degree	440	44.7%	34	4.6%	30	2.3%
To get a salary increase	137	13.9%	168	22.8%	199	15.3%
To improve my skills in my current job or field of work	124	12.6%	179	24.3%	201	15.4%
To prepare for a new career or field of work	103	10.5%	173	23.5%	228	17.5%
To get a job promotion	153	15.5%	164	22.3%	187	14.3%
Other	27	2.7%	18	2.4%	459	35.2%
TOTALS	984	100.0%	736	100.0%	1,304	100.0%

These findings differed somewhat by the B.S. in Administration concentration, as shown in the table below:

“Primary Goal in attending the B.S. in Administration program at CMU” – Responses of “most important” or “2 nd most important”	Industrial Administration (n = 108)		Organizational Administration (n = 367)		Service Sector (n = 29)	
	Freq	% of 108	Freq	% of 367	Freq	% of 29
To earn a degree	87	80.6	328	89.4	25	86.2
To get a salary increase	31	28.7	100	27.2	6	20.7
To improve my skills in my current job/field of work	33	30.6	87	23.7	7	24.1
To get a job promotion	35	32.4	110	30.0	8	27.6
To prepare for a new career/field of work	14	13.0	82	22.3	7	24.1
Other	5	4.6	22	6.0	0	0.0

For the above analysis, the six **primary goal** fields were recoded as individual dummy variables, with “1” meaning “rated most important or second most important”, or “0”. Cross-tabulations were performed using X^2 analysis to determine observed and expected values, and possible differences between them. Differences that reached statistical significance are reported below. SPSS output is included at the end of this section.

The following differences between concentrations can be noted:

- Organizational Administration concentration alumni were the most likely to see **“to earn a degree”** and **to get a job promotion”** as primary goals, and less likely to state **“to prepare for a new career/field of work”** and **“to improve my skills,”** as primary goals. (At the same time, these alumni were among the most emphatic in naming **“to earn a degree”** as a top goal.)
- Service Sector concentration alumni were the second most likely to cite **“to earn the degree”** as their primary goal, and the least likely to state **“to get a salary increase”** as the primary goal.

SPSS Output

Crosstab

			CONCEN			Total
			IA	OA	SS	
CAREER	0	Count	94	285	22	401
		Expected Count	85.9	292.0	23.1	401.0
		% within CAREER	23.4%	71.1%	5.5%	100.0%
		% within CONCEN	87.0%	77.7%	75.9%	79.6%
		% of Total	18.7%	56.5%	4.4%	79.6%
	Most Important	Count	14	82	7	103
		Expected Count	22.1	75.0	5.9	103.0
		% within CAREER	13.6%	79.6%	6.8%	100.0%
		% within CONCEN	13.0%	22.3%	24.1%	20.4%
		% of Total	2.8%	16.3%	1.4%	20.4%
Total	Count	108	367	29	504	
	Expected Count	108.0	367.0	29.0	504.0	
	% within CAREER	21.4%	72.8%	5.8%	100.0%	
	% within CONCEN	100.0%	100.0%	100.0%	100.0%	
	% of Total	21.4%	72.8%	5.8%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.775(a)	2	.092
Likelihood Ratio	5.169	2	.075
N of Valid Cases	504		

a 0 cells (.0%) have expected count less than 5. The minimum expected count is 5.93.

Question 2: Reasons For Choosing CMU

Overall, two reasons emerged as clearly important to B.S. in Administration alumni – “**convenient location**” and “**flexibility in scheduling**”. One other – “**offered desired degree program**” – was cited by 15.3% of B.S. in Administration alumni as very important. Perhaps surprisingly, “**cost**” was a distant fifth.

	Most Important or 2 nd Most Important		3 rd – 5 th Most Important		Not a Reason	
	Count	% of 1,065	Count	% of 1,006	Count	% of 1,457
Cost	59	5.5	224	22.3	221	15.2
Convenient location	317	29.8	118	11.7	69	4.7
Flexibility in scheduling	350	32.9	102	10.1	52	3.6
Offered desired degree program	163	15.3	190	18.9	151	10.4
Services provided	37	3.5	198	19.7	269	18.5
Credit for previous work through Prior Learning portfolio	101	9.5	156	15.5	247	17.0
Other	38	3.6	18	1.8	448	30.7
TOTALS	1,065	100.0	1,006	100.0	1,457	100.0

As in question 1, the alumnus’ reasons for choosing CMU differed somewhat by concentration. A similar procedure was used to construct dummy variables, perform cross-tabulations and test observed and expected values using X^2 analysis. Because of the small number of responses, the X^2 analysis could not be applied. However, in reviewing the table, there is a small difference in the percentages citing cost as an important reason for choosing CMU with regard to Service Sector concentration alumni and Industrial Administration concentration alumni as shown below.

Service Sector concentration alumni were more likely than alumni of other B.S. in Administration concentrations to state that “**cost**” was the reason they chose CMU. Industrial Administration concentration alumni were the least likely to cite “**cost**” as the over-riding factor in their decision.

“Why did you choose CMU instead of another school” – Responses of “most important” or “2 nd most important”	Industrial Administration (n = 108)		Organizational Administration (n = 367)		Service Sector (n = 29)	
	Freq	% of 108	Freq	% of 367	Freq	% of 29
Cost	11	10.2	43	11.7	5	17.2
Convenient location	71	65.7	224	61.0	22	75.9
Flexibility in scheduling	69	63.9	258	70.3	23	79.3
Offered desired degree program	30	27.8	127	34.6	6	20.7
Services provided	11	10.2	26	7.1	0	0.0
Credit for previous work through Prior Learning portfolio	25	23.1	72	19.6	4	13.8
Other	6	5.6	32	8.7	0	0.0

Question 3: Quality of Instruction

On ten different measures of teaching effectiveness, B.S. in Administration alumni overwhelmingly agree that their instructors were supportive, knowledgeable, and effective in their courses.

Alumni responded between 80.9% and 97.6% that they “strongly agree or moderately agree” to statements that directly reflect the ProfEd Maximizing Learning Principles. Mean scores indicate that, as a group, alumni were consistent in their responses. Not one mean score fell below the “moderately agree” level, and standard deviations were not high.

	Strongly Agree/ Moderately Agree		Descriptive Stats (6-pt. scale)	
	Count	Valid %	Mean	Std Dev
Understood and respected individual students' differences	478	96.1	5.51	0.586
Communicated clear expectations for classes	489	97.6	5.59	0.578
Applied course content to real life, especially the workplace	451	90.0	5.38	0.678
Used a variety of teaching methods and learning activities	442	88.6	5.34	0.720
Encouraged students to be responsible for their own learning	456	91.5	5.46	0.697
Helped students achieve course learning objectives	469	94.0	5.42	0.604
Challenged students intellectually	450	90.0	5.37	0.697
Encouraged students to summarize, synthesize, analyze and apply information	438	87.8	5.31	0.702
Provided feedback to help students keep track of their learning	402	80.9	5.14	0.795
Chose assessments of students' knowledge which were relevant to course learning objectives	407	82.3	5.15	0.756

The level of agreement among B.S. in Administration alumni with regard to teaching was such that several of the comparisons reached statistical significance when a χ^2 analysis was applied. Differences in percentages among the concentrations can be noted within highlighted cells of the table below. Service Sector alumni tended to rate certain statements regarding Quality of Teaching lower than Industrial Administration or Organizational Administration alumni with regard to the following (SPSS output is included at the end of this section):

- “Applied course content to real life, especially the workplace”
- “Used a variety of teaching methods and learning activities”
- “Helped students achieve course learning objectives”
- “Encouraged students to summarize, synthesize, analyze and apply information”

Industrial Administration alumni rated the following teaching statements lower than Organizational Administration or Service Sector alumni:

- “Encouraged students to be responsible for their own learning”
- “Chose assessments of students’ knowledge which were relevant to course learning objectives”

“During my B.S. in Education program, overall, my instructors:” (Responses of “strongly agree” and “somewhat agree”)	Industrial Administration (n = 108)		Organizational Administration (n = 367)		Service Sector (n = 29)	
	Freq	%	Freq	%	Freq	%
Understood and respected individual students’ differences	103	95.4	348	94.8	27	93.1
Communicated clear expectations for classes	105	97.2	355	96.7	29	100.0
Applied course content to real life, especially the workplace	97	89.8	332	90.5	22	75.9
Used a variety of teaching methods and learning activities	95	88.0	327	89.1	20	69.0
Encouraged students to be responsible for their own learning	88	81.5	341	92.9	27	93.1
Helped students achieve course learning objectives	101	93.5	344	93.7	24	82.8
Challenged students intellectually	96	88.9	331	90.2	23	79.3
Encouraged students to summarize, synthesize, analyze and apply information	88	81.5	331	90.2	19	65.5
Provided feedback to help students keep track of their learning	82	75.9	300	81.7	20	69.0
Chose assessments of students’ knowledge which were relevant to course learning objectives	76	70.4	306	83.4	25	86.2

SPSS Output

Crosstab

			CONCEN			Total
			IA	OA	SS	
CONTENT	0	Count	11	35	7	53
		Expected Count	11.4	38.6	3.0	53.0
		% within CONTENT	20.8%	66.0%	13.2%	100.0%
	Strongly Agree	Count	10.2%	9.5%	24.1%	10.5%
		Expected Count	2.2%	6.9%	1.4%	10.5%
		% of Total	2.2%	6.9%	1.4%	10.5%
	Total	Count	97	332	22	451
		Expected Count	96.6	328.4	26.0	451.0
		% within CONTENT	21.5%	73.6%	4.9%	100.0%
% within CONCEN		89.8%	90.5%	75.9%	89.5%	
% of Total		19.2%	65.9%	4.4%	89.5%	
Count		108	367	29	504	
Total	Expected Count	108.0	367.0	29.0	504.0	
	% within CONTENT	21.4%	72.8%	5.8%	100.0%	
	% within CONCEN	100.0%	100.0%	100.0%	100.0%	
	% of Total	21.4%	72.8%	5.8%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.105(a)	2	.047
Likelihood Ratio	4.764	2	.092
N of Valid Cases	504		

a. 1 cells (16.7%) have expected count less than 5. The minimum expected count is 3.05.

SPSS Output

Crosstab

			CONCEN			Total
			IA	OA	SS	
METHODS	0	Count	13	40	9	62
		Expected Count	13.3	45.1	3.6	62.0
		% within METHODS	21.0%	64.5%	14.5%	100.0%
		% within CONCEN	12.0%	10.9%	31.0%	12.3%
		% of Total	2.6%	7.9%	1.8%	12.3%
		Strongly Agree	Count	95	327	20
	Expected Count	94.7	321.9	25.4	442.0	
	% within METHODS	21.5%	74.0%	4.5%	100.0%	
	% within CONCEN	88.0%	89.1%	69.0%	87.7%	
	% of Total	18.8%	64.9%	4.0%	87.7%	
	Total	Count	108	367	29	504
	Expected Count	108.0	367.0	29.0	504.0	
% within METHODS	21.4%	72.8%	5.8%	100.0%		
% within CONCEN	100.0%	100.0%	100.0%	100.0%		
% of Total	21.4%	72.8%	5.8%	100.0%		

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	10.109(a)	2	.006
Likelihood Ratio	7.744	2	.021
N of Valid Cases	504		

a. 1 cells (16.7%) have expected count less than 5. The minimum expected count is 3.57.

SPSS Output

Crosstab

			CONCEN			Total	
			IA	OA	SS		
RESPONS	0	Count	20	26	2	48	
		Expected Count	10.3	35.0	2.8	48.0	
		% within RESPONS	41.7%	54.2%	4.2%	100.0%	
	Strongly Agree	% within CONCEN	18.5%	7.1%	6.9%	9.5%	
		% of Total	4.0%	5.2%	.4%	9.5%	
		Count	88	341	27	456	
	Total		Expected Count	97.7	332.0	26.2	456.0
			% within RESPONS	19.3%	74.8%	5.9%	100.0%
			% within CONCEN	81.5%	92.9%	93.1%	90.5%
		% of Total	17.5%	67.7%	5.4%	90.5%	
		Count	108	367	29	504	
		Expected Count	108.0	367.0	29.0	504.0	
		% within RESPONS	21.4%	72.8%	5.8%	100.0%	
		% within CONCEN	100.0%	100.0%	100.0%	100.0%	
		% of Total	21.4%	72.8%	5.8%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.907(a)	2	.002
Likelihood Ratio	11.182	2	.004
N of Valid Cases	504		

a. 1 cells (16.7%) have expected count less than 5. The minimum expected count is 2.76.

SPSS Output

Crosstab

			CONCEN			Total	
			IA	OA	SS		
OBJECTIV	0	Count	7	23	5	35	
		Expected Count	7.5	25.5	2.0	35.0	
		% within OBJECTIV	20.0%	65.7%	14.3%	100.0%	
	Strongly Agree	% within CONCEN	6.5%	6.3%	17.2%	6.9%	
		% of Total	1.4%	4.6%	1.0%	6.9%	
		Count	101	344	24	469	
	Total		Expected Count	100.5	341.5	27.0	469.0
			% within OBJECTIV	21.5%	73.3%	5.1%	100.0%
			% within CONCEN	93.5%	93.7%	82.8%	93.1%
		% of Total	20.0%	68.3%	4.8%	93.1%	
		Count	108	367	29	504	
		Expected Count	108.0	367.0	29.0	504.0	
		% within OBJECTIV	21.4%	72.8%	5.8%	100.0%	
		% within CONCEN	100.0%	100.0%	100.0%	100.0%	
		% of Total	21.4%	72.8%	5.8%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.055(a)	2	.080
Likelihood Ratio	3.770	2	.152
N of Valid Cases	504		

a. 1 cells (16.7%) have expected count less than 5. The minimum expected count is 2.01.

SPSS Output

Crosstab

			CONCEN			Total
			IA	OA	SS	
INFO	0	Count	20	36	10	66
		Expected Count	14.1	48.1	3.8	66.0
		% within INFO	30.3%	54.5%	15.2%	100.0%
		% within CONCEN	18.5%	9.8%	34.5%	13.1%
		% of Total	4.0%	7.1%	2.0%	13.1%
	Strongly Agree	Count	88	331	19	438
		Expected Count	93.9	318.9	25.2	438.0
		% within INFO	20.1%	75.6%	4.3%	100.0%
		% within CONCEN	81.5%	90.2%	65.5%	86.9%
		% of Total	17.5%	65.7%	3.8%	86.9%
Total	Count	108	367	29	504	
	Expected Count	108.0	367.0	29.0	504.0	
	% within INFO	21.4%	72.8%	5.8%	100.0%	
	% within CONCEN	100.0%	100.0%	100.0%	100.0%	
	% of Total	21.4%	72.8%	5.8%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	17.930(a)	2	.000
Likelihood Ratio	14.916	2	.001
N of Valid Cases	504		

a. 1 cells (16.7%) have expected count less than 5. The minimum expected count is 3.80.

SPSS Output

Crosstab

			CONCEN			Total
			IA	OA	SS	
ASSESS	0	Count	32	61	4	97
		Expected Count	20.8	70.6	5.6	97.0
		% within ASSESS	33.0%	62.9%	4.1%	100.0%
		% within CONCEN	29.6%	16.6%	13.8%	19.2%
		% of Total	6.3%	12.1%	.8%	19.2%
		Strongly Agree	Count	76	306	25
	Expected Count	87.2	296.4	23.4	407.0	
	% within ASSESS	18.7%	75.2%	6.1%	100.0%	
	% within CONCEN	70.4%	83.4%	86.2%	80.8%	
	% of Total	15.1%	60.7%	5.0%	80.8%	
	Total	Count	108	367	29	504
	Expected Count	108.0	367.0	29.0	504.0	
% within ASSESS	21.4%	72.8%	5.8%	100.0%		
% within CONCEN	100.0%	100.0%	100.0%	100.0%		
% of Total	21.4%	72.8%	5.8%	100.0%		

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.674(a)	2	.008
Likelihood Ratio	8.983	2	.011
N of Valid Cases	504		

a 0 cells (.0%) have expected count less than 5. The minimum expected count is 5.58.

Question 4: Alumni Learning Outcomes

Subjects were presented with six questions that directly reflect the B.S. in Administration program core learning objectives. These questions posed a choice of “levels of improvement” in the alumnus’ learning in each objective. (Each concentration has its own learning objectives. Likewise, they were developed as questions, and included in the question #4 matrix. See the Appendix for analysis of concentration objectives.)

Between 81.8% and 89.0% of alumni stated they had experienced “substantial improvement” or “moderate improvement” in their understanding of these objectives during their B.S. in Administration program. On a scale 1 (no improvement) – 4 (substantial improvement), no mean score fell below 3.18 (between “substantial” and “moderate” improvement), and standard deviations were not large.

To what extent did your program help improve your ability to:	Stated “Substantial” or “Moderate” Improvement		Descriptive Statistics	
	Count	Valid %	Mean	Std Dev
Apply administrative concepts and theories to the workplace, in both profit and nonprofit organizations.	434	88.0	3.22	0.695
Understand and demonstrate basic research techniques in administrative issues.	431	87.4	3.21	0.684
Understand cultural factors and processes that make organizations effective.	432	88.0	3.26	0.695
Apply administrative techniques and strategies to lead an organization.	422	86.3	3.25	0.705
Demonstrate a high level of professional behavior, especially regarding organizational morale, professional ethics and multicultural awareness.	437	89.0	3.31	0.713
Delivery of high quality professional presentations regarding administrative issues and solutions.	403	81.8	3.18	0.802

Cross-tabulations were performed using X^2 analysis to determine observed and expected values and possible differences between them. Differences that reached statistical significance are highlighted in the table below. SPSS output is included at the end of this section.

Reviewing percentage differences in the table below, show that alumni from the Organizational Administration concentration benefited from the all of the learning outcomes to a greater degree than alumni in Industrial Administration and Service Sector concentrations, particularly with reference to **“understand cultural factors”**, **“apply administrative techniques and strategies”**, and **“delivery of high quality presentations”**. One other learning outcome, **“demonstrate a high level of professional behavior”**, was also rated higher by Organizational Administration compared with either the Industrial Administration or Service Sector alumni.

To what extent did your program help improve your ability to: (Stated “substantial” or “moderate” improvement)	Industrial Administration (n = 108)		Organizational Administration (n = 367)		Service Sector (n = 29)	
	Freq	% of 108	Freq	% of 367	Freq	% of 29
Apply administrative concepts and theories to the workplace, in both profit and nonprofit organizations.	87	80.5	322	87.7	25	86.2
Understand and demonstrate basic research techniques in administrative issues.	89	82.4	318	86.6	24	82.7
Understand cultural factors and processes that make organizations effective.	86	79.6	324	88.3	22	75.8
Apply administrative techniques and strategies to lead an organization.	83	76.8	316	86.1	23	79.3
Demonstrate a high level of professional behavior, especially regarding organizational morale, professional ethics and multicultural awareness.	86	79.6	326	88.8	25	86.2
Delivery of high quality professional presentations regarding administrative issues and solutions.	74	68.5	309	84.2	20	68.9

SPSS Output

Crosstab

			CONCEN			Total
			IA	OA	SS	
LO3	0	Count	22	43	7	72
		Expected Count	15.4	52.4	4.1	72.0
		% within LO3	30.6%	59.7%	9.7%	100.0%
		% within CONCEN	20.4%	11.7%	24.1%	14.3%
		% of Total	4.4%	8.5%	1.4%	14.3%
	Substantial Improvement	Count	86	324	22	432
		Expected Count	92.6	314.6	24.9	432.0
		% within LO3	19.9%	75.0%	5.1%	100.0%
		% within CONCEN	79.6%	88.3%	75.9%	85.7%
		% of Total	17.1%	64.3%	4.4%	85.7%
Total	Count	108	367	29	504	
	Expected Count	108.0	367.0	29.0	504.0	
	% within LO3	21.4%	72.8%	5.8%	100.0%	
	% within CONCEN	100.0%	100.0%	100.0%	100.0%	
	% of Total	21.4%	72.8%	5.8%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	7.542(a)	2	.023
Likelihood Ratio	7.005	2	.030
N of Valid Cases	504		

a. 1 cells (16.7%) have expected count less than 5. The minimum expected count is 4.14.

SPSS Output

Crosstab

		CONCEN			Total	
		IA	OA	SS		
LO4	0	Count	25	51	6	82
		Expected Count	17.6	59.7	4.7	82.0
		% within LO4	30.5%	62.2%	7.3%	100.0%
		% within CONCEN	23.1%	13.9%	20.7%	16.3%
		% of Total	5.0%	10.1%	1.2%	16.3%
	Substantial Improvement	Count	83	316	23	422
		Expected Count	90.4	307.3	24.3	422.0
		% within LO4	19.7%	74.9%	5.5%	100.0%
		% within CONCEN	76.9%	86.1%	79.3%	83.7%
		% of Total	16.5%	62.7%	4.6%	83.7%
Total	Count	108	367	29	504	
	Expected Count	108.0	367.0	29.0	504.0	
	% within LO4	21.4%	72.8%	5.8%	100.0%	
	% within CONCEN	100.0%	100.0%	100.0%	100.0%	
	% of Total	21.4%	72.8%	5.8%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.684(a)	2	.058
Likelihood Ratio	5.372	2	.068
N of Valid Cases	504		

a. 1 cells (16.7%) have expected count less than 5. The minimum expected count is 4.72.

SPSS Output

Crosstab

			CONCEN			Total
			IA	OA	SS	
LO5	0	Count	22	41	4	67
		Expected Count	14.4	48.8	3.9	67.0
		% within LO5	32.8%	61.2%	6.0%	100.0%
		% within CONCEN	20.4%	11.2%	13.8%	13.3%
	Substantial Improvement	Count	86	326	25	437
		Expected Count	93.6	318.2	25.1	437.0
		% within LO5	19.7%	74.6%	5.7%	100.0%
		% within CONCEN	79.6%	88.8%	86.2%	86.7%
	Total	Count	108	367	29	504
		Expected Count	108.0	367.0	29.0	504.0
		% within LO5	21.4%	72.8%	5.8%	100.0%
		% within CONCEN	100.0%	100.0%	100.0%	100.0%
		% of Total	21.4%	72.8%	5.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.132(a)	2	.047
Likelihood Ratio	5.645	2	.059
N of Valid Cases	504		

a 1 cells (16.7%) have expected count less than 5. The minimum expected count is 3.86.

SPSS Output

Crosstab

			CONCEN			Total	
			IA	OA	SS		
LO6	0	Count	34	58	9	101	
		Expected Count	21.6	73.5	5.8	101.0	
		% within LO6	33.7%	57.4%	8.9%	100.0%	
	Substantial Improvement	0	% within CONCEN	31.5%	15.8%	31.0%	20.0%
			% of Total	6.7%	11.5%	1.8%	20.0%
			Count	74	309	20	403
		Expected Count	86.4	293.5	23.2	403.0	
		% within LO6	18.4%	76.7%	5.0%	100.0%	
		% within CONCEN	68.5%	84.2%	69.0%	80.0%	
Total		% of Total	14.7%	61.3%	4.0%	80.0%	
		Count	108	367	29	504	
		Expected Count	108.0	367.0	29.0	504.0	
		% within LO6	21.4%	72.8%	5.8%	100.0%	
		% within CONCEN	100.0%	100.0%	100.0%	100.0%	
		% of Total	21.4%	72.8%	5.8%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	15.121(a)	2	.001
Likelihood Ratio	14.170	2	.001
N of Valid Cases	504		

a 0 cells (.0%) have expected count less than 5. The minimum expected count is 5.81.

Alumni Employment Outcomes

Nearly two-thirds of all B.S. in Administration alumni are currently employed in a job that is related to their B.S. in Administration program. Another 24.8% are employed in a position unrelated to their B.S. in Administration work. Nearly 8.0% of the undergraduate alumni are continuing their education.

I am currently: (check all that apply)	YES	
	Count	%
Employed in a job RELATED to my B.S. in Administration program	326	64.7
Employed in a job NOT RELATED to my B.S. in Administration program	125	24.8
On active duty with the U.S. military	2	0.4
Continuing my education	39	7.7
Not employed, but seeking work	15	3.0
Not employed, not seeking work, because	35	6.9

These findings do vary somewhat by concentration in the following ways:

- Organizational Administration alumni have the lowest rate of being employed in a position related to their program (62.4%) compared with Service Sector alumni who indicated 75.8% as being employed in a position related to their program, while Industrial Administration alumni indicated 69.1% as being employed in a position related to their program.
- While the rates of **“not employed, but seeking work”** are very low in all concentrations, it appears that Industrial Administration has the highest rate at 4.6%
- Organizational Administration alumni maintain a higher rate of **“not employed, not seeking work”** than alumni in other concentrations, although, again, all rates are very low.

I am currently:	Industrial Administration (n = 108)		Organizational Administration (n = 367)		Service Sector (n = 29)	
	Freq	% of 108	Freq	% of 367	Freq	% of 29
	Employed in a job RELATED to my B.S. in Administration program	75	69.4	229	62.4	22
Employed in a job NOT RELATED to my B.S. in Education program	22	20.4	97	26.4	6	20.7
On active duty with the U.S. military	0	0.0	2	0.5	2	6.9
Continuing my education	3	2.8	34	9.2	0	0.0
Not employed, but seeking work	5	4.6	9	2.4	1	3.4
Not employed, not seeking work	7	6.5	28	7.6	0	0.0

CMU's B.S. in Administration alumni have seen success in the most sought-after job outcomes: promotions, salary increases, and better jobs. Nearly two-fifths of B.S. in Administration alumni indicated receiving a raise in their income because of degree completion; nearly one-third have received a promotion and 33.6% landed their job because of the B.S. in Administration degree.

	YES		NO	
	Count	%	Count	%
Did you obtain your current position because you completed your most recent degree?	164	33.6	324	66.4
Did you receive a promotion upon completion of your most recent degree?	154	30.6	332	68.3
Did you receive a raise in income because of your completion of your most recent degree?	200	39.7	286	58.8

Alumni Participation

There appears to be a very large difference between those alumni who have participated in alumni events (**11.3%**), and those who state they would like to (**37.5%**).

The accompanying disk contains an Excel spreadsheet of those alumni who indicated their desire to participate, along with addresses and e-mail contacts.

	YES		NO	
	Count	%	Count	%
Have you participated in CMU alumni events?	56	11.3	439	88.7
Would you like to be involved in future alumni events?	189	37.5	273	59.1

APPENDIX

Question 2: Other Reasons for Choosing CMU - Page 31

Question 6: Name of Employer - Page 33

Question 6: Job Title - Page 41

What Services Would You Like to See Offered? – Page 50

Other Comments – Page 53

Detailed Data Tables – Page 56

Other Reasons for Choosing CMU
8 WEEK CLASSES
8 WEEK COURSES
ACCELERATED DEGREE PROGRAM
ACCELERATED PROGRAM
ACCELERATED PROGRAM IN DESIRED DEGREE PROGRAM
ACCELOATED COURSES
ADVERTISED TO WORKING ADULT OR UNCONVENTIONAL STUDENT HOWEVER, ENCOUNTERED INSTRUCTORS WHO PENALIZED GRADE WHEN CLASSES MISSED DUE TO WORK REQUIREMENTS
ATTENDED CMU - MT. PLEASANT, I COULD TRANSFER CREDITS EASIER.
ATTENDED MAIN CAMPUS FOR 2 YEARS (84-86)
BECAUSE I HAD 2 1/2 YEARS OF CREDIT AT CMU ALREADY. LOVED CMU AND ALWAYS WANTED TO FINISH DEGREE. THE EXTENDED DEGREE PROGRAM MADE IT POSSIBLE!
BEGAN IN MT PLEASANT WANTED TO FINISH @CMU
CAMPUS
Class room/ teaching environment
COUNSELLORS SHOWED ME MY CLASS PATH TO OBTAIN DEGREE AND WERE ENTHUSIASTIC!
CURRICULUM & WHAT TRANSFERRED.
DAIMLERCHRYSLER SPONSORED
DDL - EXCELLENT WEB BASED PROGRAM
DESIRED SCHOOL
EXTENDED DEGREE PROGRAM-ACCEPTED ALL CREDITS FROM PREVIOUS COLLEGES
GEARED TO A WORKING INDIVIDUAL
GEARED TO HELPING WORKING ADULTS
HAD ATTENDED CMU PREVIOUSLY
HOWEVER THIS WAS NOT THE CASE AS MANY TIMES FOR NO APPARENT CAUSE GRADES WERE REDUCED IF CLASSES WERE MISSED. I TRAVELED FOR WORK. I WAS AN A STUDENT SOME C'S AND HAD TO REPEAT COURSES FOR TOO MUCH CLASS MISSES. SOME INSTRUCTS WERE VERY MUCH DICTATOR
I ATTENDED THE MAIN CAMPUS 91-94
I HAD CREDITS AT CMU FROM PREVIOUS ENROLLMENT.
I LIKE THE SHORTER CLASSES (8 WEEKS) I COULD SEE MY PROGRESS QUICKER (GETTING CLASSES CHECKED OFF MY LIST)
LENGTH OF TERMS (SEMESTERS)
MORE SEMESTERS PER YEAR
OBTAINING A DEGREE IN FOUR YEARS
OFF CAMPUS WAS SAME DEGREE AS ON CAMPUS (NAME ON DEGREE)
OFFERED CLASSES NEAR MY HOUSE BUT THE CLASSES I NEEDED WERE NEVER OFFERED THERE
ORIGINALLY ATTENDED ON CAMPUS OUT OF HIGH SCHOOL.
PREVIOUSLY ENROLLED AS A STUDENT.
PRIOR CREDITS @ MT PLEASANT CAMPUS
QUALITY OF THE UNIVERSITY COMPARED TO OTHERS
RECEIVED MACRO SEAL OF ASSOCIATES DEGREE FROM OCC CARNED IN 1997

Other Reasons for Choosing CMU
Recommended by a past student
RECOMMENDED BY FORD MOTOR CO
REFERRAL'S - POSITIVE FEEDBACK FROM OTHER GRADUATES.
REPUTABLE SCHOOL
REPUTABLE SCHOOL, NOT RELATED TO ANY LESS REPUTABLE PLACES
Reputation
School Reputation
SEMESTERS SHORTER THAN ALTERNATIVE
SHORTER SEMESTERS
SPECIFIC, CONCISE & DIRECT CIRRICUUM FOR CORE DEGREE & ELECTIVE COURSES
STARTED THERE (MT PLEASANT)
TRANSFER OF ALL PREVIOUS CREDITS
TRANSFER OF CREDITS EARNED PREVIOUSLY
TRANSFERRED MOST OF PRIOR COLLEGE CREDITS

Name of Employer	Count
4 BEARS CASINO +LODGE	1
AAA	2
AAA Michigan	1
ABB INC	1
ADVANTAGE SALES AND MARKETING	1
AEROTEK	2
AEROTEK - CONTRACT TO GENERAL MOTORS CORPORATION	1
Aerotek - DaimlerChrysler	1
AMERICAN PHYSICIANS	1
ARGENT-INTERNATIONAL	1
ARMADA AREA SCHOOLS	1
ART VAN FURNITURE	1
Astro Pak Corporation	1
AT & T	3
AUTOCOAT+INDUSTRIES	1
AUTOLIV NORTH AMERICA	1
AUTOMATION & MODULAR COMPONENTS	1
AVERY DENNISON	1
AZ AUTOMOTIVE	1
Barry County Trial Court	1
BARTECH GROUP	1
BCBS OF MI	9
BEAUMONT HOSPITAL	2
BORG WARNER INC	1
BRISTOL- MYERS SQUIBB	1
BROSE	1
BURTEK, INC.	1
CADILLAC ELECTRIC	1
CAPITAL BANCORP LIMITED	1
CARDINAL HEALTH	1
CARGILL INC	1
CARLSON APPRAISAL CO. (SELF EMPLOYED)	1
CARRIAGE HOUSE COOPERATIVE	1
CARTECH SOLUTIONS, INC	1
CEI/CMH	1
Central Michigan University	2
CHAMPION ENTERPRISES, INC.	1
CHARTER TWP OF NORTHVILLE	1
CHIPPEWA VALLEY SCHOOL DISTRICT	1
CHRYSLER FINANCIAL	1
CITIZENS BANK	2
CITY OF BIRMINGHAM	1

Name of Employer	Count
CITY OF DETROIT	1
CITY OF PORT HURON	1
CITY OF SAGINAW	1
CITY OF SOUTHFIELD	1
CLARKSTON STATE BANK	1
CMW REAL ESTATE	1
COATES PLUMBING INC (SELF EMPLOYED)	1
COLD HEADING	1
COLLINS & AIKMAN	1
COMCAST	1
COMCAST CABLETV-MIDWEST DIVISION OFFICE	1
COMCAST CORP.	1
COMERICA BANK	5
Comfort Inn	1
COMPUTER CONFIDENCE INC	1
COMPUWARE	1
CONSTRUCTION SPECIALISTS INC	1
CONSUMERS ENERGY	1
CONTRACTOR AT GM	1
COOPER STANDARD AUTOMOTIVE	1
COUNTY OF OAKLAND	1
CORANSYS	1
COUNTRYWIDE HOME LOANS	1
COUNTY OF ARTUIM (SHERIFF'S OFFICE)	1
COURTYARD BY MARRIOTT	1
CSX CORP	1
DAIMLER CHRYSLER	28
DAIMLER CHRYSLER CANADA	2
DAIMLER CHRYSLER CORP (CHRYSLER GROUP)	1
DAIMLER CHRYSLER CORPORATION	5
DAIMLER CHRYSLER STERLING STAMPING PLANT	2
DaimlerChrysler / CMU	1
DCFS	1
DCX	1
DCX- ROLE SUPERVISOR NWA- ESE SERVICE EMPLOYEE	1
DELFIELD	1
DELPHI	3
DEPT OF JUSTICE, US ATTORNEYS OFFICE	1
DETROIT ELEVATOR	1
Detroit Medical Center	1
DETROIT NEWSPAPER PARTNERSHIP	1
DETROIT PUBLIC LIBRARY	1
DETROIT PUBLIC SCHOOLS	1

Name of Employer	Count
DOCKER WORLDWIDE	1
DOHERTY HATHAWAY CONSULTING	1
DONATO ENTERPRISES	1
Dow Corning Corporation	1
DSSI	1
DTE ENERGY	4
DTE ENERGY- DETROIT EDISON CO	1
DUNHAMS SPORTS CORPORATE OFFICE	1
DURA	1
EDS	4
EHRO FEOR CARDINAL HEALTH	1
ELCOMETER	1
ELECTRONIC DATA SYSTEMS	2
EPITEC GROUP	1
EXPRESS SCRIPTS	1
EZV, INC.	1
FANVC ROBOTICS AMERICA INC.	1
FARM BUREAU INSURANCE	1
FIDELITY BANK	1
FIFTH THIRD BANK	1
FIRST BAPTIST CHRISTIAN ACADEMY	1
FLAGSTAR BANK	1
FOLEY & LARDNER LLP	1
FORD MOTOR CO STERLING AXLE PLANT	1
FORD MOTOR COMPANY	16
FORD MOTOR CREDIT COMPANY	1
FORD MOTORS	1
FURNACES, OVENS & BATHS INC.	1
GANNETT DIRECTORIES	1
GENERAL CONSULATE OF LEBANON	1
GENERAL ELECTRIC (PLASTICS DIVISION)	1
GENERAL MOTORS CORP. POWERTRAIN DIVISION	2
GENERAL MOTORS CORPORATION	24
GENERAL MOTORS TECH CTR	2
GLASSER & ASSOCIATES/MILLENNIUM MEDICAL	1
GLAXO SMITH KLINE (US PHARMA DIVISION)	1
GM (AEROTEK)	1
GM/ONSTAR	1
GMAC	1
GRAND RAPIDS TRUCK LOADING, INC	1
HANDLEMAN COMPANY	1
HARBOR OAKS HOSPITAL	1
HCMA	1

Name of Employer	Count
HEALTH ALLIANCE PLAN	1
HENKEL	1
HEWLETT PACKARD	3
HIGHLAND PARK SCHOOL SYSTEM	1
HILITE INTERNATIONAL	1
HONEYWELL	1
HORIZON DEVELOPMENT INC	1
HOWELL PUBLIC SCHOOLS FOOD SERVICE	1
HOWES INSURANCE AGENCY	1
HuangBeiLing JingXuan Industry Co., Ltd.	1
HUNTER ENGINEERING	1
HUNTSMAN	1
HURON VALLEY SCHOOL DISTRICT	1
IBM	1
INDEPENDENT AGENT FOR DEPARTURE TRAVEL	1
INDIANA MICHIGAN POWER/AMERICAN ELECTRIC POWER	1
INNATECH LLC	1
INTEGRAL VISION	1
INTERCALL	1
INTIER AUTOMOTIVE	1
INTIER AUTOMOTIVE (MAGNA)	1
INTIER AUTOMOTIVE SEATING	1
ITT TECHNICAL INSTITUTE	1
ITW AUTOMOTIVE	1
JACKSON NATIONAL LIFE	1
JERVIS B. WEBB	1
JOHNSON CONTROLS/BRIDGEWATER INT	1
JONES LONG LASALLE	1
JP MORGAN CHASE, NA	1
JRSI, INC	1
KAMAX L.P.	1
KELLER WILLIAMS REALTY	1
KELLY SERVICES	1
KELLY TECHNICAL SERVICES- CONTRACTED TO DAIMLER CHRYSLER	1
KEY PLASTICS	1
KEY SAFETY SYSTEMS	1
Kiebler Insurance Agency	1
KIRLIN COMPANY	1
KRCLOGISTICS INC	1
LANSING BOARD OF WATER+ LIGHT	1
LANSING CROP CENTER GMAC	1
LAFARGE NORTH AMERICA	2
LASALLE BANK	1

Name of Employer	Count
LEAR CORPORATION	2
LOMBARDO COMPANIE	1
LYON & COMPANY	1
MACOMB COMMUNITY COLLEGE	1
MACOMB COUNTY	1
MAG INDUSTRIAL AUTOMATION SYSTEMS	1
MAG Powertrain	1
MAGNA STEYR	1
MAHLE TEST SYSTEMS	1
Mallinckrodt	1
MANDO CONSTRUCTION INC	1
MARSH USA INC	1
MASCO CORP	1
MAXITROL CO	1
MCCANN-ERICKSON	1
MCCLEAR POWER INC/ JACKSON SYMPHONY ORCHESTRA	1
METALDYNE	3
METRO WIRE & CABLE	1
MHA SERVICE CORPORATION	1
MI 1ST CREDIT UNION	1
MI DEPT OF ENVIRONMENTAL QUALITY	1
MI DEPT OF INFO TECH	1
MICHIGAN BASIC PROPERTY INSURANCE	1
MICHIGAN HEALTH AND HOSPITAL ASSOCIATION - UNEMPLOYMENT COMP PROGRAM	1
MICHIGAN HEART GROUP PC	1
MID MICHIGAN HEALTH	1
MIDDLE SCHOOL	1
MOTORCITY CASINO	1
MP PUMPS INC	1
MSU	2
MSX	1
NATIONAL CITY BANK	3
nationwide insurance	1
NCR CORPORATION	1
NEMAK OF CANADA	1
NES AMERICAN INC	1
NEXT SOURCE	1
NORTH BRANCH AREA SCHOOL DISTRICT	1
Northern Equities Group	1
NTH CONSULTANTS, LTD	1
OAKLAND COUNTY	1
OAKWOOD HEALTHCARE	1

Name of Employer	Count
OFF SITE MFG	1
PANERA BREAD LLC	1
PCA LLC	1
PEPSI BOTTLING GROUP	2
PERRIGO CO	1
PFIZER	1
PHO INC	1
PINNACLE HOMES	1
PLANTE & MORAN	1
PLASTECH	1
Plunkett & Cooney	1
PMV TECHNOLOGIES	1
POLO FIELDS GOLF + COUNTRY CLUB	1
POWERLASERS CORPORATION	1
Presque Isle Co Road Commission	1
PRIMARY HOME CARE	2
PRUDENTIAL RELOCATION	1
PRUDENTIAL SELECT REAL ESTATE	1
QUALITY 1ST LENDING	1
RAYMOND J. DONNELLY & ASSOCIATES, INC.	1
RENOLD JEFFREY	1
REXAIR LLC	2
RICARDO INC	1
RICHARD TOOL & DIE	1
RICOM BUSINESS SOLUTIONS	1
RJ REYNOLDS TOBACCO	1
ROAD COMMISSION FOR OAKLAND COUNTY	1
ROAD COMMISSION OF MACOMB COUNTY	1
ROBISON & ASSOCIATES PUBLIC RELATIONS	1
ROSEMONT CENTER	1
RSB SYSTEMS, INC.	1
SANDVIK	1
SANOFI- AVENTIS PHARMA	1
SAVAIR, INC.	1
Sears Holding	2
SELF EMPLOYED	1
SEVERAL SCHOOL DISTRICTS	1
SHELBY PACKAGING CO., INC.	1
SIEMENS	1
Sprint Nextel	1
ST CLAIR COUNTY COMM COLLEGE	1
ST JOHN HEALTH	2
STATE FARM INSURANCE COMPANY	2

Name of Employer	Count
State of MI	7
STATE OF MI- ATTORNEY GENERAL	1
STATE SCREW PRODUCTS	1
STERLING PROMOTIONS CO	1
SYSCO FOOD & SERVICES OF DETROIT	1
TAC AUTOMOTIVE	1
TECHNICAL SOLUTIONS LLC	1
TEK SYSTEMS	1
TEST PRODUCTS INC.	1
TEXAS ADVANCED OPTOELECTRONICS	1
THE CHILDREN'S HOSPITAL OF PHILADELPHIA	1
THE DOW CHEMICAL COMPANY	3
THE LUMINOUS GROUP	1
The Taubman Company	1
THIRD CIRCUIT COURT	1
Third Judicial Circuit Court	1
THOMPSON STEEL CO	1
TM-C CLUB SUPPLY	1
TOTAL DOOR, AN OPENINGS COMPANY	1
TRINITY HEALTH (TRINITY INFO SERVICES)	1
TROY CARDIOLOGY PC	1
TRW	1
TRW AUTOMOTIVE	1
TWEDDLE LITHO COMPANY	1
UAW- FORD NAT'L PROGRAMS CTR	1
UAW INTERNATIONAL UNION	1
UAW-GM CENTER FOR HR	1
UFM	1
UFM- HEALTH	1
UNIFIED BRANDS/ RANDELL	1
UNISOURCE WORLDWIDE	1
UNIVERSITY OF MICHIGAN HOSPITAL	1
UNIVERSITY PHY. GROUP/ WSU SCHOOL OF MED	1
UPS	2
US ARMY TANK AUTOMOTIVE COMMAND	1
USAF	1
UTICA COMMUNITY SCHOOLS	1
UTICA SCHOOLS	1
VALCO ENGINE COOLING	1
VEHMA INTERNATIO	1
VEOLIA ENVIRONMENTAL SERVICES	1
VISITING NURSE SERVICES OF MI	1
VISTEON CORPORATION	2

Name of Employer	Count
VOLKSWAGON OF AMERICA	2
VPSI INC	1
WALT DISNEY WORLD (PART TIME)	1
WAYNE COUNTY SHERIFF OFFICE	1
WAYNE STATE UNIVERSITY	1
WILKINSON EYE CENTER	1
WILLIAM BEAUMONT HOSPITAL	1
Windsor Communities	1
WOMAN'S LIFE INSURANCE SOCIETY	1
WXYZ.TV	1
XTREME PERFORMANCE ENGINEERING	1
YPSILANTI PUBLIC SCHOOLS	1

JOB TITLE	COUNT
ACCOUNT EXECUTIVE	1
ACCOUNT MANAGER	2
ACCOUNT MANAGER/CUSTOMER LIAISON	1
ACCOUNT MANAGER/TEST COORDINATOR	1
ACCOUNT MGR	1
ACCOUNT REP	2
ACCOUNTING + OFFICE MGR	1
ADMIN ASST TO PLANT MGR	1
ADMIN MGR	1
Administrative Assistant	7
ADMINISTRATIVE ASSISTANT/BOOKKEEPER	1
ADMINISTRATOR	1
ADVANCED QUALITY ENGINEER	1
ANALYST	2
APPLICATION DEVELOPMENT SPECIALIST (ENGR)	1
APT SCHEDULER	1
ART	1
ASSEMBLER	1
Assembly Technician	1
ASSISTANT BANKING CENTER MGR	1
Assistant Director of Benefits	1
ASSISTANT MANAGER/CONSULTANT	1
ASSISTANT TO VICE PRES OF INVESTOR RELATIONS	1
ASSOCIATE MANAGER, OPERATIONS	1
AUTO ASSEMBLY	1
AUTOMATION MANAGER	1
AUTOMATION TECHNICIAN	1
AUTOMOTIVE DESIGNER	1
BODY ENCAPSULATION INTEGRATION	1
BRANCH MANAGER	2
BUSINESS ANALYST	3
BUSINESS DEVELOPMENT MGR	1
BUSINESS MANAGER	1
BUSINESS PLANNING SPECIALIST	1
BUSINESS SYSTEM ANALYST	1
BUYER	1
Caseworker	1
CEO	1
CHANGE MGT SPECIALIST	1
CHANGE SPECIALIST	1
CHIEF FINANCIAL OFFICER	1
Claims Quality Specialist	1
CLAIMS SPECIALIST	1

JOB TITLE	COUNT
CLEANER	1
CLERK	1
CLERK III	1
CLIENT DELIVERY MGR	1
CLINICIAN	1
CMS ANALYST	1
CNS SPECIALTY REP	1
COMMERCIAL BANKER	1
COMMERCIAL LENDING PORTFOLIO MGR	1
COMMODITY BUYER	1
Compliance Examiner	1
COMPUTER TEACHER	1
COORDINATOR	1
CORPORATE BANKING CLIENT RELATIONSHIP REP	1
Corporate Director	1
COST ACCOUNTANT	1
COST ESTIMATOR	1
COST OPTIMIZATION	1
COURIER	1
CRAFTSMANSHIP ENGINEER	1
CREDIT SPECIALIST	1
CUSTOMER ADVOCATE- TECHNICAL	1
CUSTOMER SERVICE	2
CUSTOMER SERVICE AGENT	1
CUSTOMER SERVICE MANAGER	1
CUSTOMER SERVICE REP	4
CUSTOMER SERVICE REPRESENTATIVE, SENIOR	1
DAIMLER CHRYSLER ACCOUNT EXECUTIVE	1
daimlerchrysler	1
DEPARTMENTAL ANALYST	3
DEPT MANAGER	1
DEPARTMENTAL ANALYST II	1
DESIGNER	1
Designing Engineer	1
DESK CLERK	1
DIMENSIONAL CONTROL SPECIALIST	1
DIR CORP COMM	1
DIRECTOR	1
DIRECTOR - ACCOUNTS RECEIVABLE	1
DIRECTOR EMPLOYEE RELATIONS	1
DIRECTOR OF CAREER SERVICES	1
DIRECTOR OF CATERING SALES	1
DIRECTOR OF FINANCE AND BUSINESS	1

JOB TITLE	COUNT
DIRECTOR OF HR	1
DIRECTOR OF MATERIALS	1
DIRECTOR OF OPERATIONS	2
DIRECTOR OF SHAREHOLDER SERVICES	1
DIRECTOR, CLIENT SERVICES OPERATIONS	1
DIRECTOR, NATIONAL ACCOUNTS	1
DISPATCH MGR+ATTENDANCE MGR	1
DISTRICT SALES MANAGER	1
DIVERSITY INTERN PROGRAM MGR	1
DIVISION INVENTORY MATERIAL MGR	1
DMP FINANCIAL COUNSELOR	1
ENERGY SERVICE LINE MAN (TROUBLE MAN)	1
ENGINEER	1
ENGINEER III STAMPING ADVANCE PROGRAMS	1
ENGINEERING GROUP MANAGER	1
ENGINEERING MANAGER	1
ENROLLMENT SERVICES SCHOLARSHIP COORDINATOR	1
ENVIRONMENTAL MANAGER	1
EQUIPMENT ENGR. MGR.	1
EVENTS MGR	1
EXECUTIVE ASSISTANT	2
EXECUTIVE SECRETARY & OFFICE MGR	1
FACILITY MGR	1
FIELD SUPERVISOR	1
FINANCIAL ADMIN MGR	1
FINANCIAL ANALYST	3
FINANCIAL TECHNICAL TEAM LEAD - INFORMATION TECHNOLOGY	1
FOOD SERVICE SUB	1
freelance writer	1
GENERAL ACCOUNTANT	1
GENERAL CONTRACTOR/ACCOUNTANT/MANAGER	1
GENERAL MGR	3
GENERAL SUPERVISOR - CHASSIS GROUP - ADV. QUT. PLANNING	1
GLOBAL DESIGN PROGRAM MGR	1
GLOBAL PROJECT LEAD	1
GLOBAL TEAM LEADER - COMMODITY QUALITY PLANNING SUPPLIER QUALITY ENGINEER - SUPV	1
HOURLY EMPLOYMENT COORDINATOR	1
Housekeeping Services	1
HR ADMIN DIRECTOR	1
HR ADMINISTRATOR	2
HR CONSULTANT	1
HR DIRECTOR	1

JOB TITLE	COUNT
HR Generalist	2
HR MGR	2
HR SPECIALIST	1
HR/GR BUSINESS ANALYST	1
HUMAN RESOURCES MANAGER	2
HUMAN RESOURCES SPECIALIST	1
I.T. DIRECTOR	1
INFO TECH PROGRAMMER/ ANALYST	1
INFORMATION LIFE CYCLE MANAGEMENT - TRAINING PROJECT MANAGER	1
insurance agent	1
INVENTORY CONTROL COORDINATOR	1
IT ANALYST LEAD/ SPECIALIST	1
IT FACILITY MGR IV	1
IT MGR	1
IT RECRUITER	1
IT SPECIALIST/ PROJECT MGR	1
JOURNEYMAN ELECTRICIAN	1
LAB TECH	1
LABORER	1
LAUNCH MANAGER, MATERIAL, PLANNING, & LOGISTICS	1
Law Clerk	1
LEAD ADMIN SUPERVISOR	1
LEAD CONTROLS ENGINEER	1
LEAD SYSTEM ENGINEER	1
LEAN IMPLEMENTATION MANAGER	1
LEGAL ASSISTANT, CONSULTANT	1
LEGAL SECRETARY	3
LENDING ASSISTANT	1
LICENSED INSURANCE PRODUCER	1
LICENSED RESP. THERAPIST	1
LOGISTICS MGT SPECIALIST	1
LUNCH MONITOR	1
MAINTENANCE	1
MAINTENANCE AREA MANAGER	1
MANAGER	4
MANAGER - BUSINESS DEVELOPMENT	1
MANAGER - GRAPHIC SERVICES	1
MANAGER - TALENT ACQUISITION/PLACEMENT	1
MANAGER ADMINISTRATIVE & POLICY SERVICES	1
MANAGER DEFINED CONTRIBUTION PLANS	1
MANAGER OF ENGINEERING	1
MANAGER, INVENTORY CONTROL	1

JOB TITLE	COUNT
MANAGER, PERSONNEL	1
MANAGER-ENGINEERING	1
MANUFACTURING ASSOCIATE	1
MANUFACTURING ENGINEER	1
MARKET ANALYST	1
MARKET DATA ANALYST	1
MARKET DEVELOPMENT MGR	1
MARKET OPERATIONS SPECIALIST	1
Marketing Representative	1
MARKETING SPECIALIST	1
MATERIAL COST MANAGEMENT ANALYST	1
MATERIALS MANAGER	1
MCIT FACILITIES COORDINATOR	1
MEDICAL CENTER REP	1
medical claim examiner	1
METAL MODEL MAKER (SKILLED TRADES)	1
METAL MODEL MAKER/ ENGINEER	1
MGR- GROUP DELIVERY OFFIVE	1
MGR INFO SYSTEMS SECURITY	1
MGR SUPPLIER QUALITY	1
MGR, COMPENSATION & HR	1
MIDWEST SALES MGR W/BASE IN MI	1
MILL WORK SPECIALIST	1
Modal Manager	2
NATIONAL ACCOUNT MGR	1
NATIONAL PARTS TRAINING MANAGER	1
OFFICE COORDINATOR	1
OFFICE MANAGER	5
OFFICE MGR/ ADM ASST	1
OPERATION MGR	1
OPERATIONS ANALYST	1
OPERATIONS MGR	1
OPERATIONS PRODUCTION MANAGER	1
OPERATOR	1
OWNER	2
PARA PROFESSIONAL	1
PARALEGAL	2
PAY-ROLL	1
Payroll Clerk	1
PAYROLL SPECIALIST	1
PLANNING MANAGER	1
PLANT MANAGER	1
PLANT PLANNER	1

JOB TITLE	COUNT
POLICE LIEUTENANT	1
PRACTICE MGR	1
PRESIDENT	1
PRESIDENT & CEO	1
Pretrial Services Specialist	1
PRIMAVERA ADMIN- BUSINESS ANALYST	1
PROCESS EXPERT	1
PROCESS SUPPORT MANAGER	1
PROCUREMENT MANAGER	1
PROCUREMENT SPECIALIST	1
PRODUCT LINE LEADER	1
PRODUCT MANAGER	1
PRODUCT PROBLEM ANALYST	1
PRODUCT SPECIALIST	1
PRODUCTION CONTROL	1
PRODUCTION OPERATOR	1
PRODUCTIVITY TEAM LEADER	1
PROFESSIONAL SERVICES STAFF/ SR SYSTEMS ANALYST	1
PROGRAM ANALYST	1
PROGRAM ASSISTANT II	1
PROGRAM MANAGER	2
Program Mgmt Analyst	1
PROGRAM PROJECT MGR	1
PROJECT ANALYST SR	1
PROJECT COORDINATOR	2
PROJECT DIRECTOR	1
PROJECT ENG.	1
PROJECT MANAGER	4
PROJECT MANAGER/IMPLEMENTATION MANGER	1
PROJECT MGR- ADVANCED	1
PROJECT MGR FOR IT'S- HOSTING SERVICES	1
PROJECT MGR III	1
Property Manager	1
PROTOTYPE BILL OF MATERIAL ANALYST	1
PUBLIC COMMUNICATIONS SUPERVISOR	1
PURCHASING LAUNCH COORDINATOR	1
PURCHASING MANAGER	3
PURCHASING SPECIALIST	1
QS/ISO ENGINEER/MGR	1
QUALITY ANALYST	1
QUALITY MANAGER	2
QUALITY OPERATING SYSTEMS COORDINATOR/TOOLMAKER	1
R&M Specialist	1

JOB TITLE	COUNT
REAL ESTATE AGENT	1
REAL ESTATE APPRAISER	1
RECEPTIONIST	3
RECORDS TECHNICIAN	1
RECREATION COORDINATOR	1
REGIONAL SALES MGR	2
REIMBURSEMENT SPECIALIST- FINANCE	1
REPORTING AND DOCUMENTATION ANALYST	1
RESIDENT ENGINEER	1
RETAIL OPERATIONS MANAGER	1
RETIRED	1
RETIREMENT SERVICES SPECIALIST	1
REVENUE CYCLE MGR	1
RISK MANAGER	1
RSM	1
SALES ASSOCIATE/REALTOR	1
SALES COUNSELOR	1
SALES ENGINEER	1
SALES MANAGER, REAL ESTAGE ADVERTISING	1
SALES MANAGER/ HOME LOAN CONSULTANT	1
SALES REP	1
SALES SUPPORT MANAGER	1
SALES/ MARKETING MGR	1
SALES/SERVICE SUPERVISOR	1
SAVINGS ANALYST	1
SECRETARY	1
SECURITY ENGINEER	1
Security Officer	1
Senior Account Manager	1
SENIOR ANALYST	1
SENIOR BUYER	1
SENIOR CLIENT SALES ASSOCIATE	1
SENIOR CONSULTANT	1
SENIOR DESIGN ENGINEER	1
SENIOR DEVELOPMENT SPECIALIST	1
SENIOR DIRECTOR - ADVANCED MANUFACTURING ENGINEERING	1
SENIOR DIRECTOR/ PRODUCTION COORDINATOR	1
Senior Inventory Analyst	1
SENIOR PROGRAMER ANALYST	1
Senior Supervisor	1
SERVICE ENGINEER	1
SERVICE PARTS ANALYST	1
SERVICE/PARTS COORDINATOR	1

JOB TITLE	COUNT
SKILLED TRADES	1
SKILLED TRADES - DURABILITY MECHANIC	1
SKILLED TRADES FOREMAN	1
SLIDE OPERATOR/TRAINER	1
SR DESIGNER	1
SR HR DATA TECHNOLOGIST	1
SR HRIS ANALYST	1
SR MANUFACTURING ENGINEER	1
SR MFG PROJECT ENGINEER (GENERAL SUPERVISOR)	1
SR MGR CORP QUALITY	1
SR OPERATIONS MGR	1
SR PROJECT MGR IT	1
SR SYSTEMS ANALYST	1
SR SYSTEMS SPECIALIST	1
SR TERRITORY MGR	1
SR. ACCOUNT MANAGER	2
SR. ANALYST	1
Sr. Leasing Assistant	1
SR. SUPPLIER DEV - PURCHASING	1
STA ENGINEER	1
STAMPING PROCESS EXPERT & BLACKBELT TEAM MEMBER	1
STAMPING SPECIALIST - MFG SUPPORT - COMMODY BUSINE	1
STATE ADMIN MGR	1
STRATEGIC PORTFOLIO SPECIALIST- IT	1
STUDIO DESIGN ENGINEER	1
SUBSTITUTE TEACHER	3
SUPERINTENDENT, CUSTOMER OPERATIONS	1
SUPERVISOR	5
SUPERVISOR - ESE RAMP EMPLOYEE	1
Supervisor - Warehouse & Safety	1
SUPERVISOR OF PRODUCTION	1
Supervisor, After Sales Support	1
SUPERVISOR, WAREHOUSING & LOGISTICS	1
SUPPLIER LEADER- PURCHASING	1
SUPPLIER QUALITY - TOP FOCUS	1
SUPPLIER QUALITY SPECIALIST	1
SUPPLY CHAIN MGR	1
SUPV-FURNITURE COORD	1
SUPV-SUPPORT SVCS	1
SYSTEM ANALYST II	1
SYSTEM PROGRAMMER	1
SYSTEMS ANALYST	1
SYSTEMS OPERATION ANALYST	1

JOB TITLE	COUNT
SYSTEMS PROGRAMMER	1
TEACHER	2
TEACHER (SPECIAL ED)	1
TEAM LEADER	1
TECH II	1
TECHNICAL RECRUITER	1
TECHNICAL SALES	1
TECHNICAL SERVICE ENGINEER	1
TECHNICAL SERVICES MANAGER	1
Technician	1
Technician & Safety Rep	1
TELECOMMUNICATIONS SPECIALIST	1
Telecommunications Tech	1
TERRITORY SALES REPRESENTATIVE	1
TOOL & DIE PROCESS ENG	1
TRADE MARKETING REP	1
TRAINER	1
TRAINING GENERAL MGR	1
TRAVEL AGENT	1
TREASURY MGT	1
UNEMPLOYMENT CLAIMS REPRESENTATIVE	1
VEHICLE DIMENSIONAL QUALITY MANAGER	1
VICE PRESIDENT	2
VICE PRESIDENT OF BUSINESS DEVELOPMENT	1
VICE PRESIDENT OF COMCAST UNIVERSITY	1
VICE PRESIDENT OF TECHNOLOGY SOLUTIONS	1
VICE PRESIDENT RESIDENTIAL SALES + MARKETING	1
VICE PRESIDENT, HR	1
VICE PRESIDENT/GENERAL MANAGER, NORTH REGION	1
VP OF DEVELOPMENT	1
VP OF PRODUCTION	1
WAREHOUSE ADMINISTRATOR	1
WORK FORCE DEVELOPMENT COORDINATOR	1

What Services Would You Like to See Offered	Count
ADDITIONAL MBA AVAILABILITY @ EXTENDED LEARNING FACILITIES	1
AUTO INSURANCE DISCOUNTS	1
BETTER CAREER PLACEMENT FOR EXTENDED LEARNING STUDENTS.	1
BUSINESS DIRECTORY FOR THOSE WHO HAVE BECOME ENTREPRENEURS.	1
CAREER COUNSELING (BETTER) I RECEIVED MY DEGREE WITH HONORS AND NOTHING. JOB PLACEMENT!	1
CAREER DEVELOPMENT & PLACEMENT SERVICES	1
CONTINUED SUPPORT FOR FINDING BETTER JOBS, ALSO WAYS OF MAKING YOUR RESUME'S BETTER WITH NEWER TECHNIQUES	1
CONTINUING EDUCATION CLASSES AND SEMINARS	1
DINNER DANCE	1
DISCOUNT ON CERTIFICATION THAT ONE REQUIRE FOR SOME OF THE DEGREE'S PROGRAM- FOR ME GRADUATION HR- SHRM (PHR SPHR)	1
DISCOUNT ON LOGO ITEMS	1
DISCOUNTS ON APPAREL	1
discounts to sporting events and homecoming	1
DON'T KNOW WHAT'S AVAILABLE	1
EMPLOYMENT RESOURCES	1
EMPLOYMENT SERVICES	1
EMPLOYMENT SERVICES - JOB LISTINGS FOR COMPANIES OWNED BY OR HAVING ALUMNI IN SENIOR MANAGEMENT	1
FLEXIBLE COUNSELING	1
GRADUATE DEGREE PROGRAMS, SUCH AS AN MBA OFFERED TO EXTENDED LEARNING STUDENTS FOR OFF CAMPUS PROGRAMS	1
GRADUATION CLASS "REUNIONS" WHICH WOULD ALSO INVOLVE FACULTY OF THAT YEAR. "MINE IS MAY 2002."	1
HELP FINDING WORK UTILIZING THE DEGREE	1
HELP WITH OBTAINING EMPLOYMENT AFTER LAY OFF	1
HONORS RECOGNITION	1
HOW TO GET OFF EMAIL PROMOTION SURVEY THIRD PARTY MAILING LISTS. W/ID THEFT DO NOT APPROVE OF PERSONAL INFO SO EASILY SHARED BY CMU	1
I cannot think of any services I would like offered to alumni. The services that are offered are something I would used, I just have not taken the opportunity to do so.	1
I LIKE TO KNOW THEY ARE OFFERED	1
JOB CAREER FAIR FOR ALUMNI ONLY - PAST GRADS WHO WOULD LIKE TO PERSUE ANOTHR FIELD OF WORK (AN	1

What Services Would You Like to See Offered	Count
EXECUTIVE CAREER FAIR)	
JOB FAIRS	1
JOB FAIRS, FOOTBALL GAMES, SOCIAL ACTIVITIES	1
JOB NETWORKING	1
JOB OPPORTUNITY'S UPDATED FREQUENTLY	1
Job placement services for currently working adults. I'm halfway through my graduate degree with CMU and feel that there is little support to place individuals such as myself in more rewarding positions. In fact, I feel I get little benefit from my deg	1
JOB SEARCH TOOLS- COMPANIES LOOKING FOR MATURE GRADUATES (50%+ OLDER)	1
Keep offering what you currently provide. I cannot participate currently because of workload, but will continue to follow CMU's activities.	1
LECTURE SERIES (ENVIRONMENTAL CONCERNS)	1
Llife Insurance, job placement help.	1
MEETINGS, CAMPING, PARTIES	1
MORE ORG BEHAVIOR AND STRATEGIES THINKING TRAINING.	1
MORE PROGRAMS OFFERED AT THE EXTENSION SITES (OFF-CAMPUS)	1
MORE SCHOLARSHIPS TO SINGLE MOMS- I GOT NOTHING AND ONLY MADE \$35,000/YR- YET I KEEP GETTING CALLS FOR DONATIONS	1
MOVE MASTERS OFFERINGS, ESPECIALY THRU DISTANCE LEARNING OR THE UNIVERSITY IN TRAVERSE CITY.	1
NETWORKING	2
NETWORKING WITH FELLOW ALUMNI	1
NONE	1
NOT REALLY INTERESTED - NO TIME - JOB/FAMILY OTHERS TAKE ALL MY TIME -	1
OFF CAMPUS LIBRARY DISCOUNTS ON ITEMS - RETAIL & STUDENT STORE DISCOUNTS FOOTBALL GAMES	1
OFFER MORE ADVANCED DEGREES LOCALLY AND ADVERTISE THEM.	1
PERMANENT REMOVAL FROM SOLICITATION FOR INFO, REQUESTS SUCH AS THIS, AFFILIATE MAILINGS, ETC	1
PREPARATION CLASSES FOR GMAT SO I CAN WORK TOWARDS MY MBA	1
REALLY NOT SURE AT THIS TIME, BUT THANK YOU FOR CONSIDERING MY INPUT	1
REDUCED TUITION FOR CHILDRENS!	1
SOCIAL GATHERING EVENTS- GAMES ETC	1
SOCIAL NETWORKING BY EMAIL TO FIND A JOB AND RECONNECT	1
SOME TYPE OF NEWSLETTER FOR UPCOMING EVENTS	1

What Services Would You Like to See Offered	Count
TIGER GAMES OTHER SPORTING EVENTS	1
VISIT CONTINUE TO KEEP THE COMMUNICATIONS OPEN THROUGH ALUMNI RELATIONS	1
WE ARE TRY TO LEAVE THE STATE OF MICH TO CHANGE CAREER PATHS. SO EMAIL OR POSTAL COMMUNICATIONS ARE GOOD.	1
WHY WOULD YOU SEND THIS SURVEY TO SOMEONE WHO GRADUATED 8 YRS AGO? LIKE I'M GOING TO REMEMBER BY INSTRUCTORS THIS LATE IN THE GAME.	1

OTHER COMMENTS

3665 SHADOWBERRY PLACE, LATHROP, CA 95330

ADVERTISED TO WORKING ADULT OR UNCONVENTIONAL STUDENT HOWEVER, ENCOUNTERED INSTRUCTORS WHO PENALIZED GRADE WHEN CLASSES MISSED DUE TO WORK REQUIREMENTS. MY WORK EXP PRIOR TO ENROLLMENT PROVIDED SIGNIFICANT TRAINING OPPORTUNITIES THAT IMPROVED MY EDU EXP

CONTACT BY MAIL ONLY

DID NOT UNDERSTAND THE LAST STATEMENT IN QUESTION 3 (QUALITY OF TEACHING)

DISTANCE LEARNING STUDENT I DID NOT INTERACT WITH MY INSTRUCTORS

ENJOYED MOST OF MY CLASSES EXCEPT FOR ENG 323 THE PROFESSOR WAS RUDE AND UNWILLING TO WORK WITH ME TO IMPROVE MY GRADE I WAS NEVER SENT AN EVALUATION FORM FOR THIS CLASS. FOR ENG 323 STUDENT STRONGLY DISAGREED WITH THE STATEMENTS ON QUALITY OF TEACHINGS

GRADUATED 7 YRS AGO

HOWEVER THIS WAS NOT THE CASE AS MANY TIMES FOR NO APPARENT CAUSE GRADES WERE REDUCED IF CLASSES WERE MISSED. I TRAVELED FOR WORK. I WAS AN A STUDENT SOME C'S AND HAD TO REPEAT COURSES FOR TOO MUCH CLASS MISSES. SOME INSTRUCTORS WERE VERY MUCH DICTATOR

I AM ALWAYS DISAPPOINTED TO FIND THAT NO ONE EVER RECOGNIZES MY HIGHER LEARNING DEGREE

I BELIEVE OBTAINING MY DEGREE PRIOR TO MY EMPLOYMENT WITH PANERA CONTRIBUTED TO MY RAPID ADVANCEMENT WITHIN THE CO

I DID NOT RECEIVE A BS IN ADMIN BUT A BA IN ADMIN

I GRADUATED WITH A 3.75 GPA BUT WAS NOT RECOGNIZED AS SUCH. ALTHOUGH I HAD WRITTEN A LETTER TO THE DEAN I WAS TOLD I GRADUATED TOO QUICKLY. NOT A POSITIVE EXPERIENCE POLITICALLY BUT DID ENJOY THE PEOPLE I MET.

I OBTAINED CURRENT POSITION MOSTLY BECAUSE A MASTER'S FROM CMU

I WAS 54 YRS OLD WHEN I COMPLETED MY DEGREE. ALSO THE COMPANY WAS EXPERIENCING A DOWNTURN, AND PROMOTIONS WERE RARE, AND ONLY GIVEN TO YOUNGER EMPLOYEES, WHEN GIVEN. FAILURE TO RECEIVE PROMOTIONS OR RAISE HAD NOTHING TO DO WITH MY DEGREE. LOVED LEARNING

INSTRUCTOR FOR STATS WAS NOT A GOOD EDUCATOR AS HIS WEEKLY INSTRUCTION IN CLASS WAS NEVER REPEATED IN THE EXAMS AND IT WAS EXTREMELY DIFFICULT TO PASS HIS CLASS. UNFORTUNATELY I DON'T REMEMBER HIS LONG NAME BUT YOU CAN FIND OUT.

JUST COMPLETED MBA WASH COLLEGE, NOVI, MI

LAID OFF

MORE SCHOLARSHIPS TO SINGLE MOMS- I GOT NOTHING AND ONLY MADE \$35,000/YR- YET I KEEP GETTING CALLS FOR DONATIONS

NEW ADDRESS: 5496 STONEY PL S, SHELBY TWP, MI 48316

OTHER COMMENTS

NEW ADDRESS: 8480 FOSTER RD, CLARKSTON, MI 48346

NO SOLICITATIONS, PLEASE

OPERATE MY OWN BUSINESS FOR 5 1/2 YRS AFTER OBTAIN MY DEGREE

PLEASE CHANGE MY ADDRESS SO I CAN RECEIVE MAILED INFO. THANK YOU!

RE: CONTINUING MY EDUCATION: RECEIVED MASTER OF SCIENCE IN MANAGING MANUFACTURING OPERATIONS 12-06, FROM WALSH COLLEGE.

RE: DID YOU OBTAIN YOUR CURRENT POSITION BECAUSE YOU COMPLETED YOUR MOST RECENT DEGREE: IT WAS A FACTOR, BUT NOT THE REASON.

RE: DID YOU OBTAIN YOUR CURRENT POSITION BECAUSE YOU COMPLETED YOUR MOST RECENT DEGREE: YES - PARTIALLY.

RE: DID YOU RECEIVE A PROMOTION UPON COMPLETION OF YOUR MOST RECENT DEGREE AND RAISE IN INCOME: PAST JOB

RE: DID YOU RECEIVE A PROMOTION/RAISE IN INCOME BECAUSE OF COMPLETION OF YOUR MOST RECENT DEGREE: N/A.

RE: DURING MY BS IN ADMINISTRATION PROGRAM OVERALL, MY INSTRUCTORS - REWORD THIS QUESTION: CHOSE ASSESSMENTS OF STUDENTS' KNOWLEDGE WHICH WERE RELEVANT TO COURSE LEARNING OBJECTIVES.

RE: EMPLOYMENT PROMOTION: I WAS PROMOTED ABOUT 1 1/2 YEARS AFTER GRAD. I HAVE HAD SEVERAL RAISES SINCE BUT, NOT TILL ABOUT 1 YEAR AFTER DEGREE COMPLETION.

RE: HAVE YOU PARTICIPATED IN CMU ALUMNI EVENTS AND WOULD YOU LIKE TO BE INVOLVED IN FUTURE ALUMNI EVENTS? LACK OF FREE TIME.

RE: I AM CURRENTLY: NOT ON ACTIVE DUTY WITH THE US MILITARY.

RE: I AM EMPLOYED BY: WHEN WORKING (GRADUATED 2002).

RE: NAME: PLEASE REMOVE MAIDEN NAME OF "KLANN" FROM YOUR FILES. I RECEIVE MAIL TO BOTH NAMES, WHICH IS WASTEFUL.

RE: NEW ADDRESS: 8748 E. FAIRWAY WOODS DRIVE, N. CHARLESTON, SC 29420. RE: RECEIVED A PROMOTION/RAISE UPON COMPLETION OF MOST RECENT DEGREE: I QUIT 5 MONTHS AFTER GRADUATION AFTER NO RAISE OR PROMOTION. RE: WOULD YOU LIKE TO BE INVOLVED IN FUTURE

RE: NOT EMPLOYED BUT SEEKING WORK: LAID OF BY GM IN APRIL 2006

RE: OBTAINING CURRENT POSITION: I RECEIVED A PROMOTION, WITH THAT PROMOTION MORE \$ AND I WOULD NOT HAVE BEEN ABLE TO RECEIVE EITHER W/O A DEGREE. BUT I COULD NOT HAVE BEEN CONSIDERED W/O A DEGREE.

RE: OBTAINING YOUR CURRENT POSITION BECAUSE YOU COMPLETED YOUR MOST RECENT DEGREE: MOST RECENT.

RE: TO IMPROVE MY SKILLS IN MY CURRENT POSITION: AT THAT TIME. I AM IN A DIFFERENT FIELD NOW. RE: WOULD YOU LIKE TO BE INVOLVED IN FUTURE ALUMNI EVENTS: ? I FEEL FUNNY GOING TO ALUMNI EVENTS BECAUSE I DID NOT GO TO CLASSES ON CAMPUS. WISH YOU OFFE

RE: TO WHAT EXTENT DID YOUR B.S. IN ADMINISTRATION PROGRAM HELP YOU IMPROVE YOUR ABILITY TO: (INDICATED NO IMPROVEMENT FOR ALL STATEMENTS) I MAINLY JUST FINISHED MY DEGREE REQUIREMENTS @ CMU.

RE: UNDERSTOOD AND RESPECTED INDIVIDUAL STUDENTS' DIFFERENCES: EXCEPT FOR EVERY TEACHER WHO CAME DOWN

OTHER COMMENTS

FROM MAIN CAMPUS. THEY WERE ARROGANT AND TREATED PEOPLE LIKE THEY WERE STUPID 19 YEAR OLD KIDS. THEY ACTED LIKE THEY WERE BETTER THAN THE PEOPLE TAKI

RE: WERE YOU SERVING IN THE MILITARY WHILE YOU WERE TAKING CMU COURSES: N/A

RE: WHY DID YOU CHOOSE CMU - COST (EMPLOYER) RE: TO WHAT EXTENT DID YOUR B.S. IN ADMINISTRATION PROGRAM HELP YOU IMPROVE YOUR ABILITY TO: INDICATED N/A FROM THE FOURTH STATEMENT THROUGH NINTH.

RE: WOULD YOU LIKE TO BE INVOLVED IN FUTURE ALUMNI EVENTS: MAYBE.

RE: WOULD YOU LIKE TO BE INVOLVED IN FUTURE ALUMNI EVENTS? UNDECIDED.

RE: WOULD YOU LIKE TO BE INVOLVED IN ALUMNI EVENTS: ?

RE: WOULD YOU LIKE TO BE INVOLVED IN FUTURE ALUMNI EVENTS: ?

RE: WOULD YOU LIKE TO BE INVOLVED IN FUTURE ALUMNI EVENTS: MAYBE

RE: WOULD YOU LIKE TO BE INVOLVED IN FUTURE ALUMNI EVENTS: POSSIBLY FOOTBALL GAMES.

RE: WOULD YOU LIKE TO BE INVOLVED IN FUTURE ALUMNI EVENTS: SOME

RE: WOULD YOU LIKE TO BE INVOLVED IN FUTURE ALUMNI EVENTS? DEPENDS ON THE EVENT. RE: CONTACT: MAIL - CAN SEND INFORMATION TO MY HOME ADDRESS.

RE: WOULD YOU LIKE TO BE INVOLVED IN FUTURE ALUMNI EVENTS? MAYBE

RETIRED AT 39 YRS OLD AND STAY ACTIVE, WRITE, PAINT AND SCULP

SEND INFO REGARDING FUTURE ALUMNI EVENTS

THE ABOVE RESPONSES REFLECT A RECOGNITION OF DIVERSITY, BUT FAILED TO ALLOW ALL STUDENTS TO LEARN AT A FASTER PACE IF DESIRED HELD BACK BY TEAM SITUATIONS WHERE SOME STUDENTS RELIED ON OTHERS TO HELP CARRY THEM. IN THE WORK PLACE I HAVE MORE CONTROL OVER

2006 B.S. in Administration Alumni Follow-up Survey: Detailed Data Summary

PURPOSE OF YOUR CMU EDUCATION

1. What was your PRIMARY GOAL in attending the Bachelor of Science in Administration program at CMU?

(Rank order all that apply: 1 = most important goal; 2 = next most important goal; etc.)

	Most important		2 nd most important		3 rd most important		4 th most important		5 th most important		Least important		Not a goal		Total
	Count	% of 585	Count	% of 399	Count	% of 304	Count	% of 228	Count	% of 186	Count	% of 18	Count	% of 1,304	
To earn a degree	400	68.4	40	10.0	29	9.5	3	1.3	2	1.1	0	0.0	30	2.3	504
To get a salary increase	40	6.8	97	24.3	87	28.6	54	23.7	25	13.4	2	11.1	199	15.3	504
To improve my skills in my current job or field of work	39	6.7	85	21.3	55	18.1	70	30.7	50	26.9	4	22.2	201	15.4	504
To prepare for a new career or field of work	37	6.3	66	16.5	42	13.8	43	18.9	83	44.6	5	27.8	228	17.5	504
To get a job promotion	55	9.4	98	24.6	83	27.3	55	24.1	24	12.9	2	11.1	187	14.3	504
Other	14	2.4	13	3.3	8	2.6	3	1.3	2	1.1	5	27.8	459	35.2	504
TOTALS	585	100.0	399	100.0	304	100.0	228	100.0	186	100.0	18	100.0	1,304	100.0	

	Most Important or 2 nd Most Important		3 rd – 5 th Most Important		Not a Goal	
	Count	% of 984	Count	% of 736	Count	% of 1,304
To earn a degree	440	44.7	34	4.6	30	2.3
To get a salary increase	137	13.9	168	22.8	199	15.3
To improve my skills in my current job or field of work	124	12.6	179	24.3	201	15.4
To prepare for a new career or field of work	103	10.5	173	23.5	228	17.5
To get a job promotion	153	15.5	164	22.3	187	14.3
Other	27	2.7	18	2.4	459	35.2
TOTALS	984	100.0	736	100.0	1,304	100.0

2. Why did you choose CMU, instead of another school?

(Rank order all that apply: 1 = most important reason; 2 = next most important reason; etc.)

	Most important		2 nd most important		3 rd most important		4 th most important		5 th most important		6 th most important		Least important		Not a reason		Total
	Count	% of 628	Count	% of 437	Count	% of 355	Count	% of 267	Count	% of 214	Count	% of 166	Count	% of 4	Count	% of 1,457	
Cost	26	4.1	33	7.6	50	14.1	60	22.5	71	33.2	42	25.3	1	25.0	221	15.2	504
Convenient location	192	30.6	125	28.6	80	22.5	28	10.5	6	2.8	4	2.4	0	0.0	69	4.7	504
Flexibility in scheduling	207	33.0	143	32.7	65	18.3	22	8.2	13	6.1	2	1.2	0	0.0	52	3.6	504
Offered desired degree program	94	15.0	69	15.8	94	26.5	51	19.1	37	17.3	8	4.8	0	0.0	151	10.4	504
Services provided	22	3.5	15	3.4	23	6.5	68	25.5	58	27.1	48	28.9	1	25.0	269	18.5	504
Credit for previous work through Prior Learning portfolio	53	8.4	48	11.0	39	11.0	32	12.0	26	12.1	58	34.9	1	25.0	247	17.0	504
Other	34	5.4	4	0.9	4	1.1	6	2.2	3	1.4	4	2.4	1	25.0	448	30.7	504
TOTAL	628	100.0	437	100.0	355	100.0	267	100.0	214	100.0	166	100.0	4	100.0	1,457	100.0	

	Most Important or 2 nd Most Important		3 rd – 5 th Most Important		Not a Reason	
	Count	% of 1,065	Count	% of 1,006	Count	% of 1,457
Cost	59	5.5	224	22.3	221	15.2
Convenient location	317	29.8	118	11.7	69	4.7
Flexibility in scheduling	350	32.9	102	10.1	52	3.6
Offered desired degree program	163	15.3	190	18.9	151	10.4
Services provided	37	3.5	198	19.7	269	18.5
Credit for previous work through Prior Learning portfolio	101	9.5	156	15.5	247	17.0
Other	38	3.6	18	1.8	448	30.7
TOTALS	1065	100.0	1006	100.0	1457	100.0

QUALITY OF YOUR CMU EDUCATION

3. During my B.S. in Administration program, overall, my instructors:

	Strongly Agree		Moderately Agree		Slightly Agree		Slightly Disagree		Moderately Disagree		Strongly Disagree		Missing	Valid Total
	Count	Valid %	Count	Valid %	Count	Valid %	Count	Valid %	Count	Valid %	Count	Valid %		
Understood and respected individual students' differences	275	55.3	203	40.8	17	3.4	2	0.4	0	0.0	0	0.0	7	504
Communicated clear expectations for classes	313	62.5	176	35.1	10	2.0	1	0.2	0	0.0	1	0.2	3	504
Applied course content to real life, especially the workplace	243	48.5	208	41.5	47	9.4	3	0.6	0	0.0	0	0.0	3	504
Used a variety of teaching methods and learning activities	234	46.9	208	41.7	52	10.4	3	0.6	2	0.4	0	0.0	5	504
Encouraged students to be responsible for their own learning	277	55.6	179	35.9	35	7.0	6	1.2	1	0.2	0	0.0	6	504
Helped students achieve course learning objectives	239	47.9	230	46.1	30	6.0	0	0.0	0	0.0	0	0.0	5	504
Challenged students intellectually	240	48.0	210	42.0	45	9.0	4	0.8	1	0.2	0	0.0	4	504
Encouraged students to summarize, synthesize, analyze and apply information	222	44.5	216	43.3	57	11.4	4	0.8	0	0.0	0	0.0	5	504
Provided feedback to help students keep track of their learning	178	35.8	224	45.1	84	16.9	9	1.8	1	0.2	1	0.2	7	504
Chose assessments of students' knowledge which were relevant to course learning objectives	174	35.2	233	47.1	79	16.0	8	1.6	1	0.2	0	0.0	9	504

	Strongly Agree or Moderately Agree		Descriptive Stats (6-pt. scale above)	
	Count	Valid Percent	Mean	Standard Deviation
Understood and respected individual students' differences	478	96.1	5.51	0.586
Communicated clear expectations for classes	489	97.6	5.59	0.578
Applied course content to real life, especially the workplace	451	90.0	5.38	0.678
Used a variety of teaching methods and learning activities	442	88.6	5.34	0.720
Encouraged students to be responsible for their own learning	456	91.5	5.46	0.697
Helped students achieve course learning objectives	469	94.0	5.42	0.604
Challenged students intellectually	450	90.0	5.37	0.697
Encouraged students to summarize, synthesize, analyze and apply information	438	87.8	5.31	0.702
Provided feedback to help students keep track of their learning	402	80.9	5.14	0.795
Chose assessments of students' knowledge which were relevant to course learning objectives	407	82.3	5.15	0.756

4. To what extent did your B.S. in Administration program help you improve your ability to:

	Substantial Improvement		Moderate Improvement		Small Improvement		No Improvement		Missing	Valid Total
	Count	Valid %	Count	Valid %	Count	Valid %	Count	Valid %		
Apply administrative concepts and theories to the workplace, in both profit and nonprofit organizations.	175	35.5	259	52.5	50	10.1	9	1.8	11	504
Understand and demonstrate basic research techniques in administrative issues.	172	34.9	259	52.5	56	11.4	6	1.2	11	504
Understand cultural factors and processes that make organizations effective.	193	39.3	239	48.7	53	10.8	6	1.2	13	504
Apply administrative techniques and strategies to lead an organization.	195	39.9	227	46.4	63	12.9	4	0.8	15	504
Demonstrate a high level of professional behavior, especially regarding organizational morale, professional ethics and multicultural awareness.	216	44.0	221	45.0	45	9.2	9	1.8	13	504
Delivery of high quality professional presentations regarding administrative issues and solutions.	194	39.4	209	42.4	74	15.0	16	3.2	11	504

	Stated "Substantial" or "Moderate" Improvement		Descriptive Statistics	
	Count	Valid %	Mean	Standard Deviation
Apply administrative concepts and theories to the workplace, in both profit and nonprofit organizations.	434	88.0	3.22	0.695
Understand and demonstrate basic research techniques in administrative issues.	431	87.4	3.21	0.684
Understand cultural factors and processes that make organizations effective.	432	88.0	3.26	0.695
Apply administrative techniques and strategies to lead an organization.	422	86.3	3.25	0.705
Demonstrate a high level of professional behavior, especially regarding organizational morale, professional ethics and multicultural awareness.	437	89.0	3.31	0.713
Delivery of high quality professional presentations regarding administrative issues and solutions.	403	81.8	3.18	0.802

B.S. in Administration – Industrial Administration Concentration (n = 108)

4. To what extent did your B.S. in Administration program help you improve your ability to:

	Substantial Improvement		Moderate Improvement		Small Improvement		No Improvement		Missing	Valid Total
	Count	Valid %	Count	Valid %	Count	Valid %	Count	Valid %		
Apply administrative concepts and theories to the workplace, in both profit and nonprofit organizations.	29	27.6	58	55.2	14	13.3	4	3.8	3	108
Understand and demonstrate basic research techniques in administrative issues.	35	33.7	54	51.9	12	11.5	3	2.9	4	108
Understand cultural factors and processes that make organizations effective.	42	40.4	44	42.3	15	14.4	3	2.9	4	108
Apply administrative techniques and strategies to lead an organization.	33	32.4	50	49.0	17	16.7	2	2.0	6	108
Demonstrate a high level of professional behavior, especially regarding organizational morale, professional ethics and multicultural awareness.	43	42.6	43	42.6	12	11.9	3	3.0	7	108
Delivery of high quality professional presentations regarding administrative issues and solutions.	39	38.6	35	34.7	23	22.8	4	4.0	7	108
Create and direct a comprehensive industrial process for an industry.	23	22.8	48	47.5	26	25.7	4	4.0	7	108
Apply managerial solutions to industrial administrative problems.	34	33.3	43	42.2	23	22.5	2	2.0	6	108
Recognize and identify industrial organizational behaviors in individuals which affect industries.	40	39.2	47	46.1	13	12.7	2	2.0	6	108

B.S. in Administration – Industrial Administration Concentration

	Stated “Substantial” or “Moderate” Improvement		Descriptive Statistics	
	Count	Valid %	Mean	Standard Deviation
Apply administrative concepts and theories to the workplace, in both profit and nonprofit organizations.	87	82.8	3.07	0.750
Understand and demonstrate basic research techniques in administrative issues.	89	85.6	3.16	0.739
Understand cultural factors and processes that make organizations effective.	86	82.7	3.20	0.793
Apply administrative techniques and strategies to lead an organization.	83	81.4	3.12	0.749
Demonstrate a high level of professional behavior, especially regarding organizational morale, professional ethics and multicultural awareness.	86	85.2	3.25	0.780
Delivery of high quality professional presentations regarding administrative issues and solutions.	74	73.3	3.08	0.880
Create and direct a comprehensive industrial process for an industry.	71	70.3	2.89	0.799
Apply managerial solutions to industrial administrative problems.	77	75.5	3.07	0.799
Recognize and identify industrial organizational behaviors in individuals which affect industries.	87	85.3	3.23	0.743

B.S. in Administration – Organizational Administration Concentration (n = 367)

4. To what extent did your B.S. in Administration program help you improve your ability to:

	Substantial Improvement		Moderate Improvement		Small Improvement		No Improvement		Missing	Valid Total
	Count	Valid %	Count	Valid %	Count	Valid %	Count	Valid %		
Apply administrative concepts and theories to the workplace, in both profit and nonprofit organizations.	137	38.2	185	51.5	32	8.9	5	1.4	8	367
Understand and demonstrate basic research techniques in administrative issues.	127	35.3	191	53.1	39	10.8	3	0.8	7	367
Understand cultural factors and processes that make organizations effective.	145	40.5	179	50.0	32	8.9	2	0.6	9	367
Apply administrative techniques and strategies to lead an organization.	153	42.7	163	45.5	40	11.2	2	0.6	9	367
Demonstrate a high level of professional behavior, especially regarding organizational morale, professional ethics and multicultural awareness.	162	44.9	164	45.4	30	8.3	5	1.4	6	367
Delivery of high quality professional presentations regarding administrative issues and solutions.	148	40.8	161	44.4	42	11.6	12	3.3	4	367
Create and direct a comprehensive strategic plan.	109	30.2	172	47.6	67	18.6	13	3.6	6	367
Apply managerial solutions to organizational problems.	161	44.8	154	42.9	36	10.0	8	2.2	8	367
Recognize and identify organizational change behaviors in individuals which affect organizations.	150	42.0	162	45.4	35	9.8	10	2.8	10	367

B.S. in Administration – Organizational Administration Concentration

	Stated “Substantial” or “Moderate” Improvement		Descriptive Statistics	
	Count	Valid %	Mean	Standard Deviation
Apply administrative concepts and theories to the workplace, in both profit and nonprofit organizations.	322	89.7	3.26	0.677
Understand and demonstrate basic research techniques in administrative issues.	318	88.4	3.23	0.666
Understand cultural factors and processes that make organizations effective.	324	90.5	3.30	0.652
Apply administrative techniques and strategies to lead an organization.	316	88.2	3.30	0.686
Demonstrate a high level of professional behavior, especially regarding organizational morale, professional ethics and multicultural awareness.	326	90.3	3.34	0.689
Delivery of high quality professional presentations regarding administrative issues and solutions.	309	85.2	3.23	0.779
Create and direct a comprehensive strategic plan.	281	77.8	3.04	0.795
Apply managerial solutions to organizational problems.	315	87.7	3.30	0.740
Recognize and identify organizational change behaviors in individuals which affect organizations.	312	87.4	3.27	0.749

B.S. in Administration – Service Sector Concentration (n = 29)

4. To what extent did your B.S. in Administration program help you improve your ability to:

	Substantial Improvement		Moderate Improvement		Small Improvement		No Improvement		Missing	Valid Total
	Count	Valid %	Count	Valid %	Count	Valid %	Count	Valid %		
Apply administrative concepts and theories to the workplace, in both profit and nonprofit organizations.	9	31.0	16	55.2	4	13.8	0	0.0	0	29
Understand and demonstrate basic research techniques in administrative issues.	10	34.5	14	48.3	5	17.2	0	0.0	0	29
Understand cultural factors and processes that make organizations effective.	6	20.7	16	55.2	6	20.7	1	3.4	0	29
Apply administrative techniques and strategies to lead an organization.	9	31.0	14	48.3	6	20.7	0	0.0	0	29
Demonstrate a high level of professional behavior, especially regarding organizational morale, professional ethics and multicultural awareness.	11	37.9	14	48.3	3	10.3	1	3.4	0	29
Delivery of high quality professional presentations regarding administrative issues and solutions.	7	24.1	13	44.8	9	31.0	0	0.0	0	29
Implement decisions that increase client satisfaction.	8	28.6	9	32.1	10	35.7	1	3.6	1	29
Apply managerial solutions to service sector problems.	8	27.6	11	37.9	9	31.0	1	3.4	0	29
Understand business practices in the service sector.	10	34.5	9	31.0	10	34.5	0	0.0	0	29

B.S. in Administration – Service Sector Concentration

	Stated “Substantial” or “Moderate” Improvement		Descriptive Statistics	
	Count	Valid %	Mean	Standard Deviation
Apply administrative concepts and theories to the workplace, in both profit and nonprofit organizations.	25	86.2	3.17	0.658
Understand and demonstrate basic research techniques in administrative issues.	24	82.8	3.17	0.711
Understand cultural factors and processes that make organizations effective.	22	75.9	2.93	0.753
Apply administrative techniques and strategies to lead an organization.	23	79.3	3.10	0.724
Demonstrate a high level of professional behavior, especially regarding organizational morale, professional ethics and multicultural awareness.	25	86.2	3.21	0.774
Delivery of high quality professional presentations regarding administrative issues and solutions.	20	68.9	2.93	0.753
Implement decisions that increase client satisfaction.	17	60.7	2.86	0.891
Apply managerial solutions to service sector problems.	19	65.5	2.90	0.860
Understand business practices in the service sector.	19	65.5	3.00	0.845

EMPLOYMENT

5. I am currently:

	YES	
	Count	%
Employed in a job RELATED to my B.S. in Administration program	326	64.7
Employed in a job NOT RELATED to my B.S. in Administration program	125	24.8
On active duty with the U.S. military	2	0.4
Continuing my education	39	7.7
Not employed, but seeking work	15	3.0
Not employed, not seeking work, because	35	6.9

6. I am employed by:

	YES		NO	
	Count	%	Count	%
7. Did you obtain your current position because you completed your most recent degree?	164	33.6	324	66.4
8. Did you receive a promotion upon completion of your most recent degree?	154	30.6	332	68.3
9. Did you receive a raise in income because of your completion of your most recent degree?	200	39.7	286	58.8
10. Were you serving in the military while you were taking CMU courses?	3	0.6	467	99.4

ALUMNI

11. Have you participated in CMU alumni events?

12. Would you like to be involved in future alumni events?

YES		NO	
Count	%	Count	%
56	11.3	439	88.7
189	37.5	273	59.1