

AQUINAS COLLEGE

# Class of 2018 First Destination Survey

A PUBLICATION FROM CAREER SERVICES

AQ ADVANTAGE CENTER

AQUINAS COLLEGE

GRAND RAPIDS, MICHIGAN

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# First Destination Survey

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THIS PROJECT WAS MADE POSSIBLE THROUGH THE EFFORTS OF GATES DOMEIER, STUDENT STAFF ASSISTANT, AS WELL AS WITH THE HELP OF OTHER STUDENT STAFF IN THE AQ ADVANTAGE CENTER. CONSULTANTS ON THE PROJECT WERE THAD SALTER, INSTITUTIONAL RESEARCH ANALYST, DANA HEBREARD, DIRECTOR OF CAREER SERVICES, AND SENIOR SYSTEMS ANALYST, JOSEPH CARMON.



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# Survey Methodology

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On October 15<sup>th</sup>, 2018, an invitation to participate in the 2018 First Destination Survey was emailed to all 2017-18 graduates of Aquinas College using Handshake. The survey sample included individuals who completed an undergraduate or graduate program with Aquinas College in either August 2017, December 2017, or May 2018. A number of different methods were used to contact recent graduates.

<b>Oct. 15, 2018</b>	FDS emailed to all graduates Email reminders were sent at predetermined intervals by Handshake  Emails were sent to both Aquinas email addresses and personal email addresses if provided
<b>Nov. 27, 2018</b>	FDS paper survey mailed to those who had not responded online
<b>Jan. 1, 2019</b>	Final reminder email sent
<b>Jan. 15, 2019</b>	Online Survey Ended
<b>Jan.-Feb., 2019</b>	Acquired Knowledge Rate through LinkedIn, Facebook, and Handshake
<b>April 2019</b>	Reached out to graduates who originally stated they were “still looking”

*\*Handshake was used to collect and compile online survey responses. A explanation of the survey instrument can be found in Appendix C.*

# Survey Terms

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Following the [National Association of College and Employers \(NACE\)](#) Standards and Protocol;

**“Response Rate”** is defined as information that was gathered directly from those graduates who have returned the survey.

**“Knowledge Rate”** is defined as information gathered on graduates from other sources; i.e. LinkedIn, Facebook, parents, for those graduates who have not responded to the survey.

The National Association of College & Employers has partnered with Handshake to create a survey tool that allows colleges to collect data using the same timeline, procedures, and protocol. Furthermore, we began using Handshake for our First Destination Survey in 2017. This change allowed us to have additional information to share in our survey. An explanation of terms are below;

**“Online Submission”** is defined as a submission where a graduate completed and submitted their response online through the handshake portal.

**“Partial Submission”** is defined as a submission where a graduate started their response online through the handshake portal, never finished/submitted, but included all of the necessary information to count as a submission.

**“Never Completed”** is defined as a submission where a graduate started their response online through the handshake portal, but did not finish and did not have the necessary information to count as a submission.

**“Mailing Submission”** is defined as a submission where a graduate completed and submitted their response online through the use of the paper survey that was mailed to the graduates address.

**“No Response”** is defined as not receiving any form of response, as well as not being able to locate information for the Knowledge Rate.

Additional Information:

*\*Sample sizes may change based on the amount of responses received for a particular question*



# Response & Knowledge Rate

**Total Responses:**

Number of Graduates	Type of Response
160	Submitted Responses
135	Knowledge Rate
61	No response

**Total Number of Graduates = 356**

**Response Rate:**

Response Rate	Type of Response
127	Online Submission
6	Mailing Submission
27	Partial Submission
<b>Total Response Rate = 160/356</b>	
<b>42.6% of Graduates</b>	

**Knowledge Rate & No Response:**

Number of Graduates	Type of Response
135	Knowledge Rate
61	No Response

**Total = 196**

**Knowledge Rate:**

Number of Graduates	Location of Information
96	Linked In
3	Handshake
35	Facebook
1	Other
<b>Total Knowledge Rate = 135/356</b>	
<b>37.9% of Graduates</b>	

**Combined Rate:**

Number of Graduates	Type of Responses
160	Response Rate
196	Knowledge Rate
<b>Total Combined Rate = 295/356</b>	
<b>82.9% of Graduates</b>	

# Executive Summary

## Survey Response Rate:

Total # of Responses	% Total	Primary Activity
102	63.8%	Employed Full-Time
15	9.4%	Employed Part-Time
19	11.9%	Graduate/Professional School
8	5.0%	Graduate/Professional School and Employed
3	1.9%	Service/Volunteer Work
12	7.5%	Seeking Employment
1	0.63%	Not Seeking Employment
0	0.0%	Military

Total Graduates Responded = 160

## Combined Response & Knowledge Rate:

Total Responses	% Total	Primary Activity
223	75.6%	Employed Full-Time
22	7.5%	Employed Part-Time
21	7.1%	Graduate/Professional School
8	2.7%	Graduate/Professional School and Employed
5	1.7%	Service/Volunteer Work
15	5.1%	Seeking Employment
1	0.3%	Not Seeking Employment
0	0%	Military

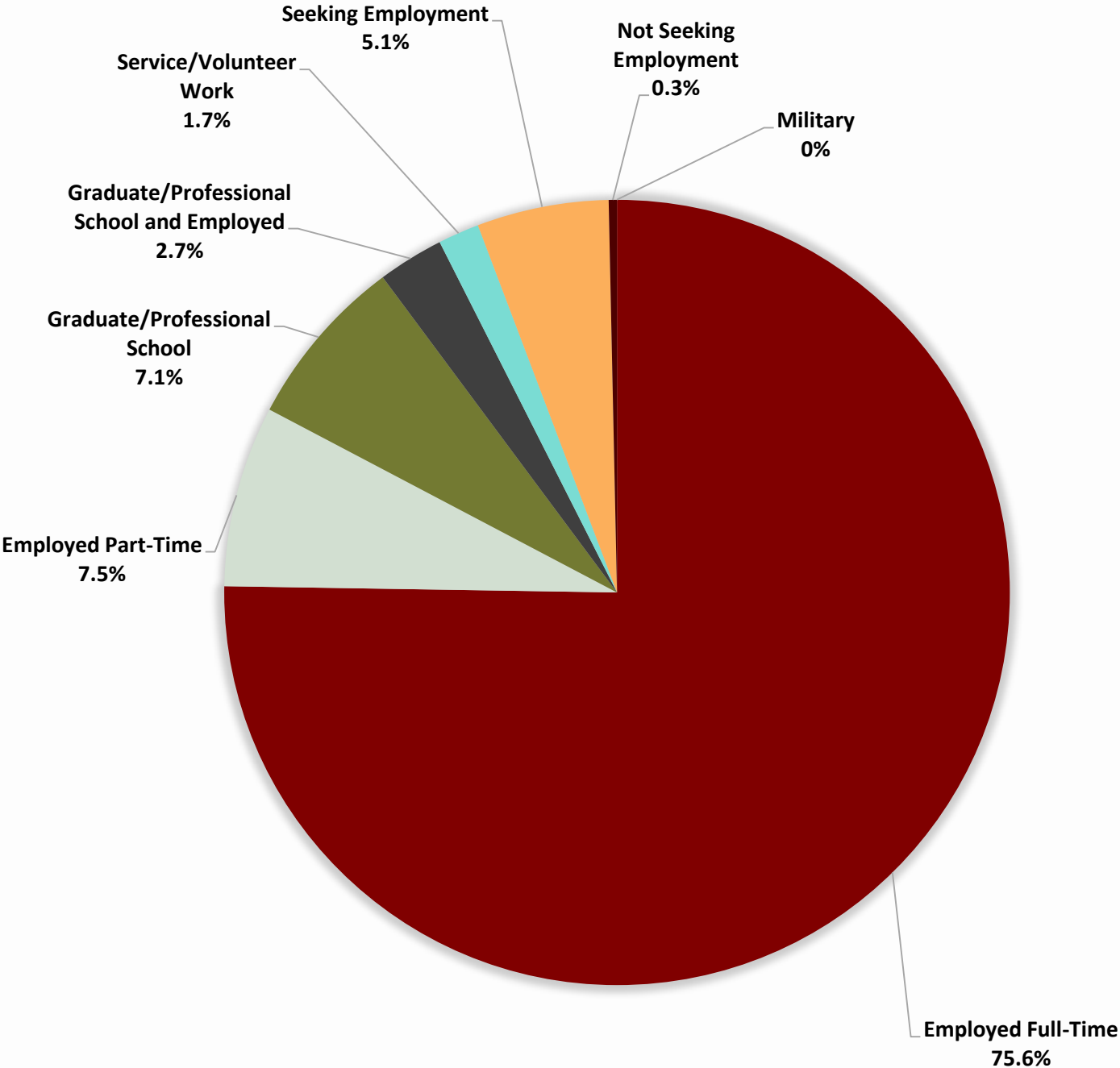
Total Responses = 295

## Total First Destination Rate:

Total	% Total	Primary Activity
245	82.7%	Employed Full-Time/Part-Time
29	9.8%	Graduate/Professional School/and Employed
5	1.7%	Service/Volunteer Work
0	0%	Military
<b>279/295 Total Responses</b>		<b>94.6% Total Placement Rating</b>

# First Destination Responses

## Primary Activity



n=295



# Part One:

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## Undergraduate Level Findings



## Response Rate:

Number of Undergraduates	Number of Responses*
331/356	150
<b>93% of all Graduates</b>	<b>45.3% of Undergraduates</b>

The Response Rate for undergraduate alumni = **45.3%**

## Knowledge Rate:

Number of Graduates	Number of Responses
331	126
<b>93% of all Graduates</b>	<b>38.1% of Undergraduates</b>

The Knowledge Rate for undergraduate alumni = **38.1%**

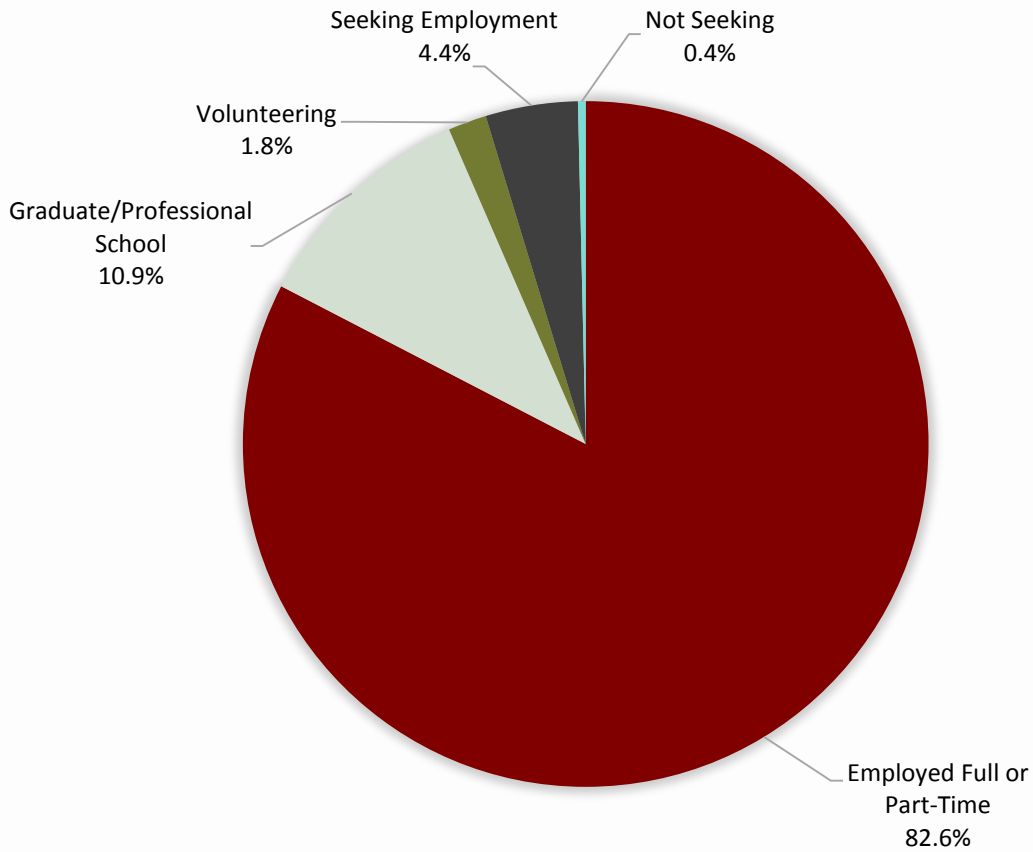
## Placement Rate for Undergraduates\*:

Total	Total %	Primary Activity
228	82.6%	Employed Full-Time/Part-Time
30	10.9%	Graduate/Professional School/also Employed
5	1.9%	Service/ Volunteer Work
<b>263/276 Total Responses</b>	<b>95.3%</b>	<b>Total Placement Rating</b>

n=276

\*2 Graduates indicated they were on a non-degree seeking track and thus not included in the data

## Primary Activity for Undergraduates



## Primary Activity Details

Employed Full-Time*	Employed Part-Time	Graduate/Professional School
207	21	30
75% of Responses	7.6% of Responses	10.9% of Responses

Volunteering	Seeking Employment	Not Seeking
5	12	1
1.8% of Responses	4.4% of Responses	0.4% of Responses

n=276

\*A large number of graduates did not indicate whether they worked full or part-time, and thus were assumed to be working full-time

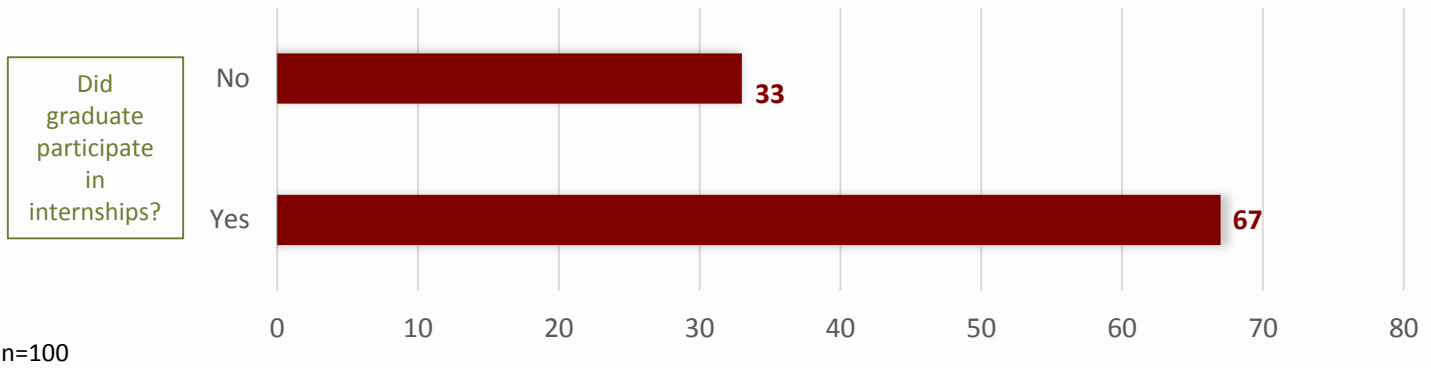


## Response Count By Major

Accounting	14	Environmental Studies	2
Art	6	Exercise Science	9
Athletic Training	6	French	5
Biology	24	General Education	4
Business Administration	80	Geography	4
Chemistry	1	German	4
Communication	31	History	5
Community Leadership	16	International Business	8
Computer Information Systems	5	Kinesiology	10
Data Analytics	2	Management Information Systems	6
Early Childhood Education	4	Mathematics	4
Economics	5	Music	11
Education English	4	Philosophy	2
Education Language Arts	1	Political Science	6
Education Learning Disabilities	6	Psychology	19
Education Mathematics	6	Sociology	7
Elementary Education	10	Spanish	9
English	3	Sustainable Business	12
English: Literature Emphasis	6	Theater	6
English : Writing Emphasis	12	Theology	5

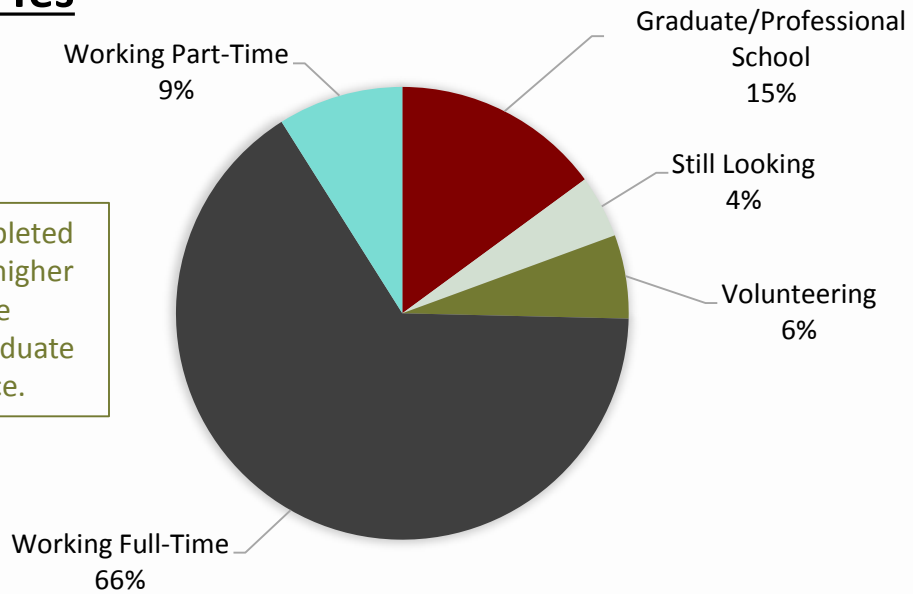
\*Alumni who completed more than one major are counted twice including dual majors

# Internships & Employment Correlations

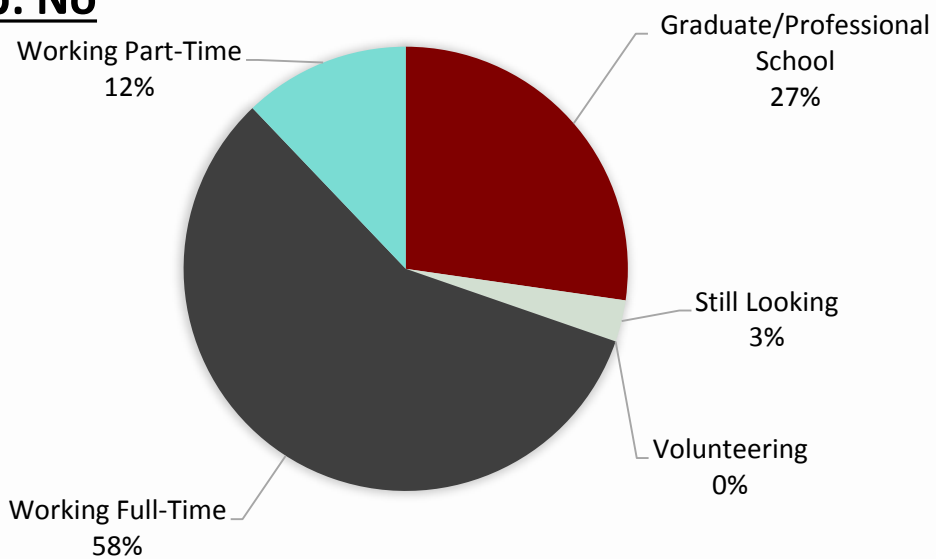


## Internship: Yes

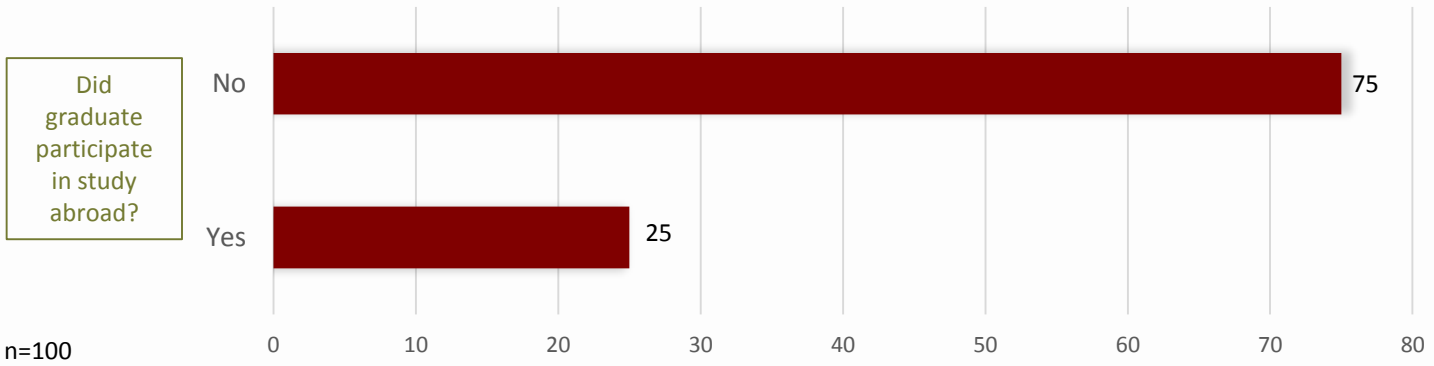
Graduates who completed internships showed higher rates of full-time employment and graduate school attendance.



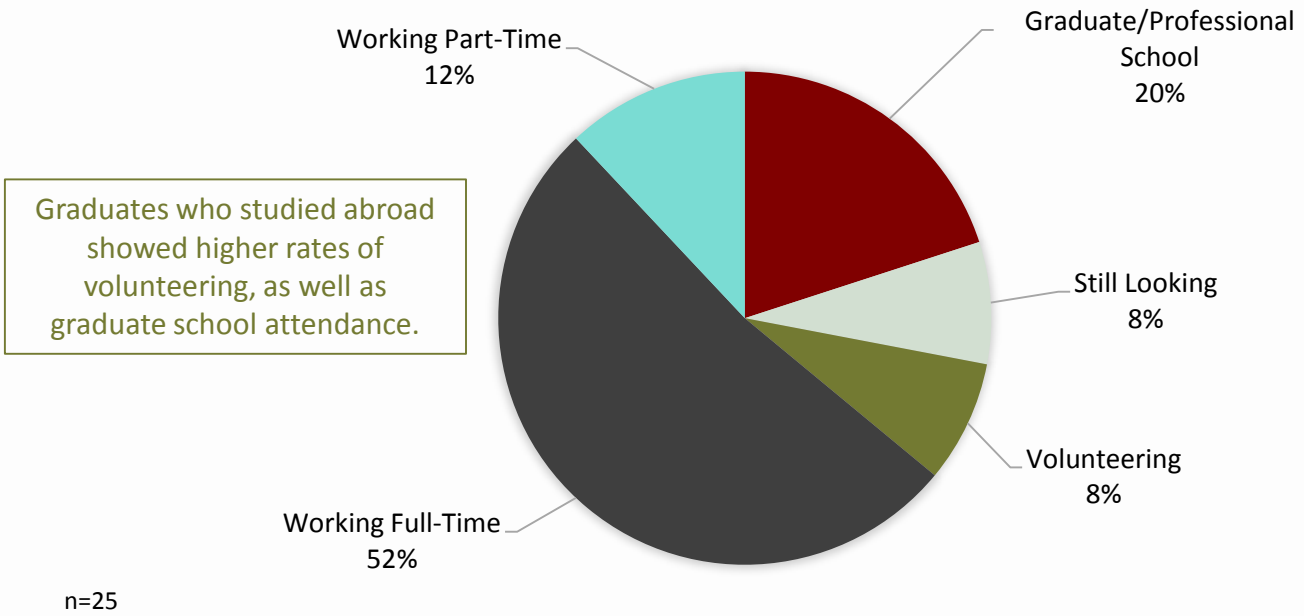
## Internship: No



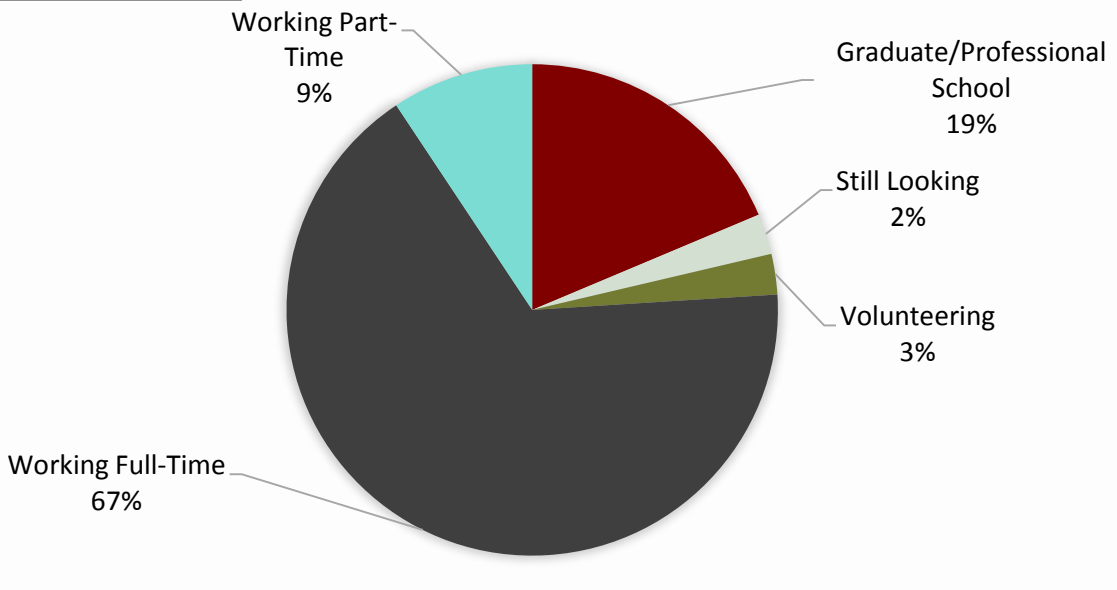
# Study Abroad & Employment Correlations



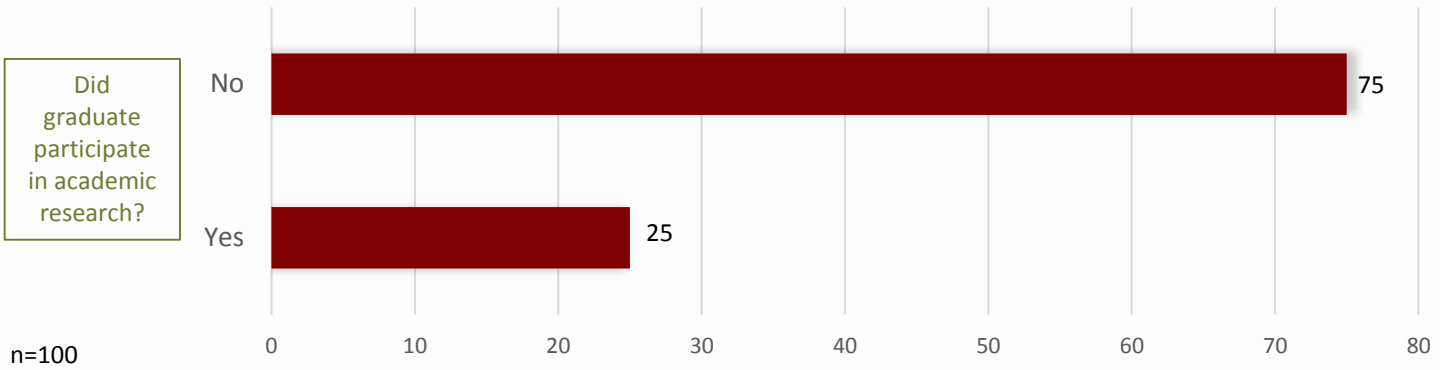
## Study Abroad: Yes



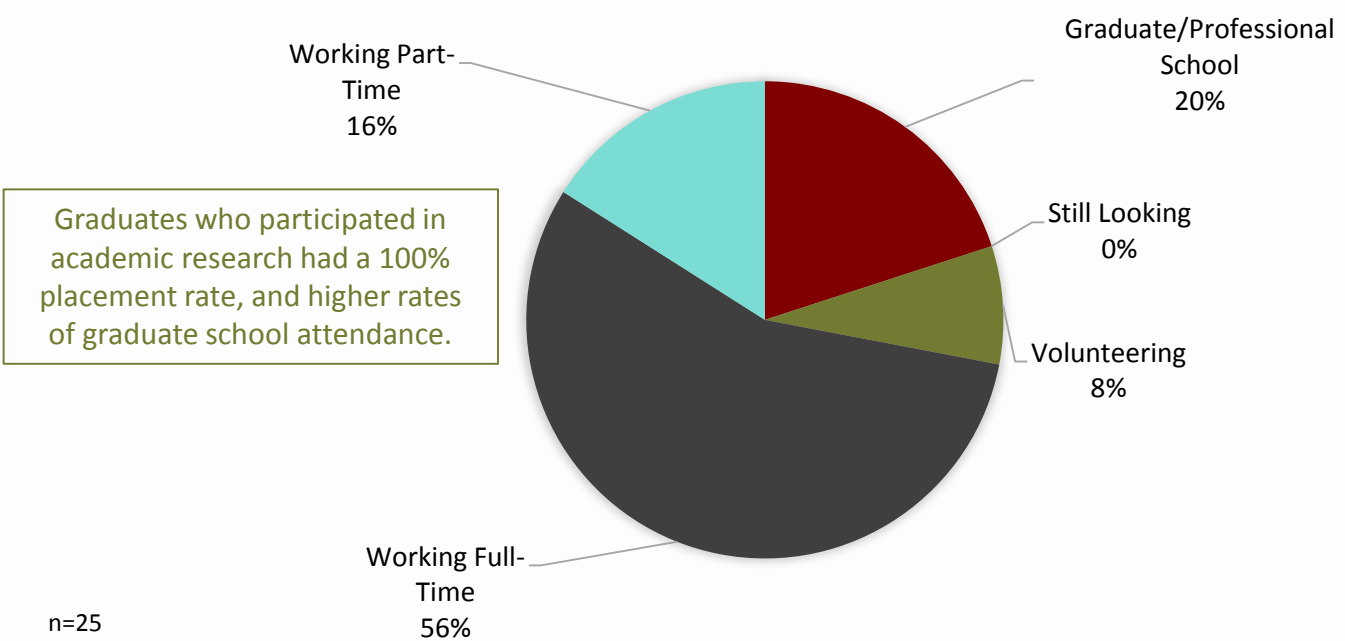
## Study Abroad: No



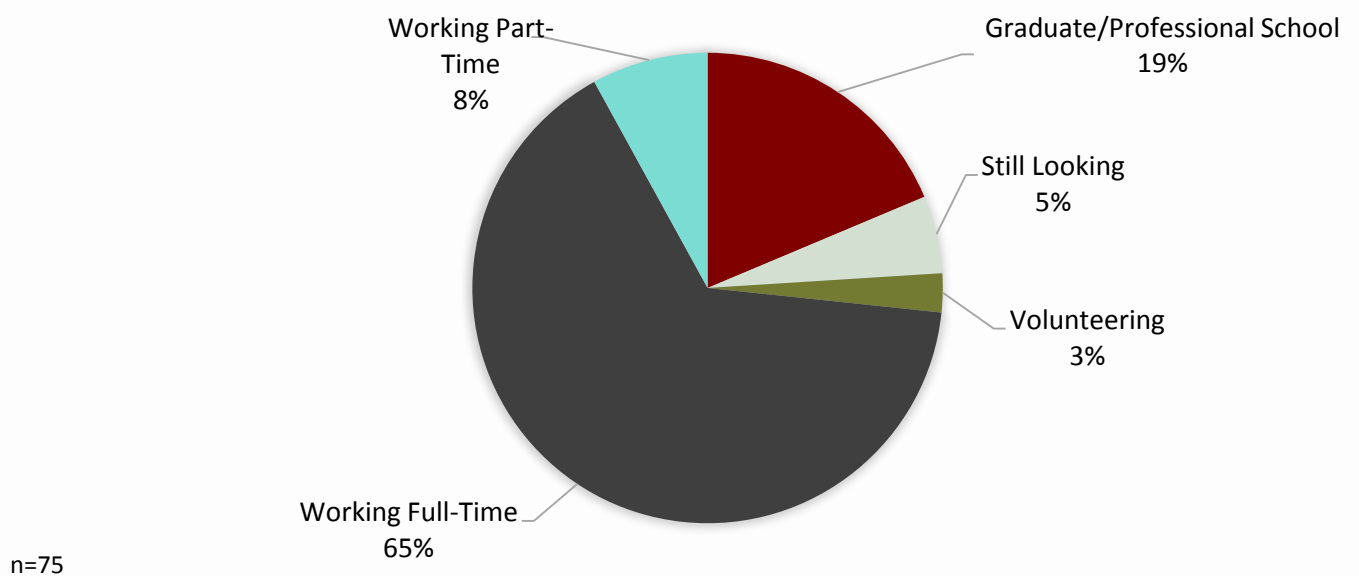
# Academic Research & Employment Correlations



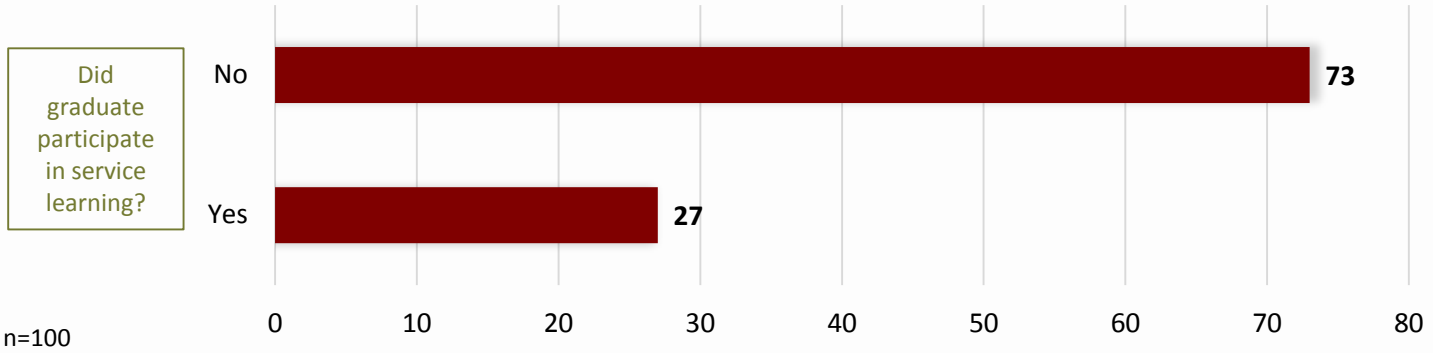
## Academic Research: Yes



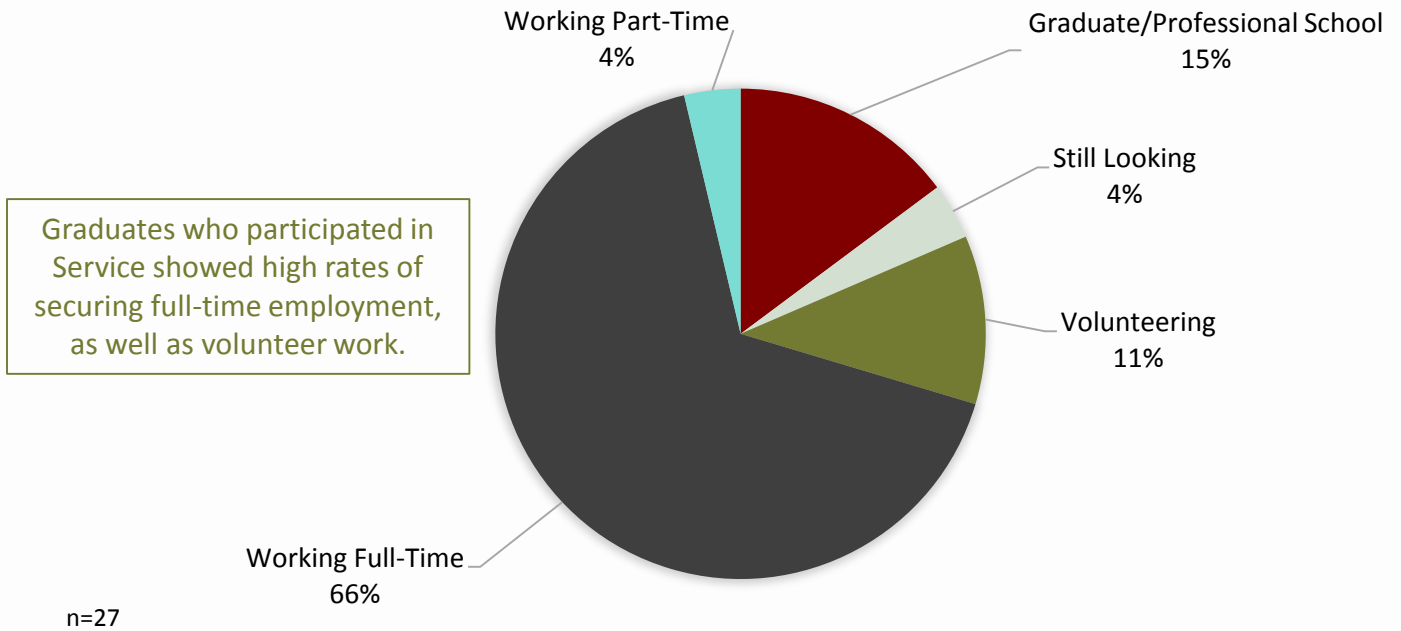
## Academic Research: No



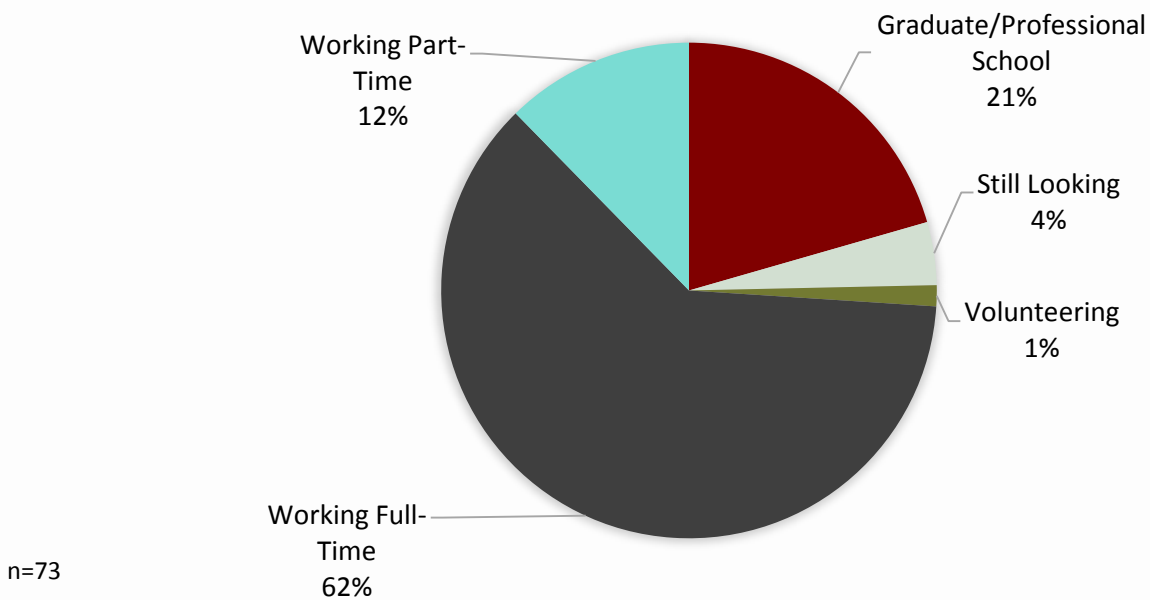
# Service Learning & Employment Correlations



## Service Learning: Yes



## Service Learning: No





# Part Two:

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## Graduate Level Findings





## Response Rate

Number of Graduates	Number of Responses
23/356	6
<b>6.5% of all Graduates</b>	<b>26.1% of Graduate Students</b>

**The Response Rate for graduate alumni = 26.1%**

## Knowledge Rate

Number of Graduates	Number of Responses
23	11
<b>6.5% of all Graduates</b>	<b>47.8% of Graduate Students</b>

**The Knowledge Rate for graduate alumni = 47.8%**

## Placement Rate for Graduate Students

Total	% Total	Primary Activity
17	100%	Employed Full/Part Time
<b>17/17 Responses</b>	<b>100%</b>	<b>Total Placement Rating</b>

n=17

**The Total Placement Rate for graduate alumni = 100%**



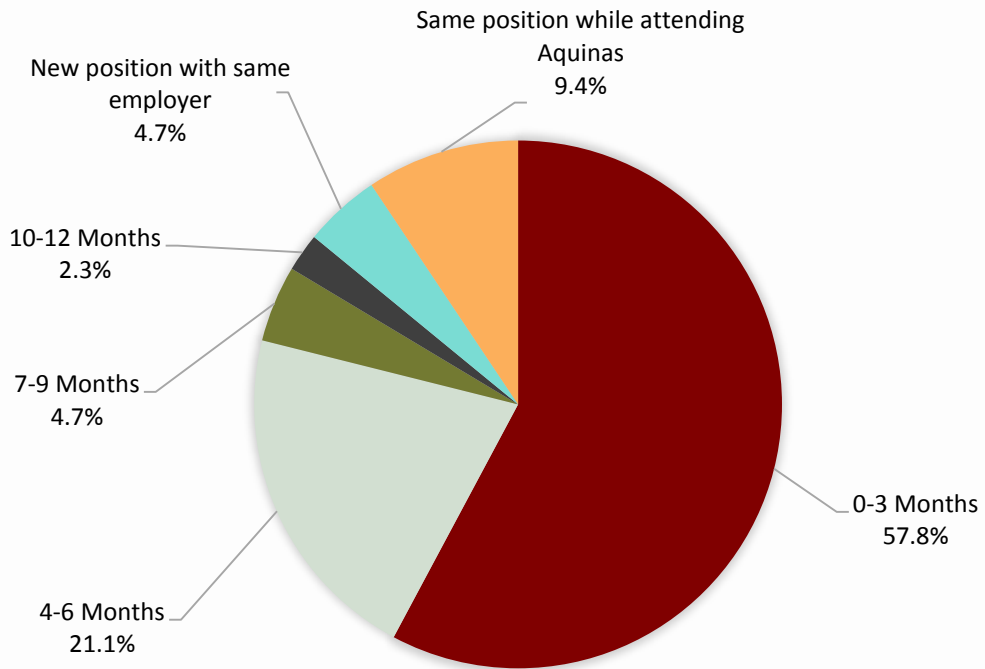
# Part Three:

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Combined Undergraduate &  
Graduate Results

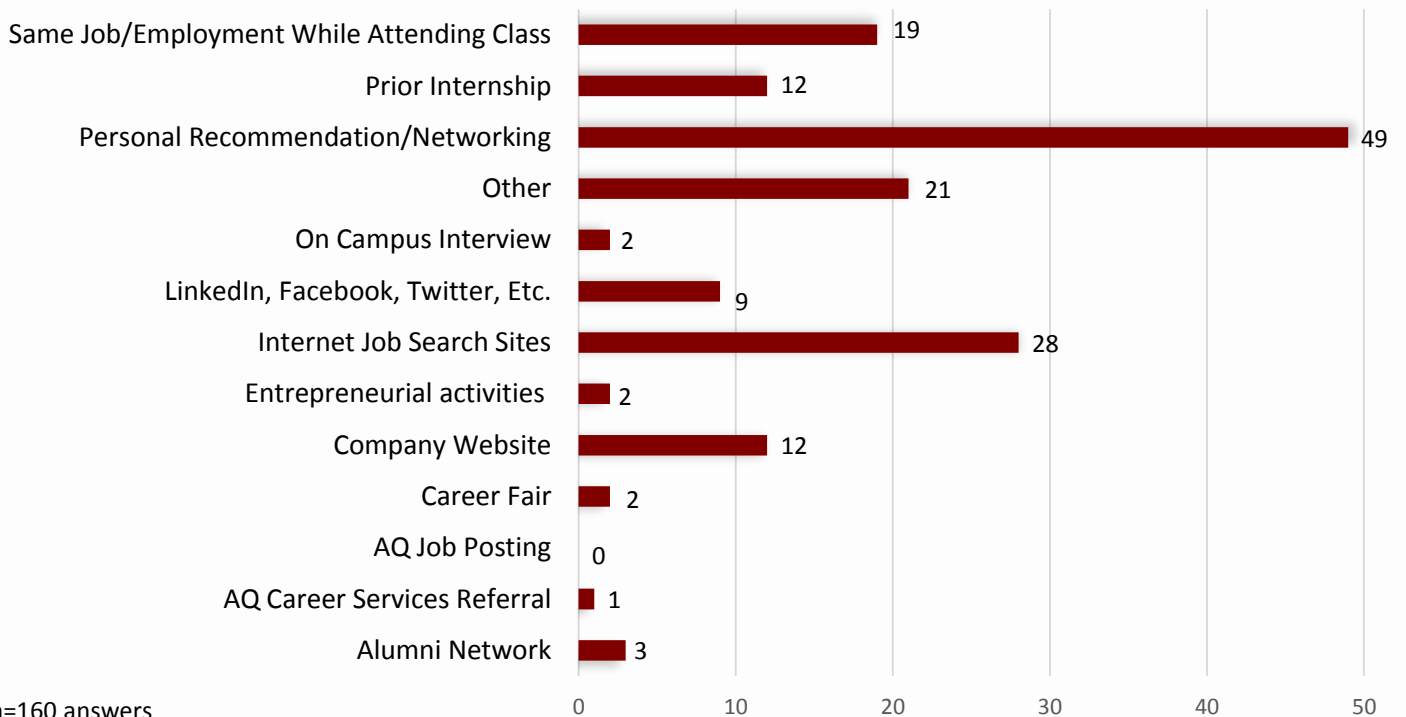


## Length of Job Search



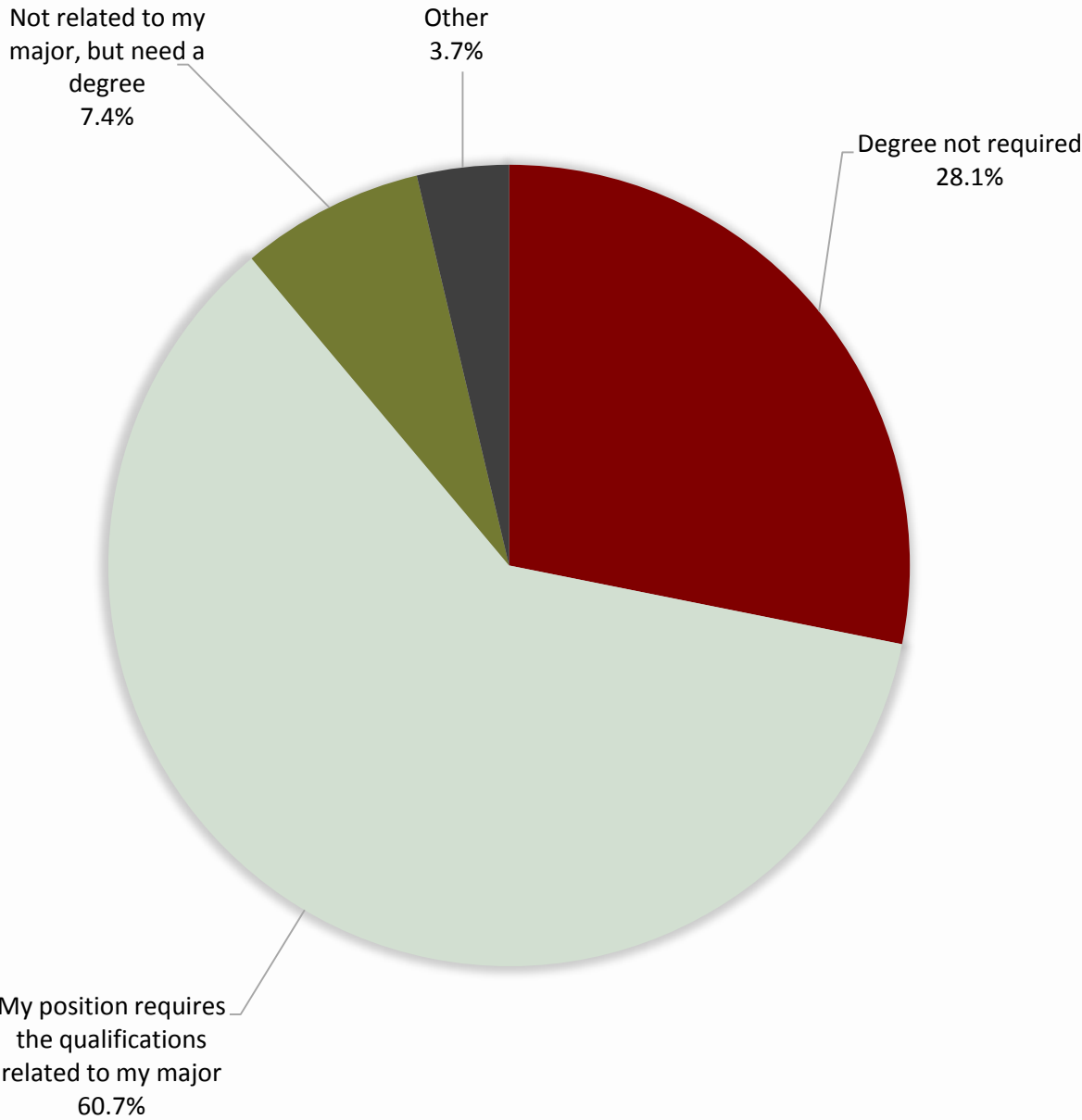
n=128 responses

## Means of Obtaining Position



n=160 answers

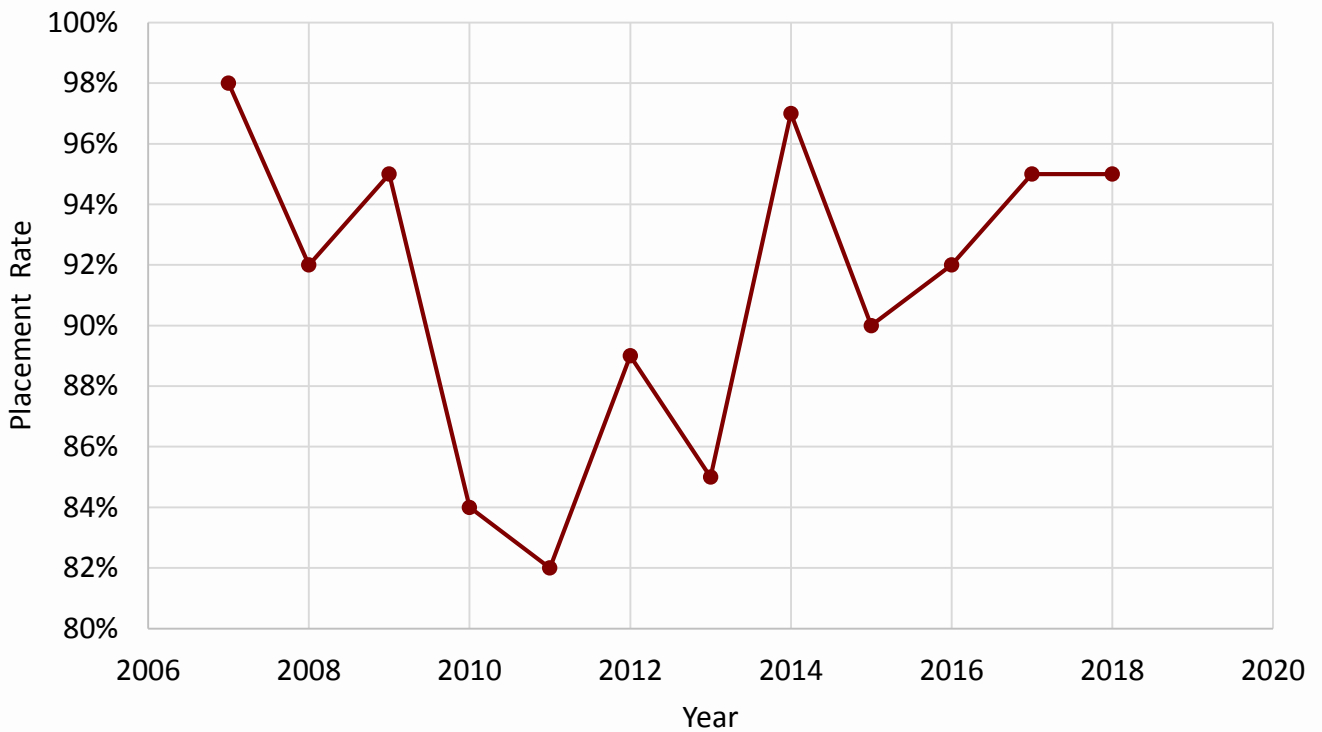
# Requirement of Degree



n=135

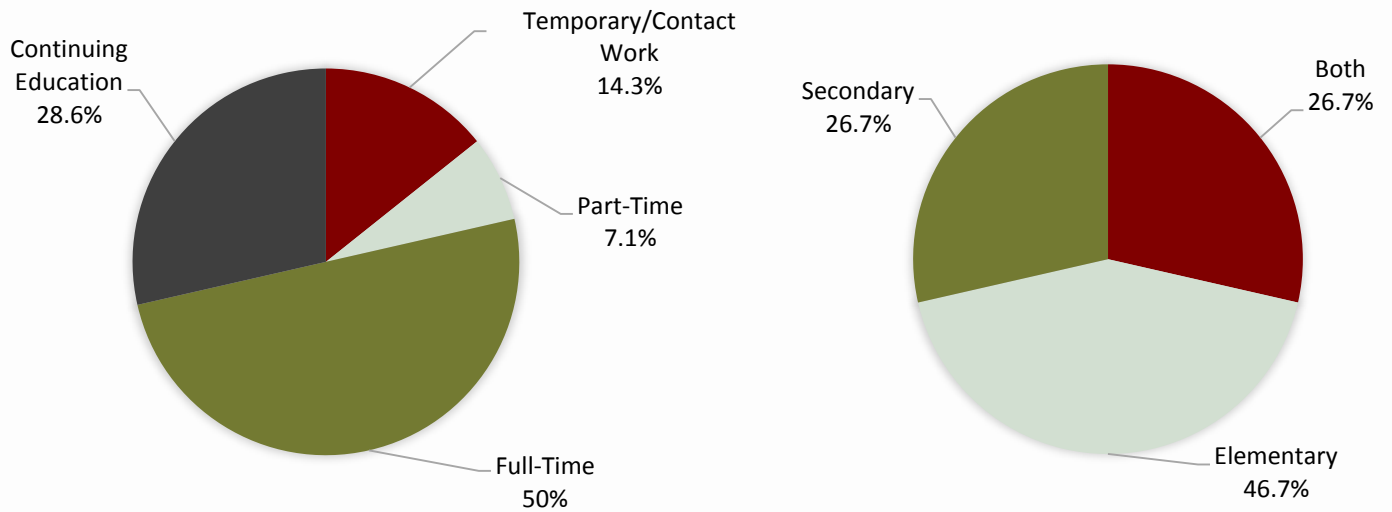
# Longitudinal Summary of Placement Rate

	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
# of Graduates	477	450	417	423	406	418	430	410	388	389	376	356
% of employed Graduates	81%	72%	73%	65%	67%	76%	71%	82%	80%	79%	81%	83%
% of Continuing Education Graduates	17%	20%	22%	19%	18%	12%	13%	12%	10%	11%	10%	10%
<b>Overall Placement Rate</b>	<b>98%</b>	<b>92%</b>	<b>95%</b>	<b>84%</b>	<b>82%</b>	<b>89%</b>	<b>85%</b>	<b>97%</b>	<b>90%</b>	<b>92%</b>	<b>95%</b>	<b>95%</b>



\*Placement rates 2016 and after include graduates who are volunteering

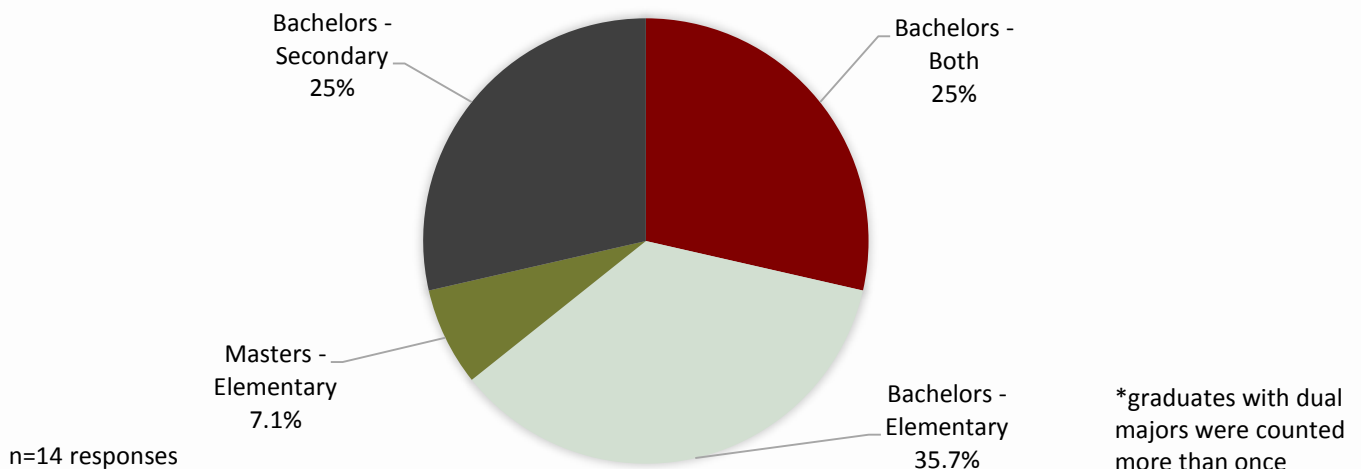
# Primary Activity of Graduates with Teacher Certification



# Teacher Certification by Major

Major	Level of Certification	Total*
Biology	Elementary & Secondary	1
Communication	Elementary & Secondary	1
Early Childhood Education	Elementary	2
Early Childhood Education	Secondary	1
Elementary Education	Elementary	5
English	Secondary	1
English	Elementary & Secondary	2
English	Elementary	2
History	Elementary & Secondary	1
Language Arts	Elementary	1
Learning Disabilities K12	Elementary	4
Math	Elementary	2
Music	Secondary	1
Spanish	Elementary & Secondary	2
Spanish	Secondary	1

# Certification by Degree





# Graduate/Professional School Enrollment

Program Type	Number of Graduates*
Athletic Training	1
Biology	6
Business Administration/Communciation Dual	1
Business Administration/Sports Mgmt Dual	3
Business Administration/Music Dual	1
Communication	2
Computer Information Systems	1
Learning Disabilities K 12	2
English	3
Exercise Science	1
General Education	1
Geography	1
History	1
Kinesiology	3
Math	3
Music	1
Philosophy	2
Political Science	1
Psychology	6
Spanish	2
Sustainable Business	1
Theology	1
German	2
Mgmt Information Systems	1

### Enrollment by Degree Level

All 40 students pursuing graduate/professional school completed their undergraduate degree at Aquinas College.

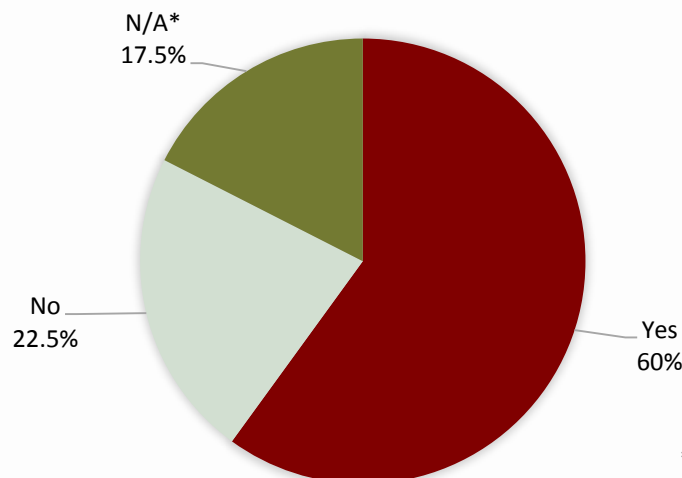
No graduate students from the 2018 Survey indicated they were continuing education.

### Employment & Graduate School

Activity	# of Graduates
Working and Graduate School	8
Still Looking	2
Graduate School Only	30

\*graduates with multiple majors were counted more than once

# Graduate/Professional Field of Study Related to Undergraduate Program



n= 40

\*7 graduates did not indicate whether or not their graduate program was related to their degree

## Graduate/Professional Schools Being Attended

College	Location	Program of Study	Degree
Abilene Christian University	Grand Rapids, Michigan	State Teaching Certificate	Bachelors
American University	Washington DC	Physician Assistant Program	
Aquinas College	Grand Rapids, Michigan	Elementary Education	Certificate
Aquinas College	Grand Rapids, Michigan	Secondary Education	Certificate
Aquinas College	Grand Rapids, Michigan	Clinical Mental Health Counseling	Masters
Aquinas College	Grand Rapids, Michigan	Masters of Management	Masters
Aquinas College	Grand Rapids, Michigan	Clinical Mental Health Counseling (MA)	Masters
Central Michigan University	Mt. Pleasant, Michigan	Education	
Concordia University Wisconsin	St. Louis, Missouri	Business administration	
Eastern Michigan University	Ypsilanti, Michigan	Sport Management	Masters
Eastern Michigan University	Ypsilanti, Michigan	Physical Therapy	Doctorate
Grand Valley State University	Allendale, Michigan	MBA	Masters
Grand Valley State University	Allendale, Michigan	Nursing	Masters
Grand Valley State University	Allendale, Michigan	Graduate Teacher Certification	Advanced Certificate
Grand Valley State University	Allendale, Michigan	Physical Therapy	Doctorate
Grand Valley State University	Allendale, Michigan	Social Work	Masters
Grand Valley State University	Allendale, Michigan	Occupational Therapy	Masters
Liberty University	Grand Rapids, Michigan	Education	Masters
Lindenwood University	St. Charles, Missouri	Construction Management	
Michigan State University	East Lansing, Michigan	Business Analytics	Masters

## Graduate/Professional Schools Being Attended

Nova Southeastern University	Orlando, Florida	Clinical Psychology	
Oakland University	Rochester, Michigan	Counseling	Masters
Paul Mitchell - The School	Grand Rapids, Michigan	Cosmetology	Certificate
University of Detroit Mercy	Detroit, Michigan	Nursing	Bachelors
University of Michigan	Ann Arbor, Michigan	Dentistry DDS	Doctorate
University of Saint Mary of the Lake	Mundelein, Illinois	Philosophy & Theology	Masters
University of Windsor	Windsor, Ontario, Canada	Philosophy	Masters
Villanova University	Philadelphia, Pennsylvania	Theology	Doctorate
Wayne State University	Detroit, Michigan	Information & Library Studies	Masters
Wayne State University	Detroit, Michigan	Sports & Entertainment	Masters
Wayne State University	Detroit, Michigan		Doctorate
Wayne State University	Detroit, Michigan		
Western Illinois University	Macomb, Illinois	Kinesiology W/ Sports Psychology Concentration	Masters
Western Illinois University	Macomb, Illinois	Kinesiology W/ Exercise Science Concentration	Doctorate
Western Michigan University	Kalamazoo, Michigan	Geography	Masters
Western Michigan University	Kalamazoo, Michigan	Spanish	Masters
Western Michigan University	Grand Rapids, Michigan	Social Work	Masters



# Appendices

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# APPENDIX A:

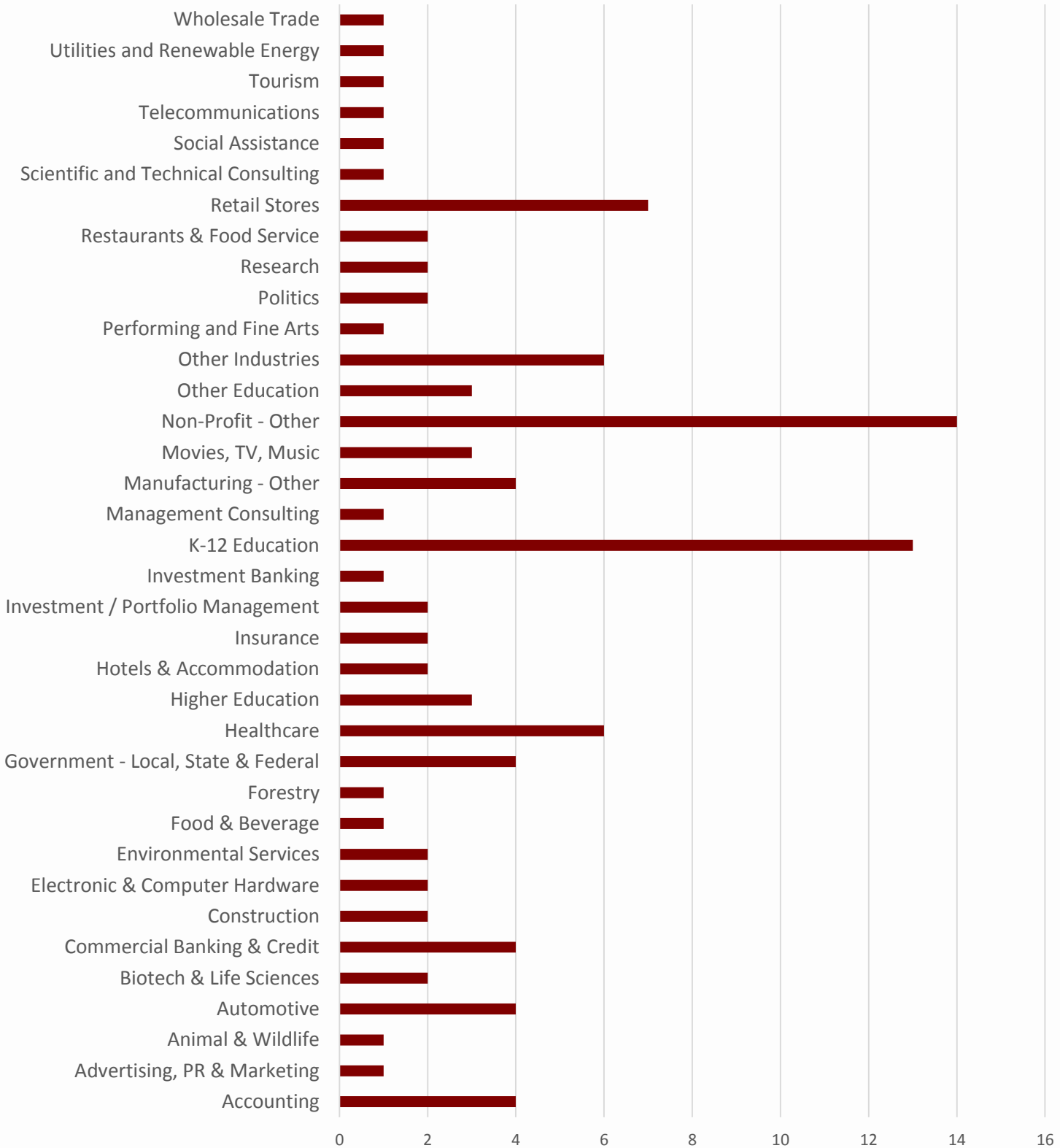
Response Rate  
Employers Field or Industry  
Employers & Occupations

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## Employer's Field or Industry



## Employers/Organizations and Job Titles/Occupations

Employer/Organization	Job Title/Occupation
Adventures Learning Centers	Lead Preschool Teacher
AIMS Construction, Inc.	Project Engineer
AmeriCorps	Parks Stewardship Program Assistant
AmeriCorps	ESL Instructor
Applebee's	Server and Bartender
Aquinas College Department of Campus Safety	Dispatcher
ArtPrize Grand Rapids	Visitor Services Coordinator
Ashley HomeStore	Sales Consultant
AT&T	Retail Sales Consultant
August Mack Environmental, Inc.	Business Development
Basch NYC 2017	Laborer
Bethany Christian Services	Case Support Specialist
Bethany Christian Services	Behavioral Aid
BHS Insurance Agency, Inc.	Director of Risk Mgmt
Bluegreen Vacations	Reservations Specialist
Brighter Beginnings	Preschool Teacher
Byron Center Public Schools	Resource Room Teacher
CBI Telecommunications Consultants	Global Director of Business Development
City of Wyoming	After-School/Summer Program Site Coordinator
Constantine Public Schools	English Teacher
Consumers Energy	Administrative Assistant
Crowe LLP	Tax Preparer
D.A. Blodgett - St. John's	Youth Development Specialist
Delta Township District Library	Processing clerk
Department of the Interior	Biological Science Technician
Destination Maternity	Sales Lead
Diocese of Covington	4th grade teacher
Directions in Research	Assistant Supervisor

## Employers/Organizations and Job Titles/Occupations

Donkey Taqueria	Server
Early Learning Neighborhood Collaborative	Fund Development Coordinator
EDUStaff	Substitute Teacher
EF English First	English teacher
Fields Fabrics	Customer Assistant
FITZSIMMONS HOSPITAL SERVICES	Customer Service Representative
Five Guys Burgers and Fries	Crew Member
Foundation Building Materials	Purchasing Assistant
Gary's Heating Service	Secretary
Gazelle Sports	Sales Associate
GEICO Emerging Leaders Program	Emerging Leader
Genius Phone Repair	Marketing Administrator
Gentex Corporation	Internal Control Specialist
Gentex Corporation	Factory Worker
Gilda's Club Grand Rapids and Gilda's LaughFest	LaughFest Central Assistant
Grand Rapids Public Museum	Building Operations
Gymco	CEO
Habitat for Humanity of Kent County	Volunteer Coordinator
Hampton Inn & Suites by Hilton	Front Office Manager
Holland Public Schools District	ESL Teacher
I-Chiro Clinics	Community Education Coordinator
Inline Electric and Controls	Software Engineer
Ionia County Juvenile Court	Youth Service Bureau Caseworker
Joslin Jones LLC	Managing Partner
JPMorgan Chase & Co.	Relationship Banker
Kay Jewelers	Sales Associate
Kennedy's Flowers and Gifts	Marketing Assistant
Kent Intermediate School District	ATYP Math Teacher

## Employers/Organizations and Job Titles/Occupations

Kids' Food Basket	Family and School Engagement Assistant
Lach Diamond	Accounting Assistant
Lake Michigan Credit Union	Assistant Branch Manager
Lake Michigan Credit Union	Core Banking Admin
Lindenwood University	Graduate Assistant Athletic Trainer
Lippert Components, Inc.	People & Talent Acquisition Representative
Mahle	Management Trainee Program
Meijer	Business Analyst
Mercy Health St. Mary's	Guest Services Representative
Metro Health: University of Michigan Health	Patient Care Technician
Michigan Church Supply	Assistant Manager
Minnesota GreenCorps	GreenCorps Member at Second Harvest Heartland
Mushlock & Associates	Tax and Accountant Specialist
National Heritage Academies	Teacher
National Heritage Academies	Special Education Teacher
National Heritage Academies	Kindergarten teacher
National Park Service	Park Ranger
Natural Capital Partners	Global Markets Analyst
New York Life Insurance Company & NYLIFE Securities, LLC	Financial Advisor
Northern Credit Union	Member Relationship Specialists
Notions Marketing	Human Resource Assistant
Orange Theory Fitness	Membership Sales
PADNOS	Heavy Equipment Operator
Painting With a Twist	Instructor
Pine Rest Christian Mental Health Services	Accountant
Pine Ridge Girls School	Music and art teacher
Plante Moran	Auditor
PREMWOOD LLC	Administrative Assistant
Quicken Loans	Mortgage Banker

## Employers/Organizations and Job Titles/Occupations

Resolution Media	Advertising Coordinatoe
Right to Life of Michigan	Education and Events Coordinator
Sandy Pines Wildlife Rehab Centre	Wildlife Rehab Intern
Sarasota County	Lifeguard
Schmidt, Koning, Villarreal, & Associates, LLC	Staff Accountant
Self	Nanny
Self-Employed	Actor
Service Express	Business Intelligence Analyst
Sharpe	Marketing and Event Coordinator
Shelby Public Schools	Teacher
Shire	Senior Plasma Center Tech
Snap Fitness	Personal Trainer/Club Manager
Southtown Guitar	Private Lesson Teacher
St. Stanislaus School	Kindergarten teacher
Steelcase, Inc	North American Materials Strategy
Steelcase, Inc.	Product Marketing Specialist
Success Financial Group	Office Administrator
The Walt Disney Company	Lifeguard
Thermo Fisher Scientific	Senior site specialist
University of Notre Dame	Programming and Instruction Intern
Urban Roots GR	Compost Coordinator
Voters Not Politicians	Executive Assistant
Wayne State University School of Medicine.	research assistant
Wellspring Lutheran Services	Enhanced Foster Care Behavioral Specialist
World Race	Missionary
YMCA of Greater Grand Rapids	Health and wellness/ group exercise instructor
Zeeland Public Schools	Spanish Teacher
Zinger Sheet Metal Co.	Estimator



# Appendix B:

Knowledge Rate  
Employers Field or Industry  
Employers & Occupations

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## Employers/Organizations and Job Titles/Occupations

Employer/Organization	Job Title/Occupation
Acrisure LLC	Accounting Associate
Action Wake Park	Team Leader
Advantage Solutions	Marketing Assistant
Alternative Acts Theatre Company	Manager
AM Yoga	Program Coordinator
American 1 Credit Union	Account Specialist
Amway Grand Plaza	Server/ Bartender
Aquinas College	Community Leader
Aquinas College	Tutor
Aquinas College Center for Sustainability	Director of Sustainability
AvaSure	Marketing Administrative Assistant
Baruch Senior Ministries	Vice President of Operations
BDO USA LLP	Tax Associate
BMC Bil-Mac Corporation	Quality Engineer
Bob Evans	Host/Cashier
Brewery Vivant	Server/Hostess
Carpenter & Judd	Paralegal
CBI Telecommunications Consultants	Customer Services Support
Charter Communications	Account Specialist
Chemical Bank	Bank Teller
Church & Dwight Co., Inc.	Licensing Manager
Comprehensive Speech and Therapy Center	
Creative Dining Services, Inc.	Line Staff
CVS Pharmacy	Manager
D.A. Blodgett - St. John's	Food Service Assistant
Deloitte	Lead Marketing Specialist
Detroit Tigers	Community Affairs Coordinator
Dick's Sporting Goods	Assistant Store Manager
East Grand Rapids Recreation Department	Head Cheer Coach
Eastern Michigan University	Admissions Advisor
Eminence Management	Campaign Manager
Etna Supply	Sales
EXIT Realty Property Partners	Real Estate Agent

## Employers/Organizations and Job Titles/Occupations

Family Futures	Volunteer Coordinator
Farmers Insurance	Customer Service Associate
Farmers Insurance	Agency Producer
Fatso Pizza	Manager
Fifth Wheel Freight, LLC	Training and Development Coordinator
Fifth Wheel Freight, LLC	Director of Training and Development
Fifth Wheel Freight, LLC	Senior Sales Manager
Fleetwood Group, Inc.	Qualirt Specialist
Forest Hills Fit Body Boot Camp	Fitness Trainer
Fortis Charter Academy	3rd Grade Teacher
Free Beer & Hot Wings Show	Intern
Gill Industries	Human Resources Representative
GLASSource	Customer Service Representative
Goodrich Quality Theaters, Inc.	Ticket Sales Representative
Goodwill Industries of Greater Grand Rapids	Employment Specialist
Gordon Food Service	Senior Financial Analyst
Gordon Food Service	Retail Sales Associate
Grand Rapids Community College	Administrative Assistant
Grand Rapids Sport & Social Club	Manager
Grandville High School	Strength & Conditioning Intern
Great Lakes Water Authority	Chemist
Great Start Readiness Program	Preschool Teacher
GVSU - WGVU Public Media	Broadcast Producer
Harbor Industries	Creative Services Coordinator
Harding Friendly Store	Store Manager
Haworth	Global Supply Chain Project Manager
Haworth	Human Resources Coordinator 2
Heartfelt Impressions Learning Centers	early childhood teacher
Hope Network	Rehabilitation Tech
Hulst Jepsen Physical Therapy	Physical Therapy Aide
Hutchinson	HR Intern
IKUS Life Enrichment Services	Human Resources Specialist
Immigrant Connection at Citylife Church	DOJ Legal Representative

## Employers/Organizations and Job Titles/Occupations

Imperial Beverage	Account Manager
Iowa Central Community College	Assistant Athletic Trainer
Intelligence Inc.	Marketing Coordinator
Jimmy John's	Deli Worker
JOST International	HR Assistant
Kamminga & Roodvoets, Inc.	Accountant Student Assistant
Kelloggsville Middle School	ESL Teacher
Kentwood Baseball League	Umpire
Lakeland Magic, NBA G League	Ticket Sales Associate
Legends	Inside Sales Representative
Lippert Components, Inc.	Sales Representative
Lover's Lane	Copywriter
LTC Long Board	Owner/Manager
Mackinac Center for Public Policy	Marketing Research Intern
Make-A-Wish Michigan	Wish Coordinator
Manpower Group	Legal Compliance Officer
Marywood Health Center	Certified Nursing Assistant (CNA)
Meijer	Certified Pharmacy Technician
Meijer	Cake Decorator
Meijer	Pharmacy Technician
Mercy Health	Patient Care Assistant
Metron Integrated Health Systems	Human Resources
Midwest Geothermal	Accountant
Mindful Schools	Mindfulness Educator
Muskegon Rescue Mission	Event and Volunteer Coordinator
National Heritage Academies	Shared Services Coordinator
Natural Capital Partners	Carbon Footprint Manager
Nolan Transportation Group	Vice President of Sales
Noodles & Company	Clerk
Noordyk Business Equipment	Account Representative
Ohio University Jobs	Graduate Assistant Mens Ice Hockey
Pace Analytical	Lab Analyst
Pacific Sunwear	Sales Associate

## Employers/Organizations and Job Titles/Occupations

Pennock Health Services	Patient Experience Specialist
Pilot Freight Services	Operations Manager
Pine Rest Christian Mental Health Services	Psychiatric Tech
PLM Lake & Land Management	Applicator
Priority Health	Key Account Product Specialist
Priority Health	Customer Service Representative
Red Lobster	Server Assistant
Red Lobster	Server/Hostess
River's Edge Golf Club	General Worker
Ryder Supply Chain Solutions	Accounting Specialist AP/AR
San Juan Diego Academy	Tutor
Self	Liturgical Musician
Sienna Heights University	Associate Campus Minister
Spectrum Health	Nutrition Services Associate Technician
Spectrum Health	Fitness Specialist Coordinator
Spectrum Health	Nurse Technician
Starbucks Coffee Company	Starbucks Barista
Steelcase, Inc.	IT Manager
Teddy's Spaghetti	General Manager
The McCahill Group	Wellness Specialist
TMG Solutions	Owner/Manager
Todd Wenzel Automotive	Inventory Manager
Traverse Bay Marine	Office Manager
University of Utah Health	Assistant Athletic Trainer
V1 Sports	Sales Development Representative
Wedgwood Cooperative Preschool	Chief Advancement Officer
Western & Southern Life	Financial Representative
Whirlpool Corporation	Shared Service Specialist
Wildlife Images Rehabilitation & Education Center	Wildlife Rehab Volunteer
Wilkes-Barre/Scranton RailRiders	Inside Sales Representative
Willfilm, LLC	Certified Drone Pilot
Wolverine World Wide, Inc.	Human Resources Service Center Representative
X-Rite/Pantone	Indirect Purchasing/Travel
YMCA of Greater Grand Rapids	Staff Accountant

# APPENDIX C:

Survey Tool

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# Handshake

Handshake is an online resource for college students and graduates to market themselves to more diverse opportunities with potential employers. Handshake has also partnered with NACE and offers additional services for the First Destination Survey for colleges and universities.

This is the second year Career Services has decided to use Handshake for the First Destination Survey. We used Handshake as the means for creating and distributing the survey, as well as collecting and organizing data results.

The first step was uploading the graduates from August 2017, December 2017, and May 2018 to the student portal. Once this was completed, we were able to create our survey through handshake, and distribute it through the website. Handshake has now included an automatic feature which reminds students to complete the survey in various intervals. As graduates submitted their responses, the website then collected the data from each response, and the software organized the data in to downloadable excel spreadsheets.

Once we received the total response rate, we started acquiring the Knowledge Rate. We used Handshake as a tool to not only record the knowledge rate, but also indicate where the knowledge rate information was gathered for each individual student.

When we finished receiving surveys, Handshake then automatically compiled and organized NACE formatted data. Our responsibility was to download the information, review it, and submit it to NACE.

# Survey Mailing

Career Services sent out a mailing for those who did not complete the survey online through Handshake. These Mailings were sent out the week of November 27th.

The mailing instructed graduates to complete the survey by either logging in online to Handshake, or to fill out a paper survey included with the mailing. The paper survey came with a return envelope to the college. 5 students responded with the mailing's paper survey.

On the next page you will find a copy of the paper survey that was sent to graduates.

\* With the exception of income data, responses to this survey may be shared with other AQ departments including the Alumni Office and academic departments, if you do NOT want this information shared indicate by checking here: \_\_\_\_\_

Name: \_\_\_\_\_

Maiden/Name change: \_\_\_\_\_

Phone: \_\_\_\_\_

E-mail: \_\_\_\_\_

When did you graduate from AQ?  
 August 2017  December 2017  May 2018

**Undergraduate Degree:** \_\_\_\_\_

Major(s): \_\_\_\_\_

Minor(s): \_\_\_\_\_

**Graduate Degree:** \_\_\_\_\_

1. Are you currently or have you ever been enlisted in the military?
- a.  Yes, Currently  
 b.  Yes, Previously  
 c.  No

2. What is your **primary** activity at this time?
- Select one:**
- a.  Employed full time  
 b.  Employed part time  
 c.  Seeking employment (skip to question 19)  
 d.  Service/Volunteer work  
 e.  Serving in the military  
 f.  Currently not seeking employment  
 g.  Graduate/Professional School & Employed  
 h.  Graduate/Professional School

3. Where is your position located?
- \_\_\_\_\_
- City/State (Country if outside of U.S.)

4. Your present employment is:  
 (If in the military, please give branch and rank. If volunteering, please give organization and title.)
- \_\_\_\_\_
- Title/Occupation
- \_\_\_\_\_
- Employer/Organization

5. Which best describes the relationship between your degree and position? **Select One:**
- a.  Requires the qualifications related to major  
 b.  Not related to major, but need a degree  
 c.  Degree not required  
 d.  Other: \_\_\_\_\_

6. Are you a certified teacher?
- a.  Elementary  
 b.  Secondary  
 c.  Both  
 d.  Not a teacher

7. How did you obtain your current position?  
 (Please check all that are relevant)
- a.  Aquinas College Career Services referral  
 b.  Aquinas' job posting site  
 c.  Company website  
 d.  Career fair  
 e.  LinkedIn, Facebook, Twitter, etc.  
 f.  Personal recommendation/networking  
 g.  On-campus interview  
 h.  Prior internship  
 i.  Job/employment while attending classes  
 j.  Internet job search sites  
 k.  Alumni network  
 l.  Entrepreneurial activities  
 m.  Other: \_\_\_\_\_

8. The length of your job search was:  
 (From the time you began your job search until the date of your offer)
- a.  0-3 months  
 b.  4-6 months  
 c.  7-9 months  
 d.  10-12 months  
 e.  More than 12 months  
 f.  New position with the same employer  
 g.  Same position as while attending classes

9. Which category best describes your employer?
- a.  International Corporation  
 b.  National Corporation  
 c.  Regional Corporation  
 d.  Local Company  
 e.  Public/Private/Parochial Education  
 f.  Self-Employed  
 g.  Service Agency (i.e. Peace Corps, AmeriCorps, etc.)  
 h.  Other: \_\_\_\_\_

10. Your employer's field or industry is:
- a.  Communication  
 b.  Computer/Information Systems  
 c.  Education  
 d.  Finance/Insurance/Banking  
 e.  Fine or Performing Arts  
 f.  Government  
 g.  Health/Mental Health Care  
 h.  Manufacturing  
 i.  Non-Profit/Social Service  
 j.  Retail/Merchandising  
 k.  Sales/Marketing  
 l.  Science  
 m.  Sports & Entertainment  
 n.  Other: \_\_\_\_\_

11. Are you paid on an hourly or salary basis?
- a.  Hourly  
 b.  Salary  
 c.  Other

12. Your current annual income is (Optional and confidential - only aggregated data that is not personally identifiable will be reported)
- a.  \$1-10,000  
 b.  \$10,001-20,000  
 c.  \$20,001-30,000  
 d.  \$30,001-40,000  
 e.  \$40,001-50,000  
 f.  \$50,001-60,000  
 g.  \$60,001-70,000  
 h.  \$70,001-80,000  
 i.  \$80,001-90,000  
 j.  \$90,001-100,000  
 k.  over \$100,000

13. Are you currently enrolled in a graduate/professional school?
- a.  Full time  
 b.  Part time  
 c.  I am not attending graduate/professional school (skip to question 19)

14. Your graduate/professional school is: \_\_\_\_\_

College/University/School

15. Your program of study is: \_\_\_\_\_

City/State

Program Title

16. Is your graduate program related to your undergraduate program?
- Yes  No
17. Are you participating in or received a graduate assistantship?
- Yes  No

18. Are you working in your career field while attending graduate/professional school?
- Yes  No  (If yes, complete questions 1-12)

19. While at Aquinas College did you complete/participate in: (Check all that apply)
- a.  Internship(s)  
 b.  Study Abroad  
 c.  Academic Research  
 d.  Service Learning  
 e.  Student Teaching  
 f.  Clinical Rounds

20. Which of the following AQ services have you used? (Check all that apply)
- a.  Videotaped Interview Session  
 b.  Internship  
 c.  Resource Library in Career Services  
 d.  Individual Meetings in Career Services  
 e.  Career Fair  
 f.  Off-Campus Employment Listings  
 g.  Career Development Courses  
 h.  Handshake  
 i.  AQ Job Posting  
 j.  None



21. What helped you the most in obtaining your first full time job?

*Comments:*

If you are seeking employment or are in need of any career advice, Career Services offers a comprehensive program, which includes:

- *Career Advising*
- *Resume Advice*
- *Networking Information*
- *Job Postings*
- *Practice Interviews*
- *Portfolio Development*
- *Handshake (Web based resume referral/job posting service)*

22. What else could Career Services have done to help you obtain your first job?

23. Indicate the ways you might be willing to assist A Q:
- Share career information with current Aquinas students
  - Volunteer in the Admissions Office
  - Offer field experience /internship positions to current students
  - Conduct on campus recruiting as an employer
  - Assist with Alumni Relations activities
  - Join the Career Advisory Board
  - Other: \_\_\_\_\_

24. What could A Q do to better help students secure professional positions in their career fields?

## First Destination Survey 2017 / 2018

*Thank you for completing our survey.  
We appreciate your time and effort.  
Graduates who complete the survey  
will be entered into a drawing for an  
Amazon gift card.*

*Your feedback is valued and used to  
improve the student experience at  
Aquinas College.*

For any additional information or assistance from Career Services, please contact our office at (616) 632-2126 or schedule an appointment through Handshake (<https://aquinas.joinhandshake.com/>)

Available: Mon-Fri 9am-5pm

Enigid Avery, M.A.  
Internship Director

Ramij Collier, B.S.B.A.  
Advantage Center Building Manager

Dana Hebreard, Ph.D.  
Director of Career Services

Elizabeth Jensen, Ph.D.  
Coordinator of Undergraduate Research

Heather Kesseling-Quakenbush, Ph.D.  
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[careerservices@aquinas.edu](mailto:careerservices@aquinas.edu)  
[www.aquinas.edu/aquinas-advantage-center](http://www.aquinas.edu/aquinas-advantage-center)



# APPENDIX D:

Supplemental Data

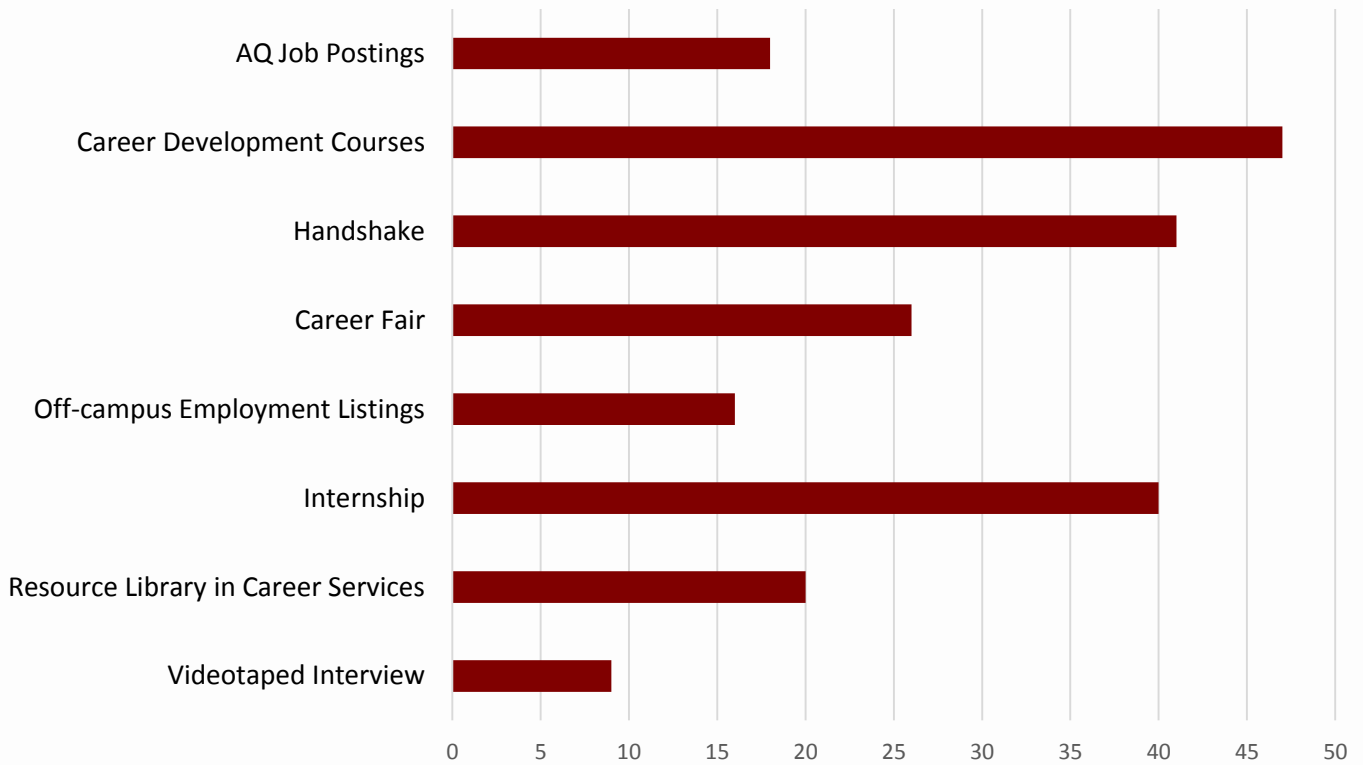
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## Military Enlistment for all Graduates

There are no graduates from the 2018 First Destination Survey currently enlisted in the Military as of March 1<sup>st</sup>, 2019.

However, there were 2 students who indicated they had previously been enlisted in the military in their response submission.

## Aquinas College Services Used



## Interest in Helping Aquinas College

