



Class of 2016 First Destination Survey

A Publication of
Career Services
Aquinas College
Grand Rapids, Michigan

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First Destination Survey 2016

Aquinas College
Career Services
(616) 632-2126
careerservices@aquinas.edu

Staff

Brian Matzke, M.M. Associate Vice President of Student Affairs

Tim Ramsay, M.M., Director of International Programs

Annmarie Post, M.M., Associate Director of Career Services

Brigid Avery, M.A., Associate Director of Career Services/Internship Director

Linda Keway, Ed.D, Co-Curricular Coordinator

Elizabeth Jensen, Ph.D, Coordinator of Undergraduate Research/Chemistry Dept.
Chairperson/Associate Professor

This project was made possible through the efforts of Lindsey Friend, Student Staff Assistant with the help of other student staff in AQ Advantage Center. Consultants on the project were Thad Salter, Institutional Research Analyst, and Annmarie Post, Associate Director Career Services.

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Survey Methodology

In November 2016, an invitation to participate in the 2016 First Destination Survey was emailed to all 2015-16 graduates of Aquinas College. The survey sample included individuals who completed an undergraduate or graduate program with Aquinas College in either August 2015, December 2015, or May 2016. A number of different methods were used to contact recent graduates.

An email with a link to the survey was sent to graduates the week of November 15th, 2016.

- A token-table was established to help with the tracking of graduates who had/had not completed the survey. This table included two emails for most students (a personal, and their @aquinas.edu email)
- Reminder emails were sent on Wednesday, November 23, 2016
- In early December, graduates who had not yet completed the survey were mailed a cover letter inviting them to participate in the online survey or to complete a hard copy of the survey and return it in an enclosed return envelope.
- On December 9th, one more follow-up email invitation was sent to individuals who had not yet responded to or returned the survey.
- In early December 2016, a handful of Facebook messages were sent to students who had not completed the survey encouraging them to do so.
- In December 2016, employment information on graduates who had not participated in the survey was gathered by researching public LinkedIn, Handshake, and Facebook pages.

The tool, Lime Survey, was used to collect and compile online survey responses. A copy of the survey instrument can be found in Appendix C.

Survey Terms

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.

Executive Summary

Survey Responses:

Number of Responses	Percent Total	Primary Activity
86	59.72%	Employed full-time
16	11.11%	Employed part-time
13	9.03%	Graduate/Professional School
9	6.25%	Graduate/Professional School & Employed
2	1.39%	Service/Volunteer Work
16	11.11%	Seeking Employment
2	1.39%	Not Seeking Employment

Combined Response & Knowledge Rate Data:

Number of Responses	Percent Total	Primary Activity
169	72.22%	Employed full-time/part-time
17	7.26%	Employed part-time
16	6.84%	Graduate/Professional School
9	3.85%	Graduate/Professional School & Employed
5	2.14%	Service/Volunteer Work
16	6.84%	Seeking Employment
2	0.85%	Not Seeking Employment

Total First Destination Rate:

Total	Percent Total	Primary Activity
186	79.49%	Employed full/part-time
25	10.68%	Graduate/Professional School & Graduate/Professional School and Employed
5	2.14%	Service/Volunteer Work
216	92.31%	Total Placement Rating

Part One:

Undergraduate Level Findings

Demographic Information

Number of Graduates	Number of Survey Respondents	Employed full-time	Employed part-time	Graduate/ Professional school	Graduate/ Professional school and employed	Service/ Volunteer work	Seeking Employment
348	137	79	16	13	9	2	16
		57.66%	11.68%	9.49%	6.57%	1.46%	11.68%

Response Rate

The response rate for undergraduate alumni = 39.37%

Response Rate by Major

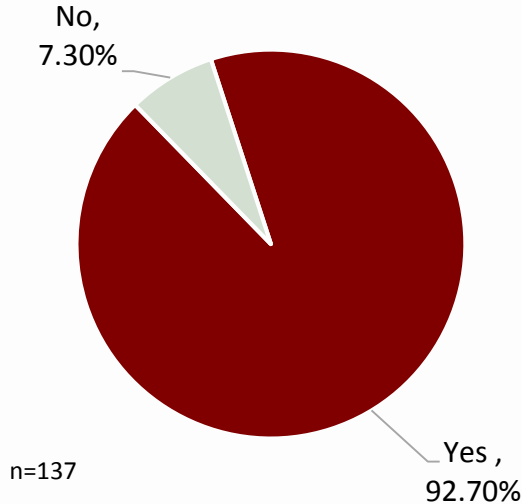
	Total
Accounting-Professional Accountancy	6
Accounting/Business Dual Major	3
Art History	1
Art Studies General	1
Art Studio	2
Biology	14
Business Administration	12
Business Admin/Art:Visual Art Admin Dual Major	2
Business Admin/Communication Dual Major	6
Business Admin/ Human Resources Concentration	5
Business Admin/Marketing Concentration	4
Business Admin/Sports Management Dual Major	4
Chemistry	4
Communication	9
Community Leadership	8
Community Leadership - Public Administration	
Computer Information Systems	2
Economics	1
English	7
Environmental Science	
Environmental Studies	
French	
Geography	5
German	2
History	5
HPER: Athletic Training	2
HPER: Exercise Science	1
HPER: Recreation	
HPER: Teaching	
Integrated Science	
International Business	1
International Studies	1
Language Arts (Educ)	2
Learning Disabilities (Educ)	4
Liberal Arts (BAGE)	
Management Information Systems	3
Mathematics	9

	Total
Music	3
Music: Applied Music	
Music: Choral Supervision	
Music: Education	
Music:Instrumental Supervision	
Music: Jazz	
Music: Liturgical Music	
Music: Piano	
Music: Voice	
Philosophy	
Physics	
POHI - Phys/Otherwise Health Impaired	
Political Science	4
Psychology	9
Science (Educ)	
Social Sciences - Teaching	1
Social Studies - Teaching	1
Sociology	
Spanish	11
Sustainable Business	6
Theatre	1
Theology	1
TOTAL (includes dual majors)	164*

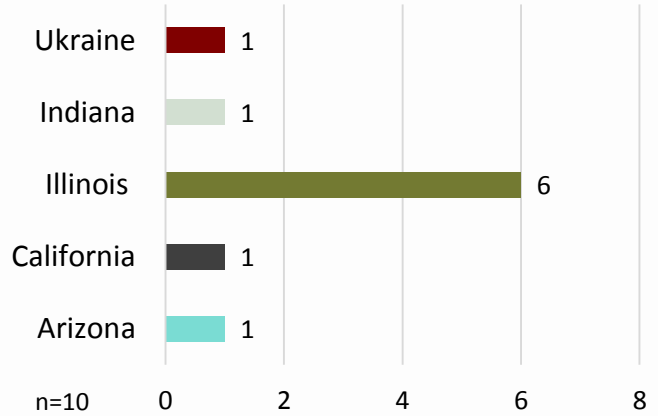
* This number represents the number of majors, and therefore alumni who completed more than one major are counted twice.

Residency

Were you a resident of Michigan upon first entering Aquinas College?



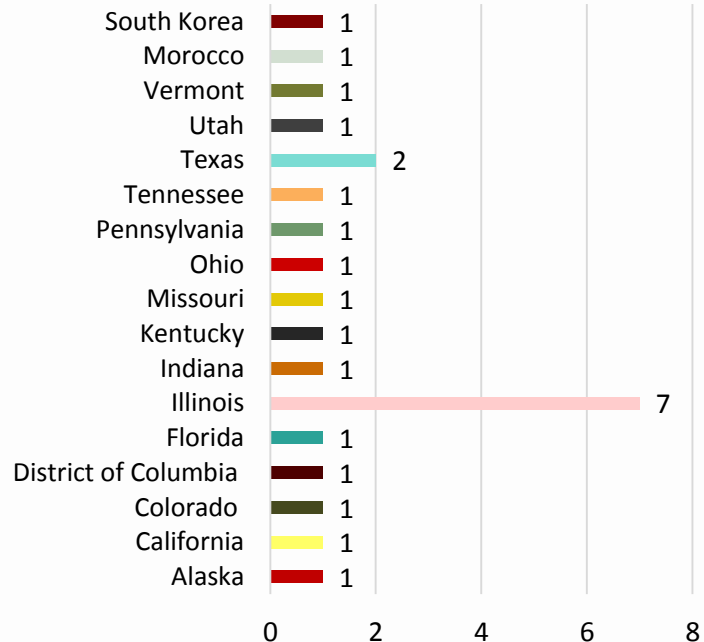
If you were not a Michigan resident, which state/country did you claim as your residency?



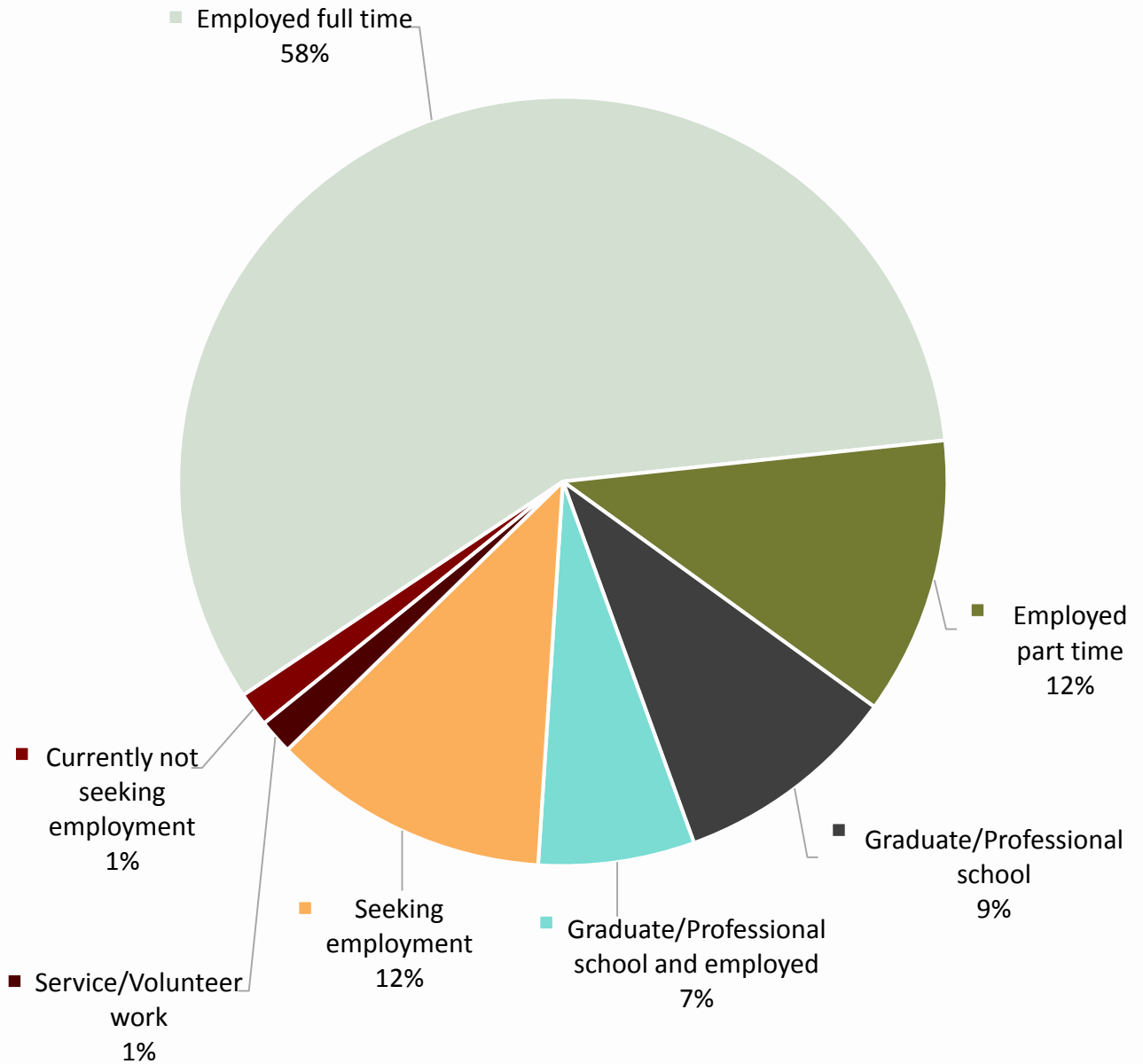
Post Graduation Residency

From Michigan - Remained in Michigan	90	65.69%
From Michigan - Left Michigan	18	13.14%
From Out-of-State - Returned Out-of-State	6	4.38%
From Out-of-State - Remained in Michigan	3	2.19%
Post-Grad Residency Not Yet Established	20	14.60%

If your position is not in the state of Michigan, which state/country are you currently residing in?

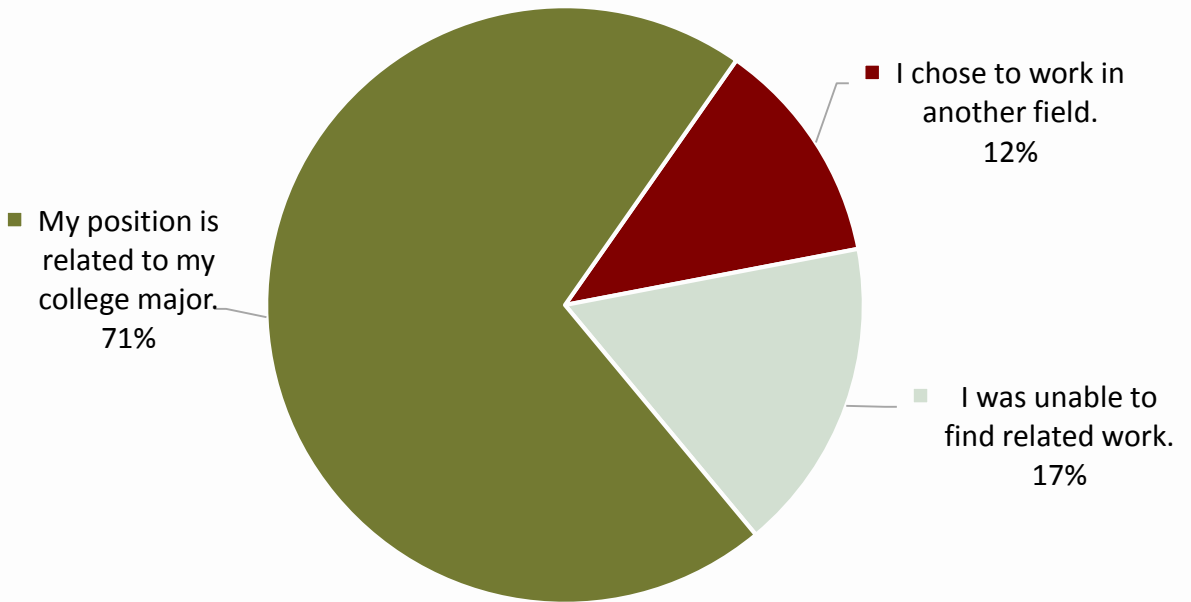


Primary Activity for Undergraduates

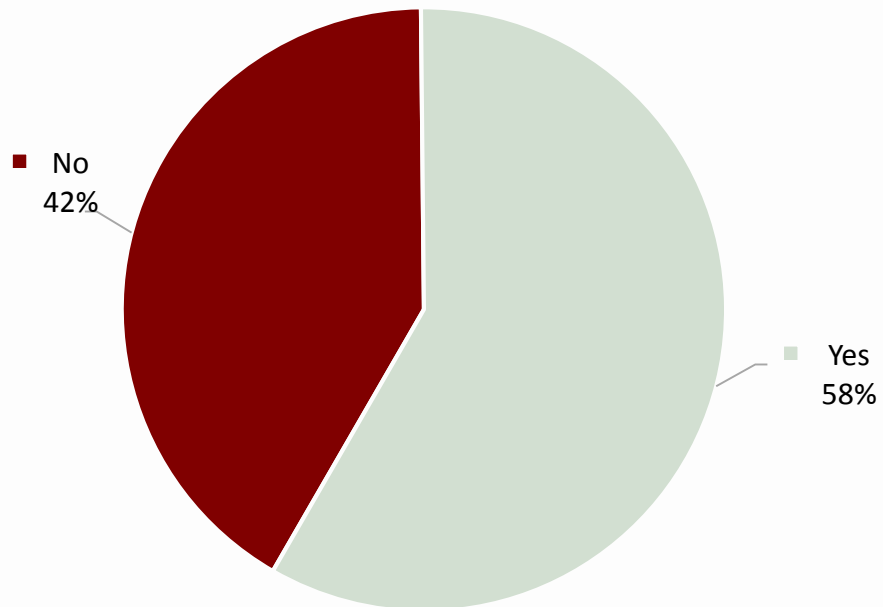


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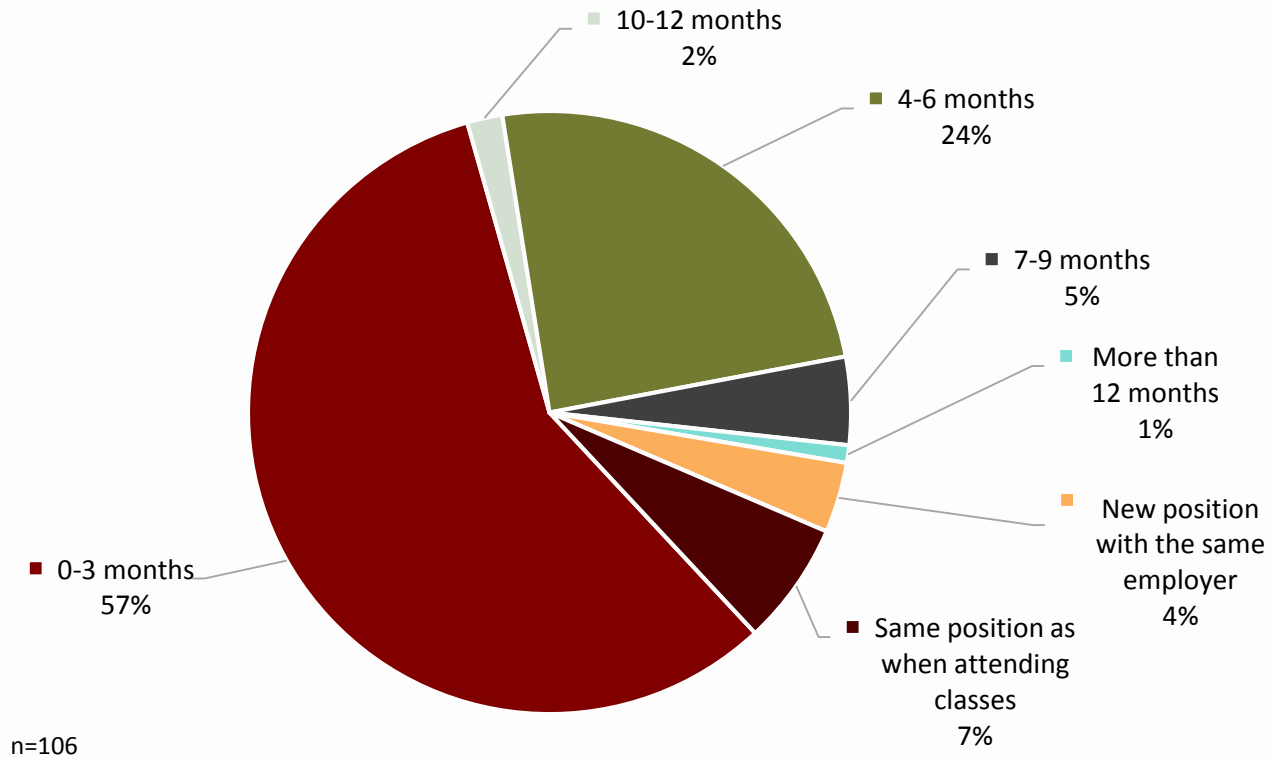
Position's Relation to College Major



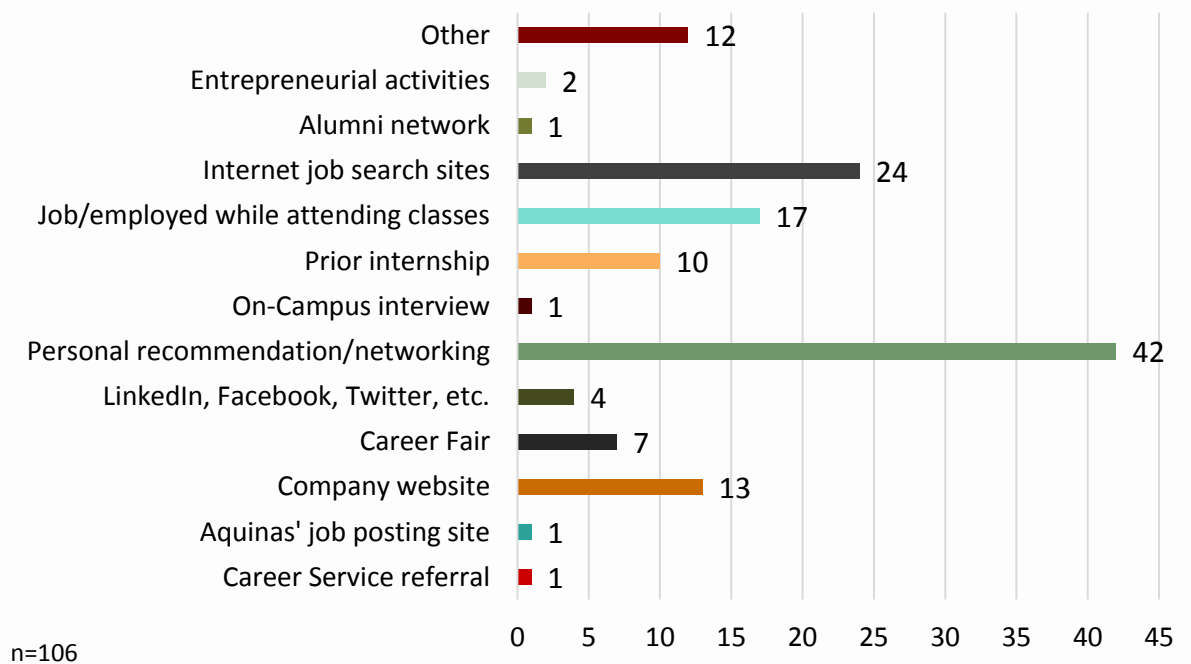
Degree Required for Position



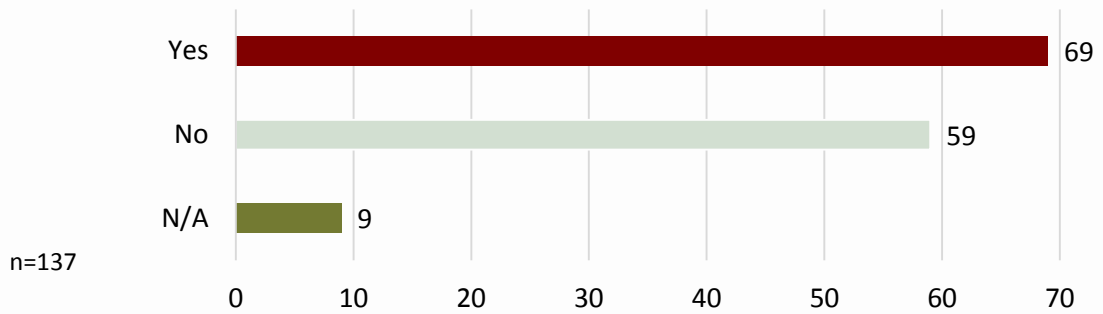
Length of Job Search



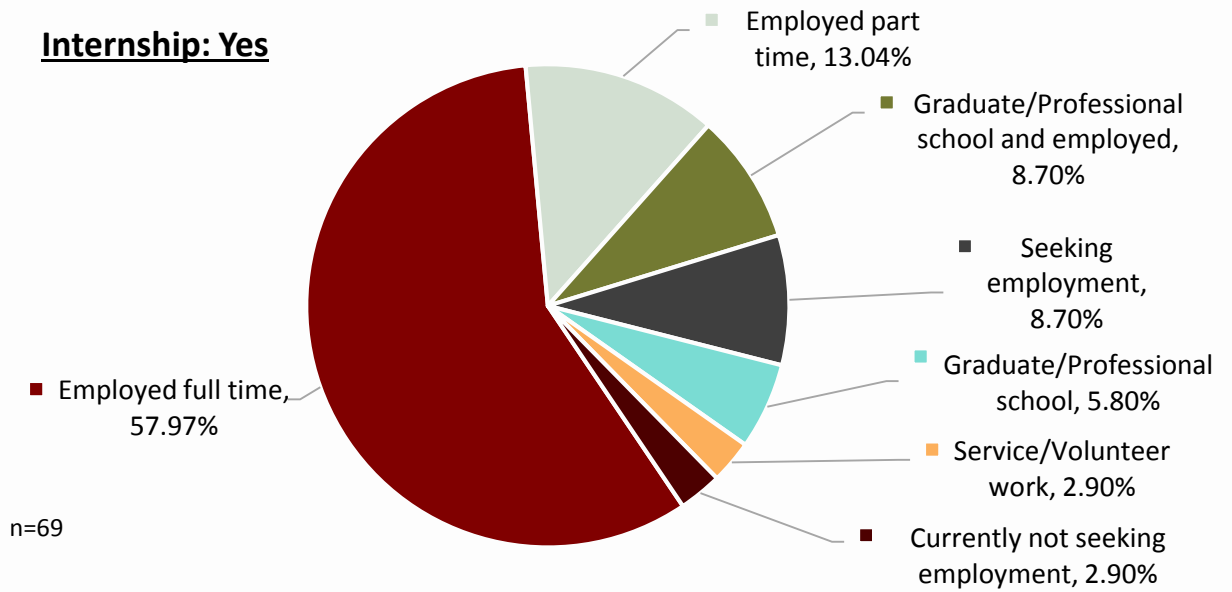
Means of Obtaining Position



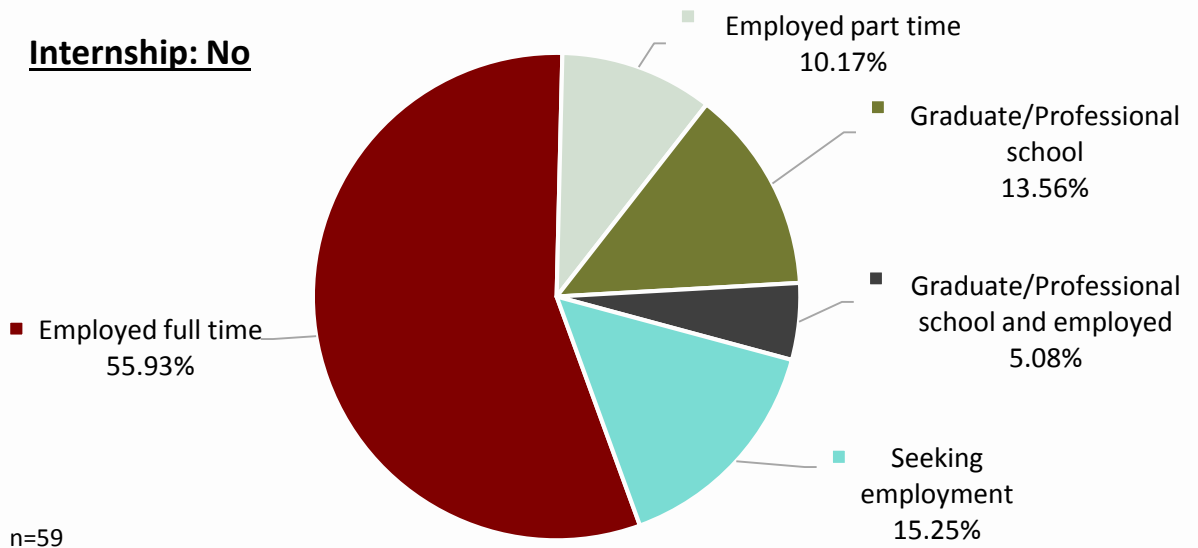
Internships and Employment Correlations



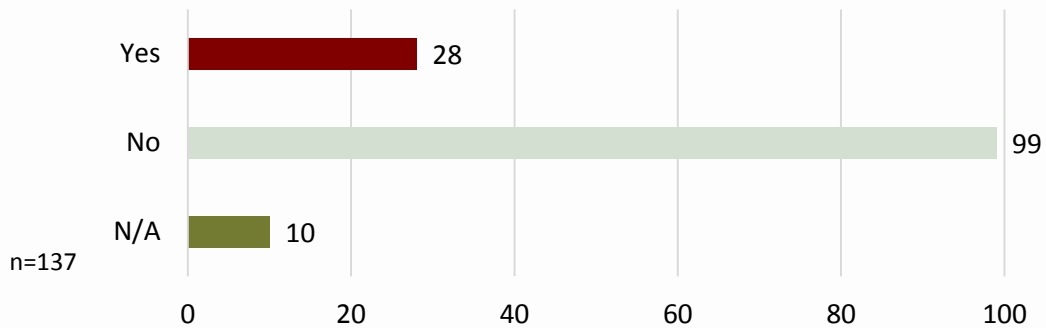
Internship: Yes



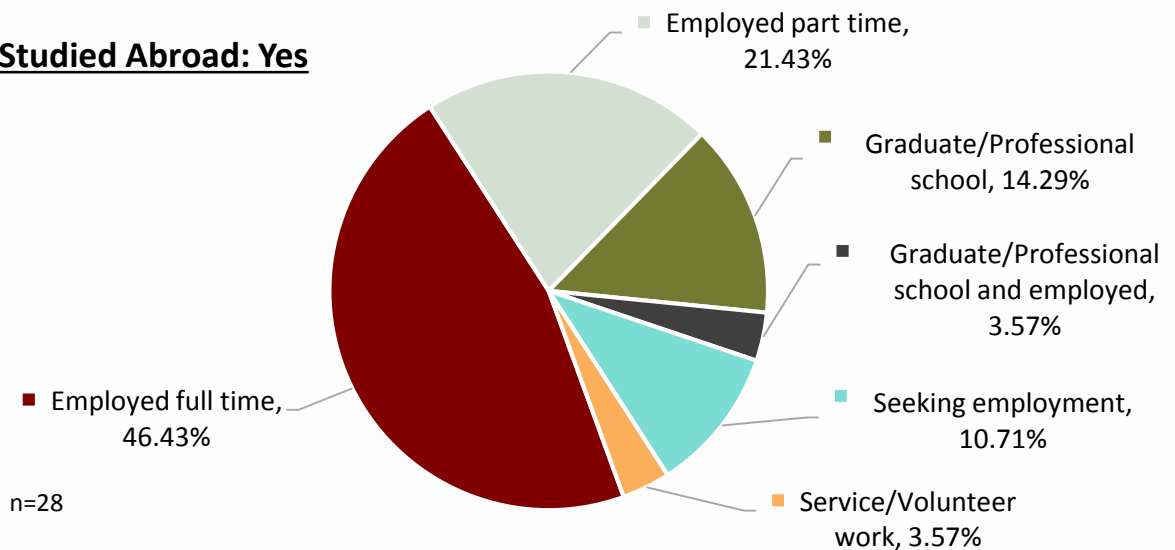
Internship: No



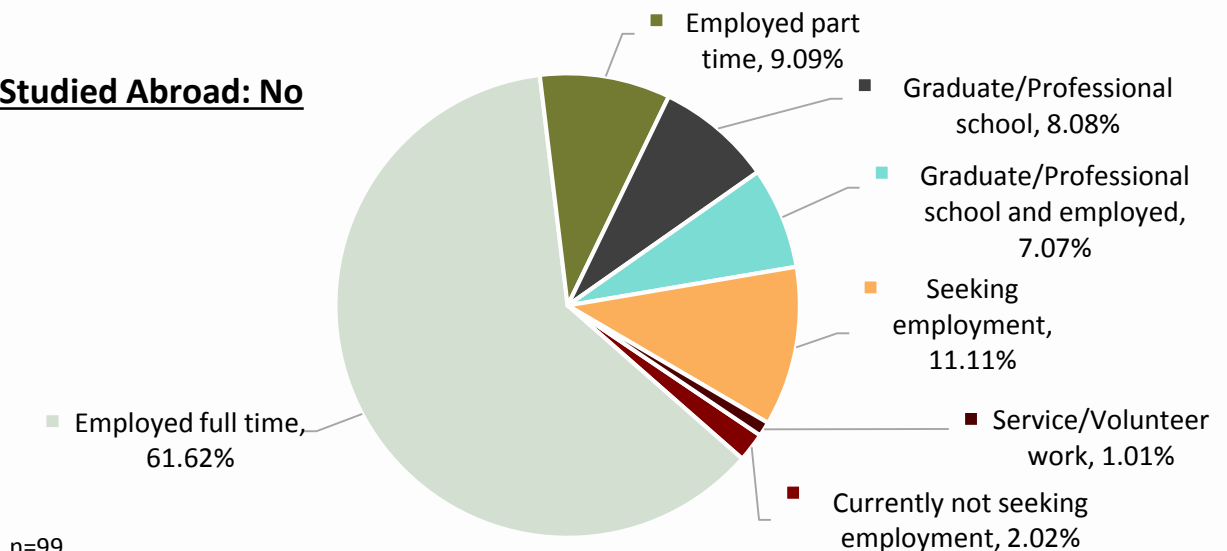
Study Abroad and Employment Correlations



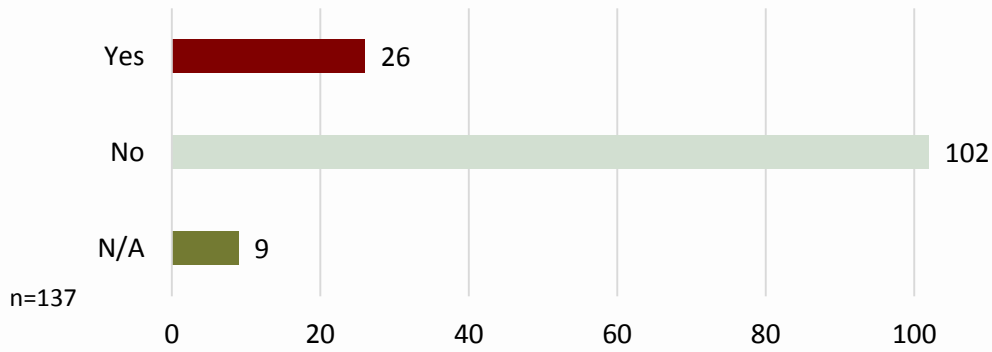
Studied Abroad: Yes



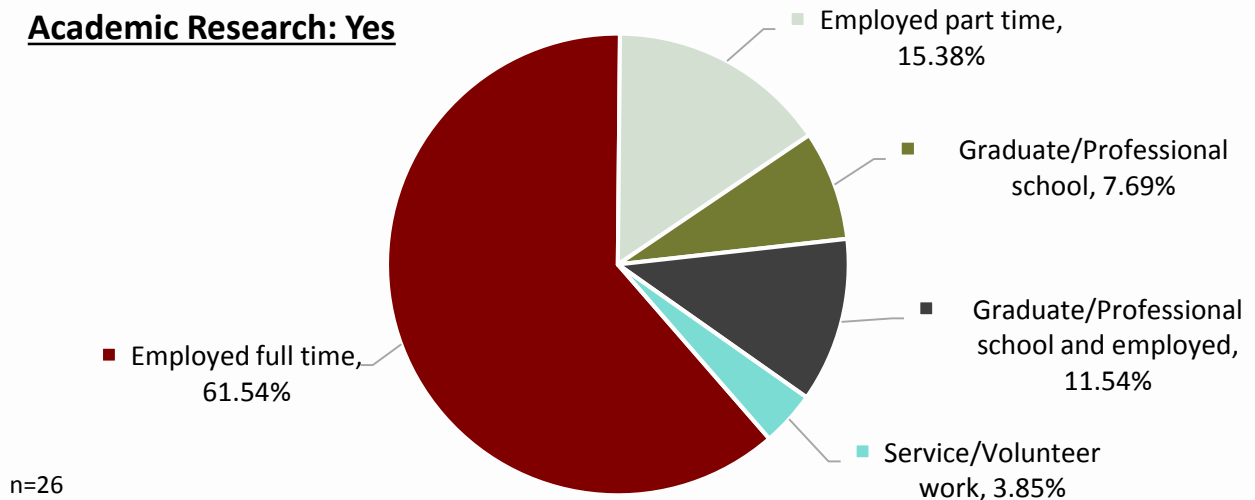
Studied Abroad: No



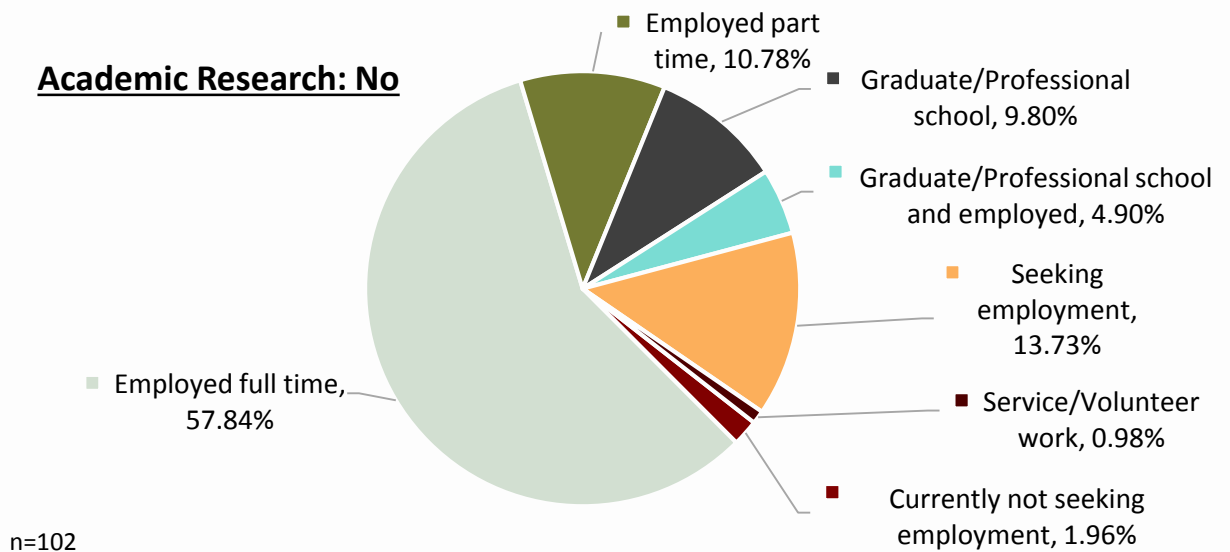
Academic Research and Employment Correlations



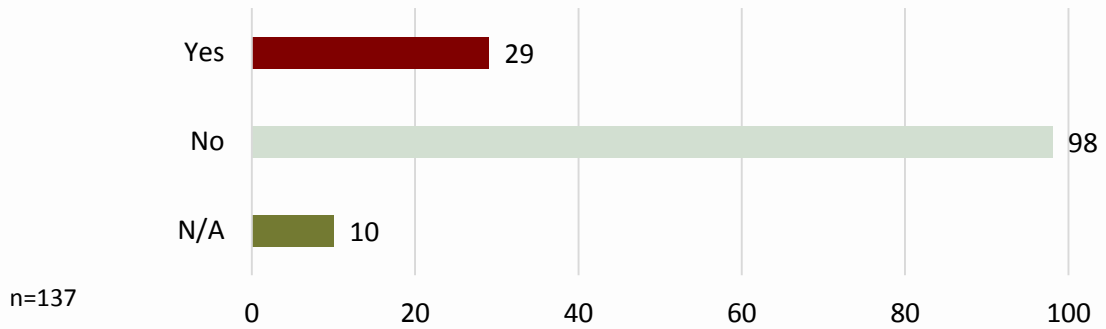
Academic Research: Yes



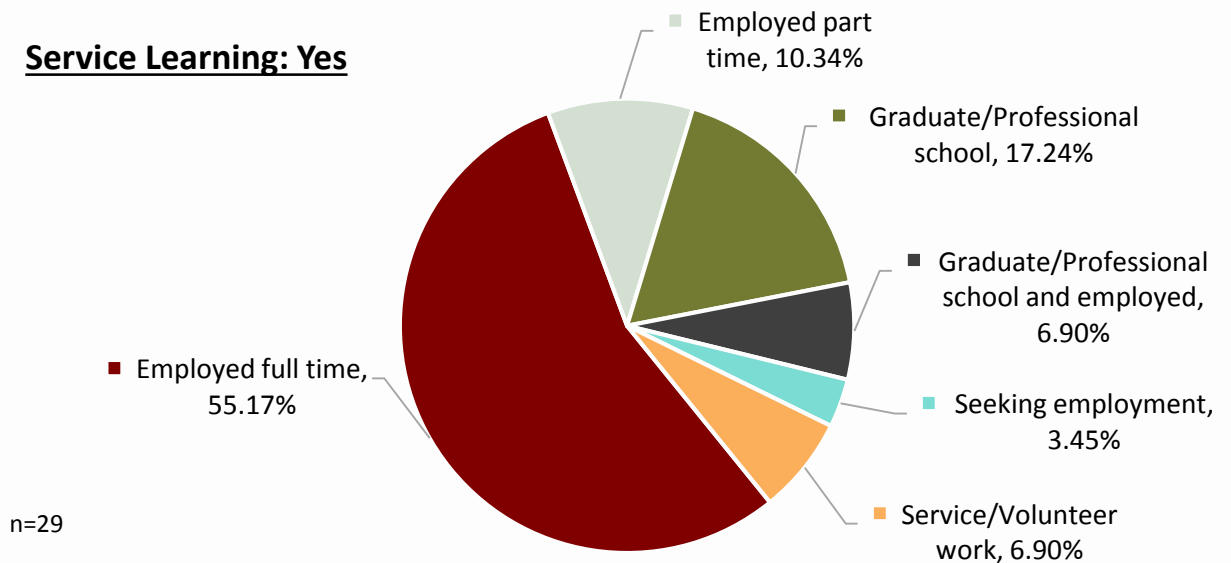
Academic Research: No



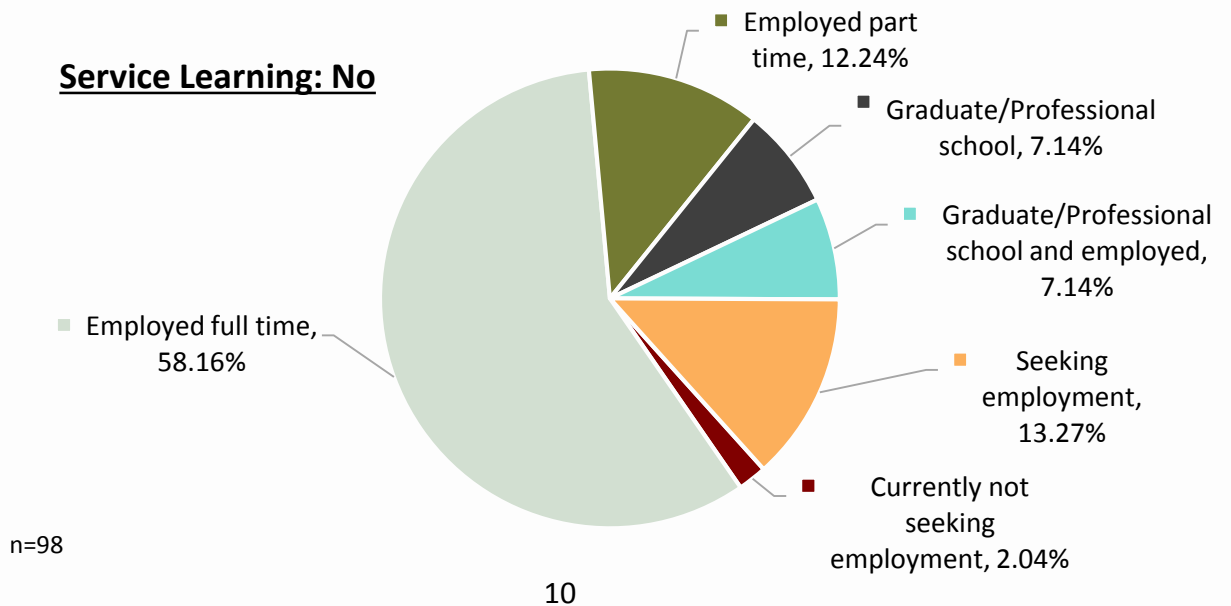
Service Learning and Employment Correlations



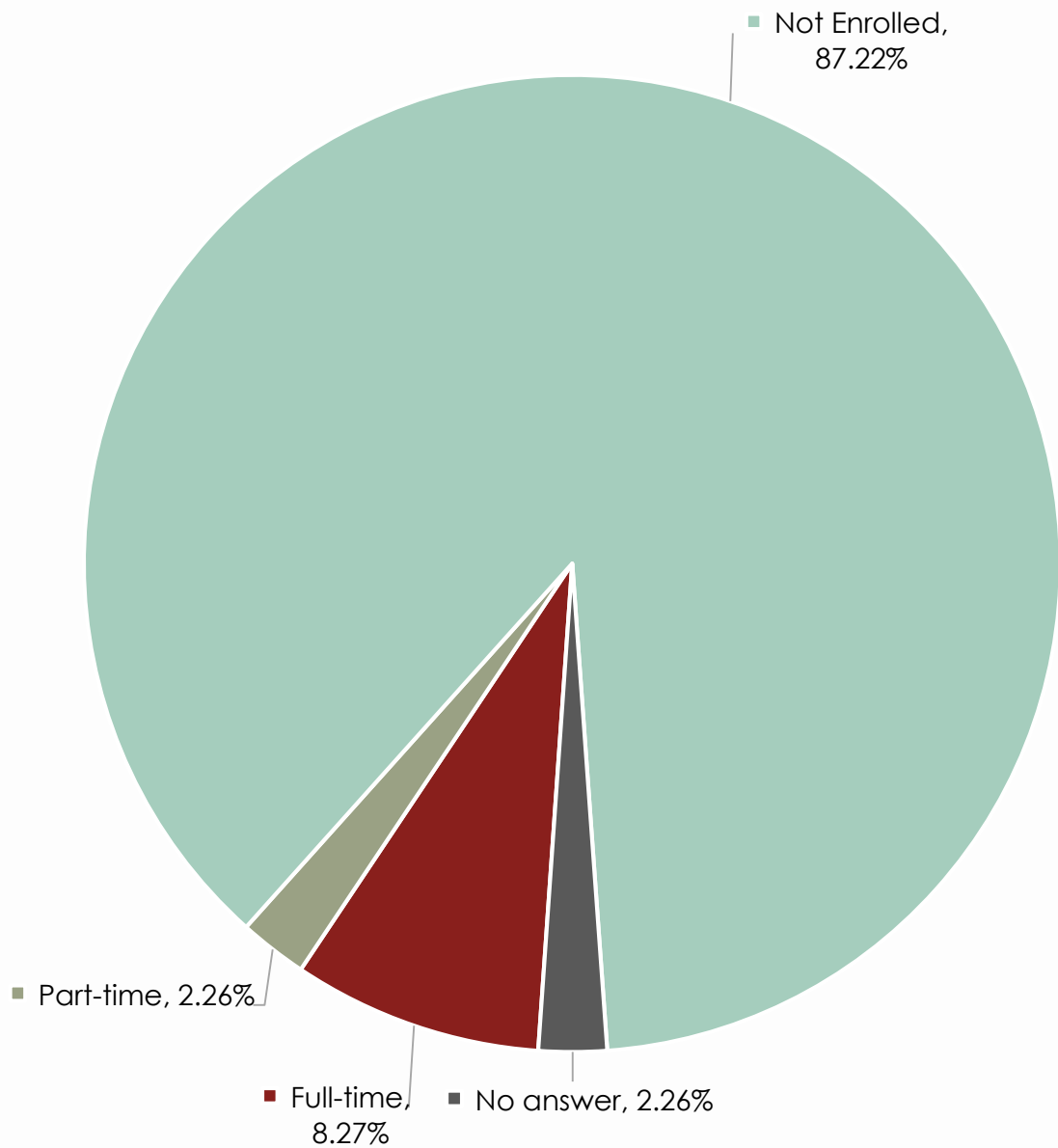
Service Learning: Yes



Service Learning: No



Graduate/Professional School Enrollment



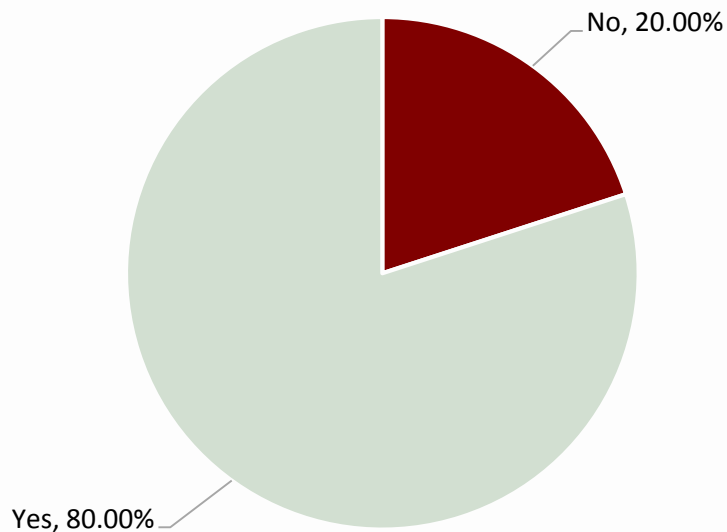
n=137

Graduate/Professional School Enrollment

21 graduates indicated they are attending Graduate/Professional school either full-time or part-time, below is a breakdown of the program types they are enrolled in:

Program Type	Number of Students
Education	2
Health	7
Law	3
Mental Health Counseling	3
Science	2
Social Sciences	3
Unknown	1

Graduate/Professional Field of Study Related to Undergraduate Program



n=21

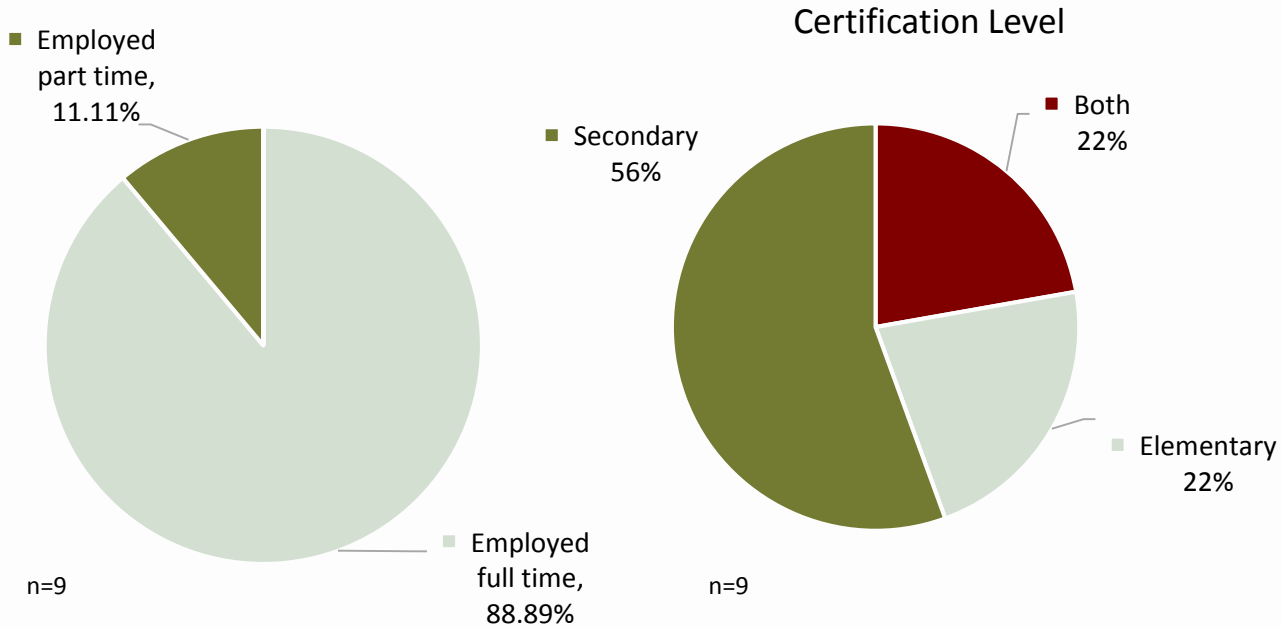
Graduate/Professional Schools Being Attended

Aquinas College*	Grand Rapids, Michigan	Master of Art in Counseling
Aquinas College	Grand Rapids, Michigan	Masters of Management
Aquinas College	Grand Rapids, Michigan	Elementary Education Certification
Ball State University	Muncie, Indiana	Urban & Regional Planning
Central Michigan University	Mount Pleasant, Michigan	Doctorate of Physical Therapy
Grand Rapids Theological Seminary	Grand Rapids, Michigan	Masters of Counseling
Grand Valley State University	Grand Rapids, Michigan	Bachelor of Science in Mechanical Engineering
Grand Valley State University	Allendale, Michigan	Biology
Illinois College of Optometry	Chicago, Illinois	Doctorate of Optometry
Lamar University	Beaumont, Texas	Kinesiology
Michigan State University College of Law*	East Lansing, Michigan	Juris Doctor
Quantum University**	Honolulu, Hawaii	Doctor of Natural Medicine
Saint Louis University	St. Louis, Missouri	American History
Texas Teachers	Houston, Texas	Art Education
University of Michigan	Ann Arbor, Michigan	Dentistry
Western Michigan University	Kalamazoo, Michigan	Pre-reqs for PA school
Western Michigan University	Kalamazoo, Michigan	History; Public History
Western Michigan University	Grand Rapids, Michigan	Occupational Therapy

* Indicates program with more than one graduate

** Student does not live in Hawaii but is taking classes remotely

Primary Activity of Graduates with Teacher Certification

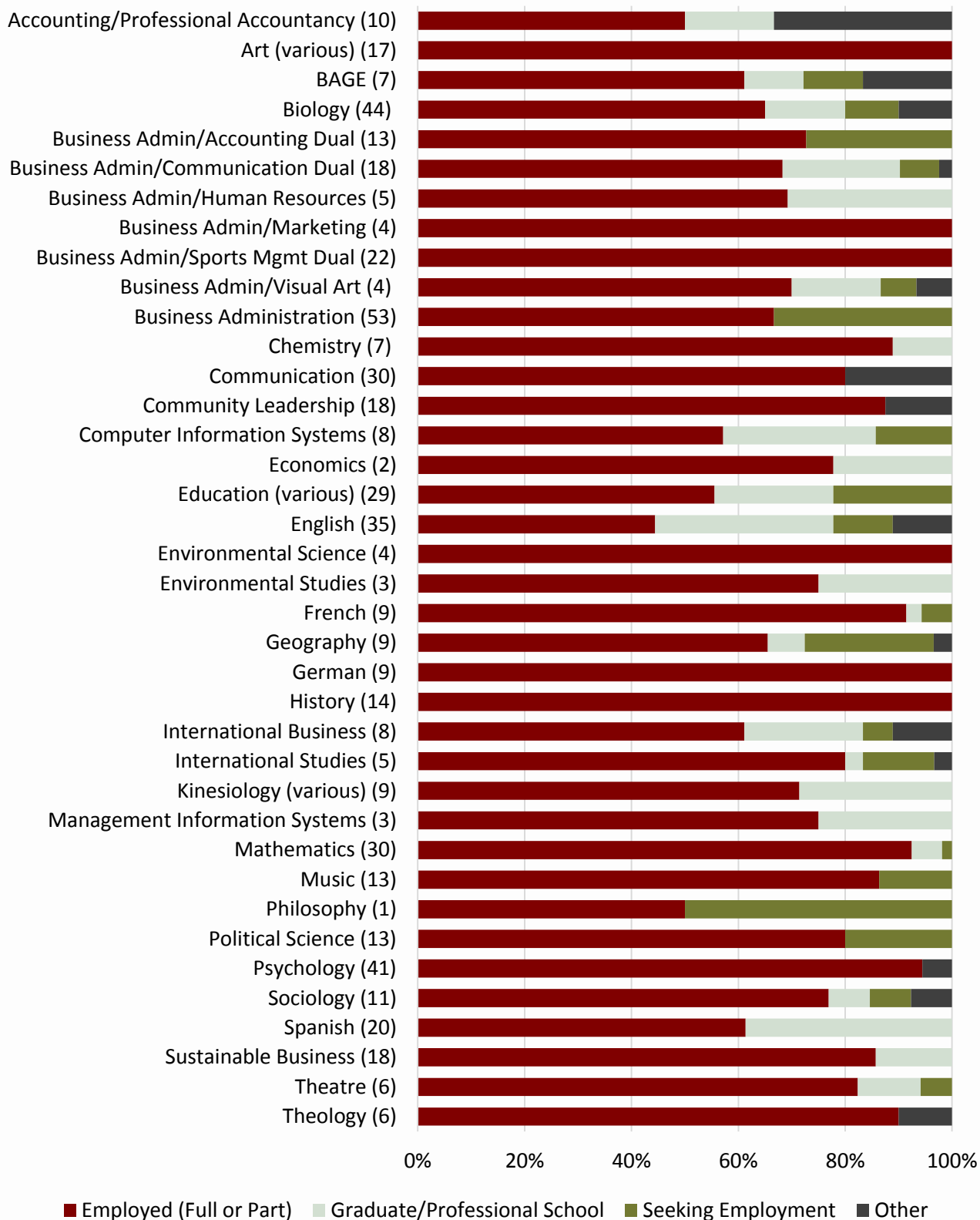


Teacher Certification by Major

Level of Certification	Major
Secondary	Chemistry, Mathematics
Secondary	Mathematics
Secondary	Biology
Secondary	Learning Disabilities
Secondary	Mathematics
Elementary	Unknown
Elementary	Unknown
Both	Learning Disabilities
Both	Learning Disabilities

n=9

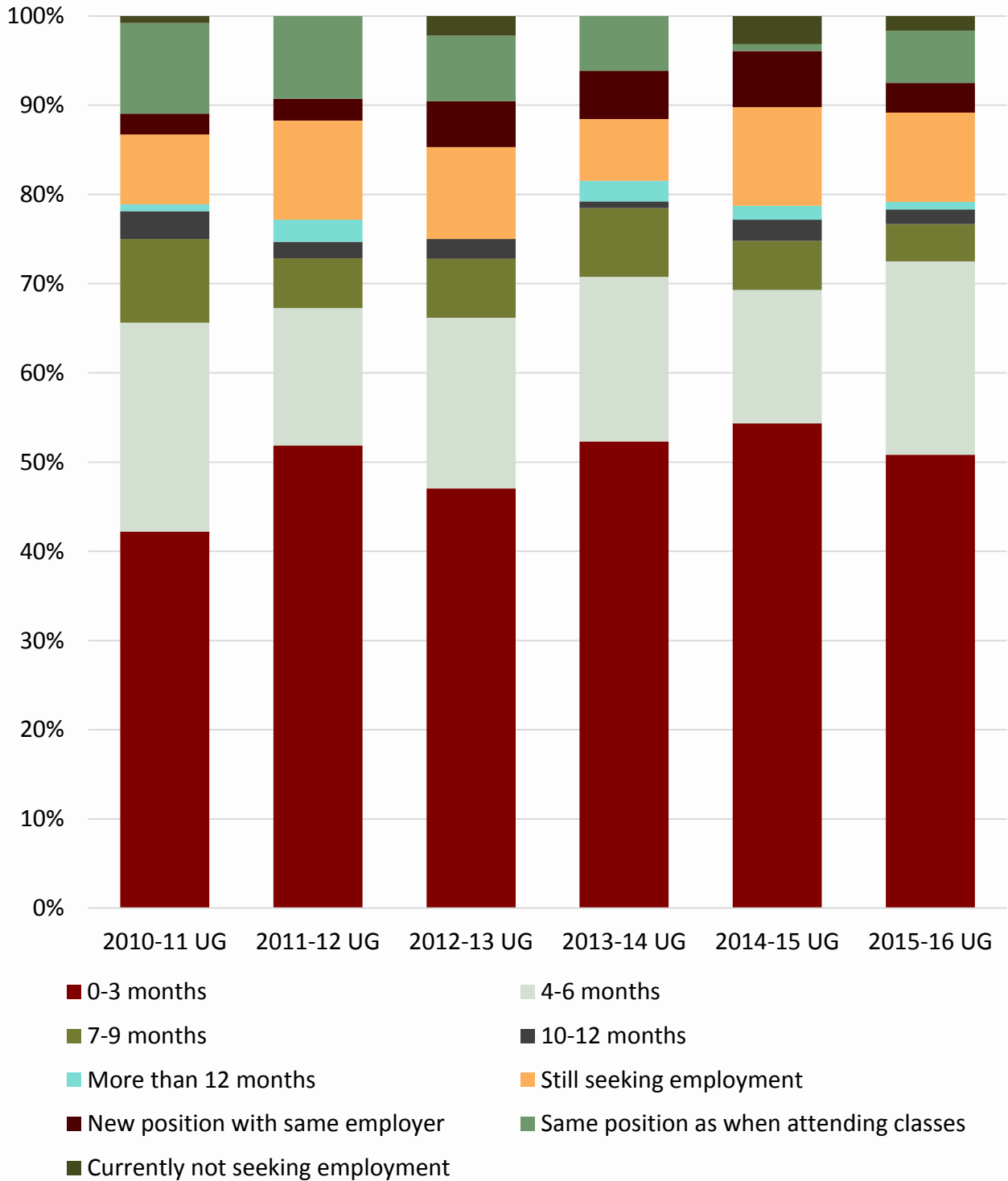
Three-Year Aggregates: Employment Status by Major



Three-Year Aggregates: Income Level by Major

	Below \$30,000	\$30,001- 50,000	\$50,001- 70,000	Over \$70,001	Unknown
Accounting/Professional Accountancy (10)	1	2	5	-	2
Art (various) (17)	9	2	-	-	6
BAGE (7)	2	-	-	-	5
Biology (44)	13	5	1	-	25
Business Admin/Accounting Dual (13)	3	3	2	-	5
Business Admin/Communication Dual (18)	5	4	3	-	6
Business Admin/Human Resources (5)	-	4	-	-	1
Business Admin/Marketing (4)	-	2	-	-	2
Business Admin/Sports Mgmt Dual (22)	8	3	-	-	11
Business Admin/Visual Art (4)	2	-	-	-	2
Business Administration (53)	11	17	4	-	21
Chemistry (7)	1	3	-	-	3
Communication (30)	9	10	-	-	11
Community Leadership (18)	4	7	-	-	7
Computer Information Systems (8)	-	4	1	1	2
Economics (2)	-	-	1	-	1
Education (various) (29)	4	12	1	-	12
English (35)	19	4	-	-	12
Environmental Science (4)	-	2	-	-	2
Environmental Studies (3)	2	1	-	-	-
French (9)	2	1	-	-	6
Geography (9)	2	2	-	-	5
German (9)	6	-	1	-	2
History (14)	5	2	-	-	7
International Business (8)	3	2	1	-	2
International Studies (5)	1	2	-	-	2
Kinesiology (various) (9)	1	3	1	-	4
Management Information Systems (3)	-	1	1	-	1
Mathematics (30)	8	6	3	-	13
Music (13)	6	2	-	-	5
Philosophy (1)	-	-	-	-	1
Political Science (13)	3	4	1	-	5
Psychology (41)	15	4	-	-	22
Sociology (11)	5	2	-	-	4
Spanish (20)	8	4	2	-	6
Sustainable Business (18)	8	4	-	-	6
Theatre (6)	4	-	-	-	2
Theology (6)	3	2	-	-	1

Historical Trend Data: Length of Job Search (all majors)



Part Two:

Graduate Level Findings

Demographic Information

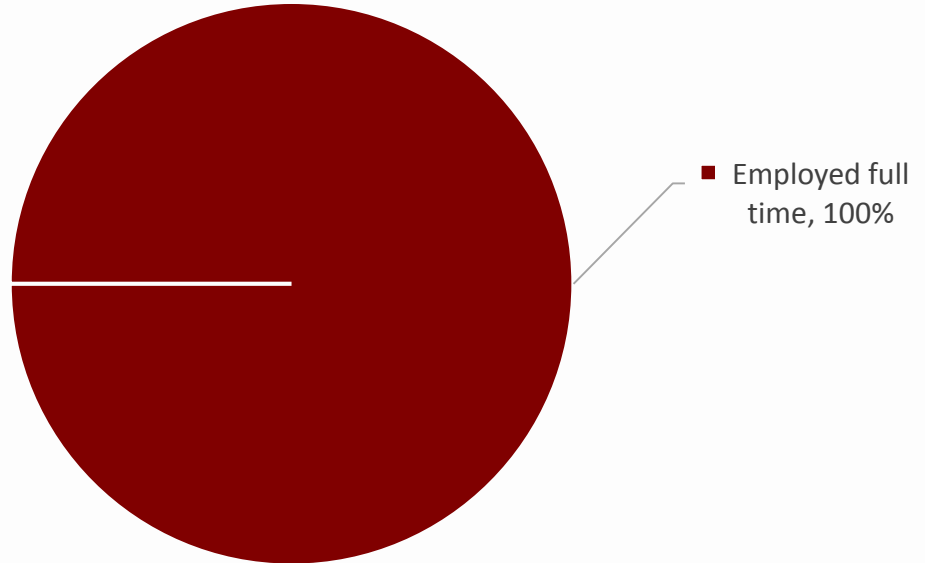
Number of Graduates	Number of Survey Respondents	Employed full-time	Employed part-time	Graduate/ Professional school	Graduate/ Professional school and employed	Service/ Volunteer work	Seeking Employment
41	7	7	0	0	0	0	0
		100%					

Response Rate

The response rate for graduate alumni = 17.07%

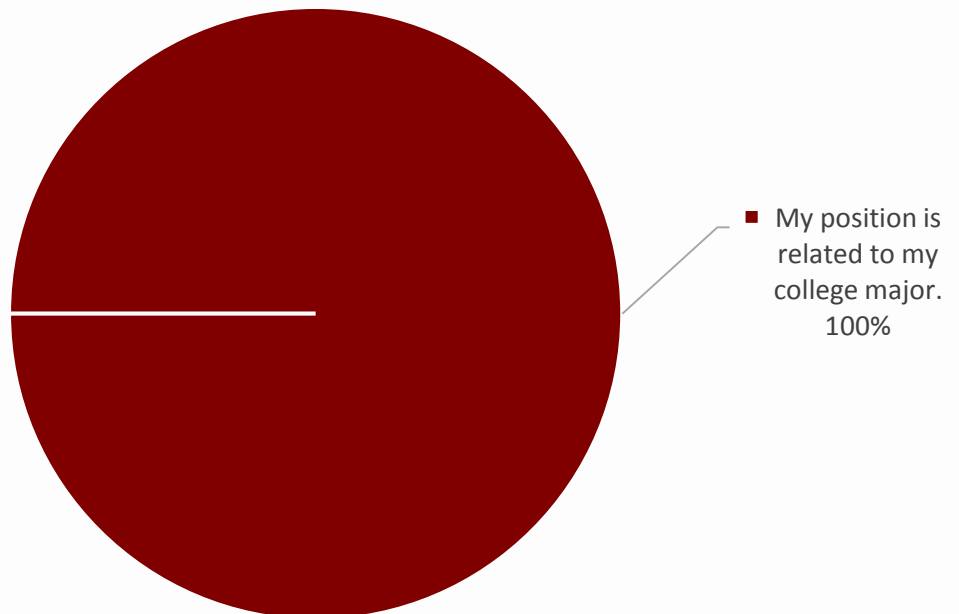
Program of Study	Total
Master in the Art of Teaching	1
Master in Education (Initial Certification)	2
Master of Management	3
Master of Sustainable Business	1
TOTAL	7

Primary Activity of Graduate Level Alumni



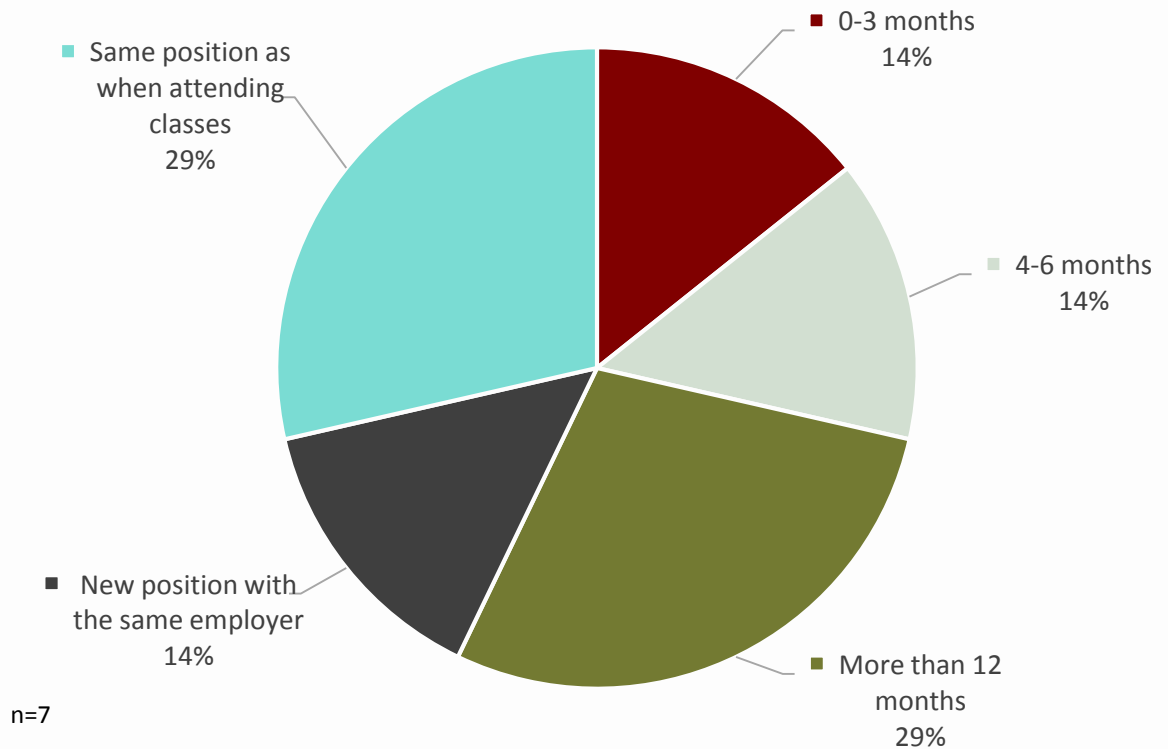
n=7

Position's Relation to College Major for Master's level Graduates

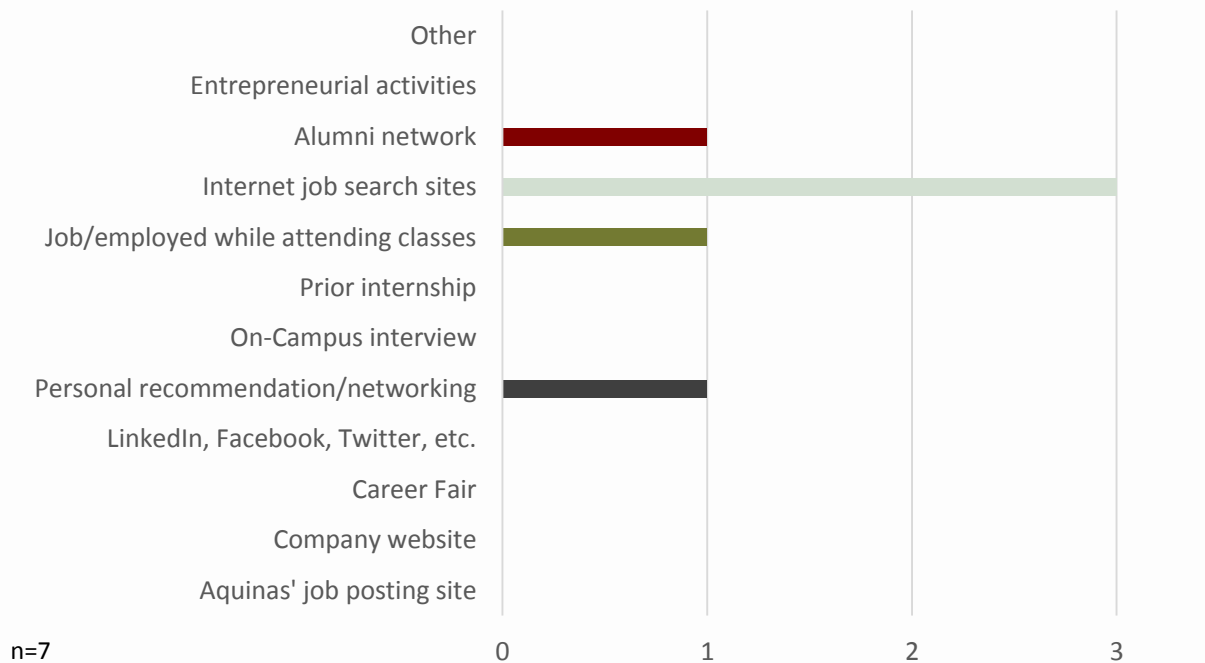


n=7

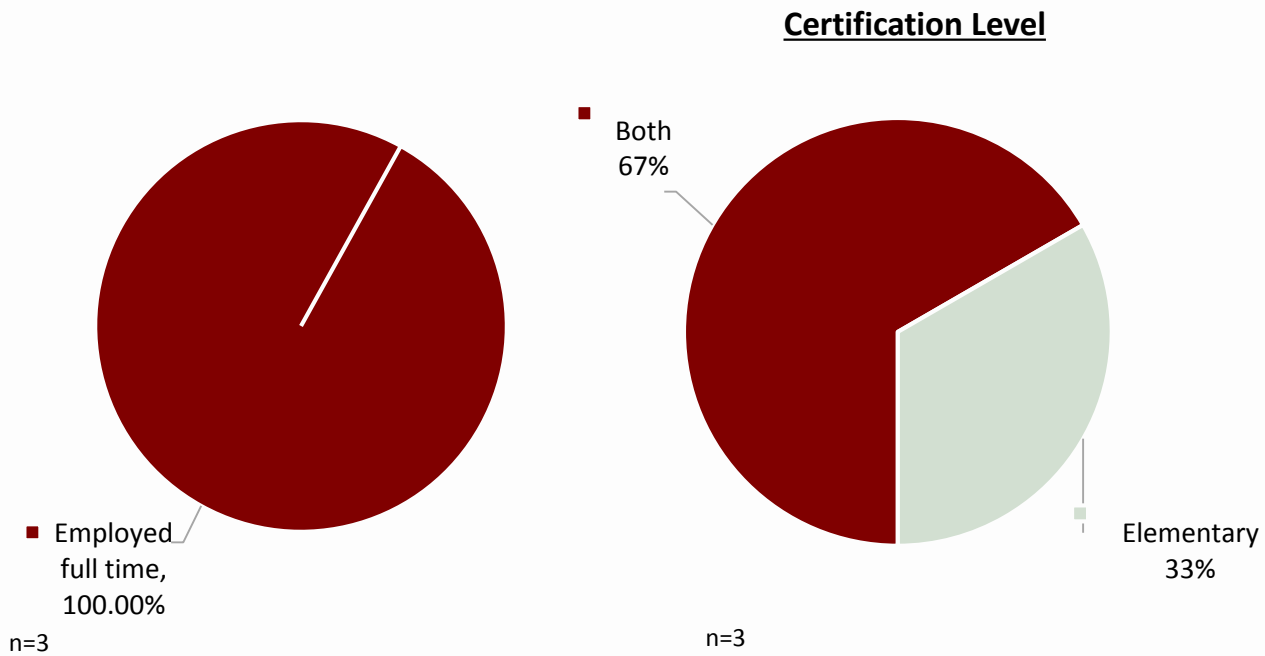
Length of Job Search



Means of Obtaining Position



Primary Activity of Graduates with Teacher Certification

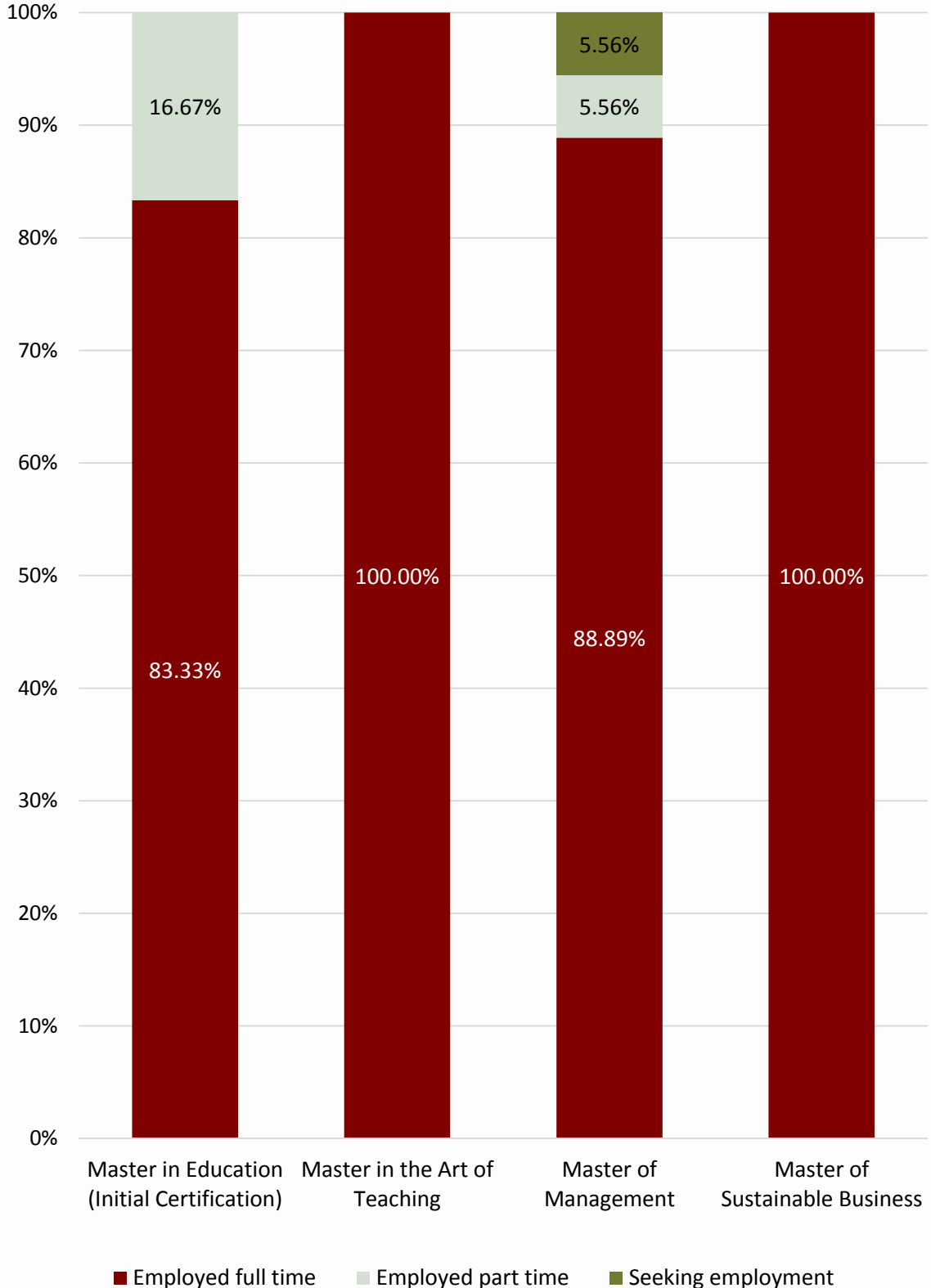


Teacher Certification by Major

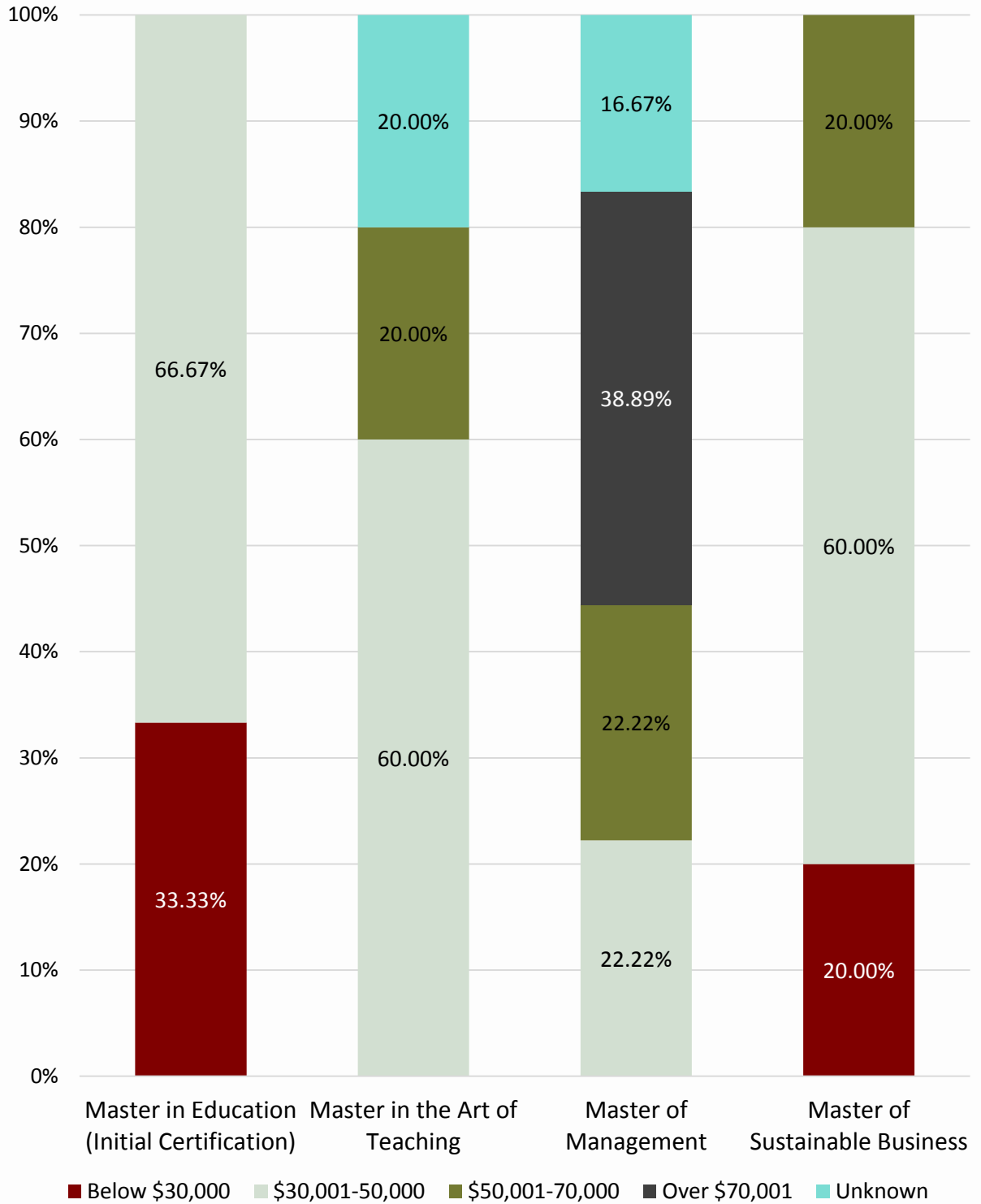
Level of Certification	Major
Elementary	Master in the Art of Teaching
Both	Master in Education (Initial Certification)
Both	Master in Education (Initial Certification)

n=3

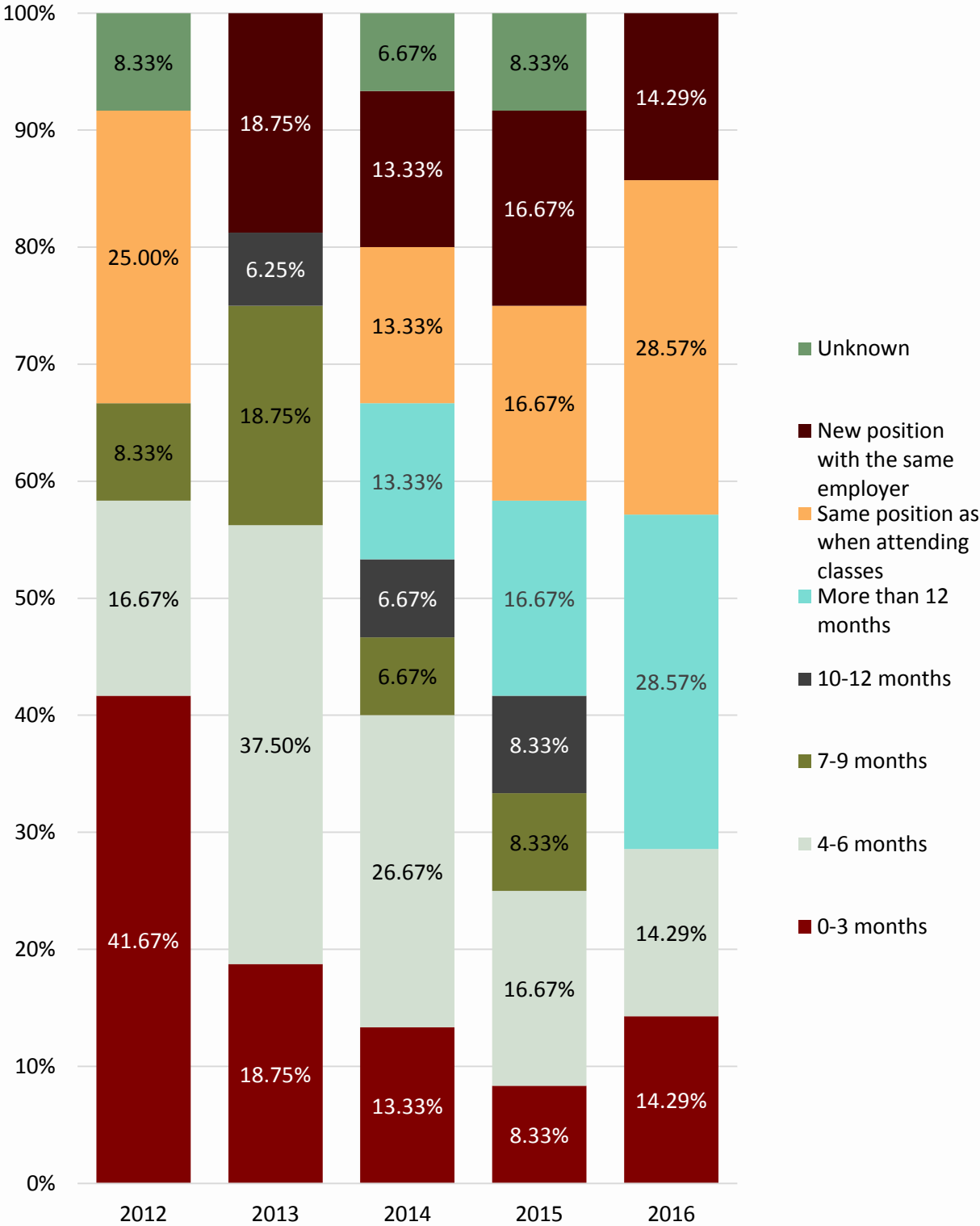
Three-Year Aggregates: Employment Status by Program



Three-Year Aggregates: Income Level by Program



Historical Trend Data: Length of Job Search (all programs)

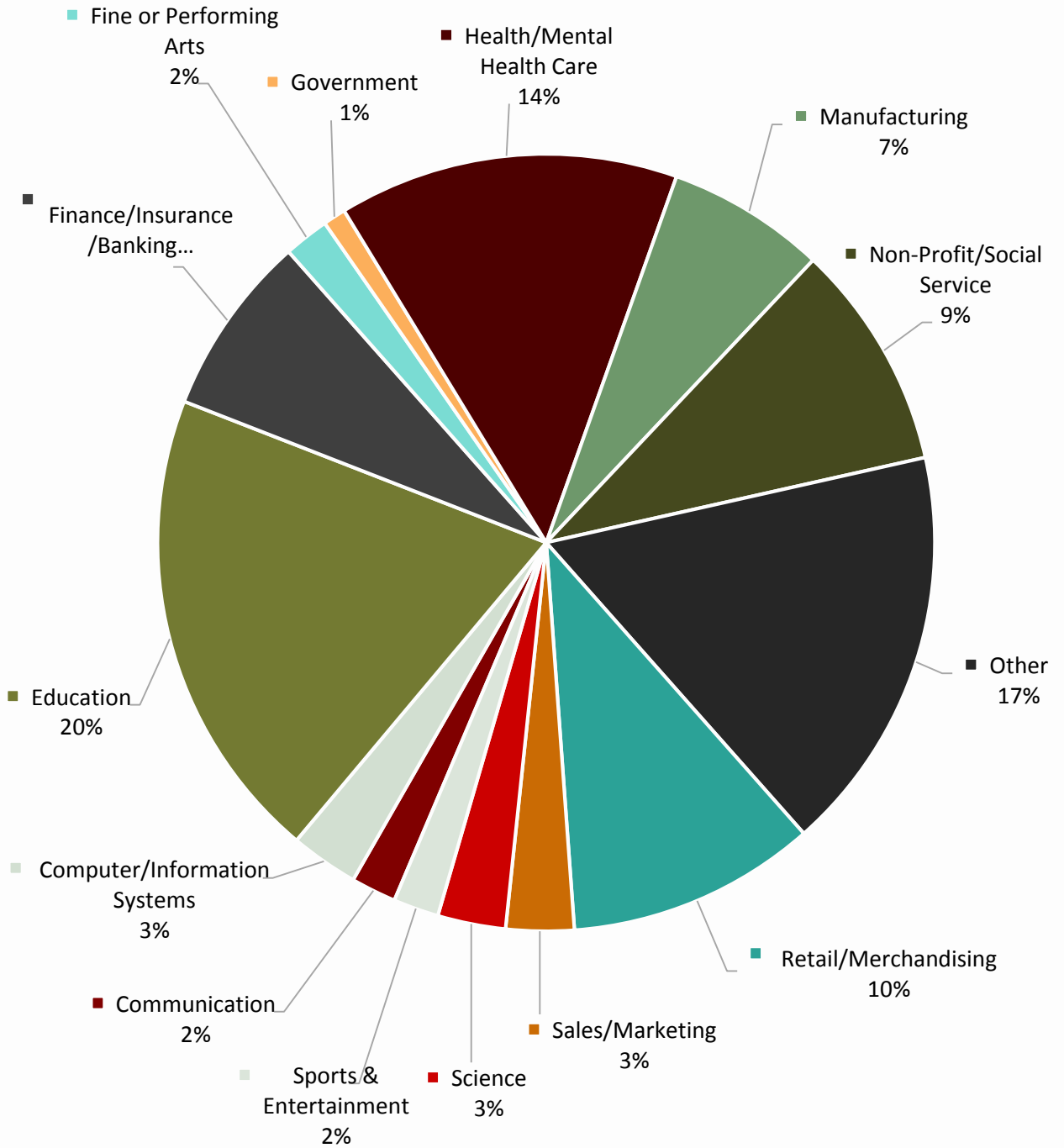


Appendices

Appendix A:

Employers Field or Industry
Employers & Occupations

Employer's Field or Industry for Undergraduate Level



n=106

Employers/Organizations and Job Titles/Occupations

Employer/Organization	Job Title/Occupation
Abercrombie & Fitch	Assistant Manager
Ameriprise Financial	Financial Planning Assistant
Amway	HR Coordinator
Apex systems	Data analyst
Aquinas College	Staff Assistant
Aquinas College	Admissions Representative Intern
Aquinas College	Graduate Assistant
Aquinas College	Program Coordinator
Auto-Owners Insurance	Software Developer
Berrien Springs Middle School	Math teacher
Burke E Porter	Software Engineer
Burton Snowboards	Burton Guide
Capin Crouse LLC	Audit Associate
Centria Healthcare	Senior Behavior Tech
Cerasus Studio	Founding Curator
Chandler Woods Charter Academy	Special Education Paraprofessional
CharityUSA	Publishing Coordinator
Christian Brothers High School	Teacher
Church of the Resurrection	Middle School math teacher/coordinator of youth ministry
College of Architecture & Planning, Ball State	Graduate Assistant
Conner Creek East Academy/Michigan Collegiate Middle School	Special education Teacher
Csi support and development	Jr. Liaison
Davey Tree Resource Group	GIS technician
Dunhams sports	Department key holder
Duro Last Roofing	Management Trainee
EduStaff/Kumon	Substitute Teacher/tutor
EiE English Institute	Teacher
Ele's Place - Grand Rapids	Administrative Assistant
Expert Tax Solutions	Accountant/Office Manager
Freelance	Stage Manager
Gardner, Linn, Burkhardt & Flory, LLP	Legal Assistant
General Cable	Sales Representative
General Motors	Design Release Engineer Assistant
Genesee Intermediate School District	English Language Instructional Facilitator
George Washington Academy	Admissions and Marketing Coordinator
Global Art	Sales & Marketing
Godfrey Lee Public Schools	Special Education Teacher

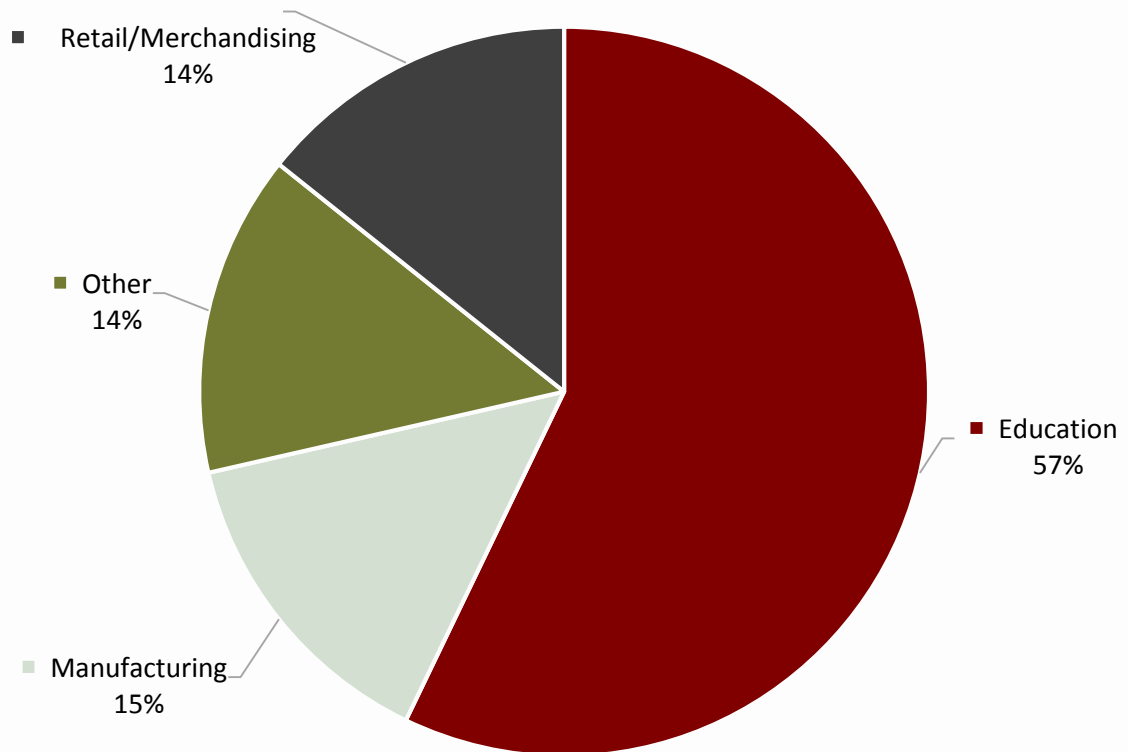
Employers/Organizations and Job Titles/Occupations

Employer/Organization	Job Title/Occupation
Goodwill	Assistant Manager
GPI Laboratories, Inc	Lab Technician
Grand Rapids Chair Co.	Customer Service Relationship Manager
Grand Rapids Community Foundation	Program Administrative Assistant
Granite School District	Science Teacher
Hagerty insurance agency	Licensed sales agent
Head Start for Kent County	Program Manager
HopCat/BarFly Ventures	Host
Huron Valley Electric	Accounting Assistant
iHeart Media	Sales Assistant
JVCNW, placed at RAIS in CSS Anchorage	Refugee Resettlement Assistant Jesuit Volunteer Americorps Member
Kay Pharmacy	Pharmacy Technician
Kerry	Quality Assurance Technician
Knape & Vogt Manufacturing	Materials/Production Planner/Scheduler
Lamar University	Graduate Assistant Athletic Trainer
Lighthouse Group	Relationship Manager
Lighthouse group	Consultant
Logan's Roadhouse	Server/trainer
Mary Free Bed Rehabilitation Hospital	HR Assistant
Meijer	Team Member
Meijer	Pharmacy Technician
Memorial Presbyterian Church	Director of Youth Ministry
Mercy Health St. Mary's	PCA
Michigan National Guard	Child and Youth Program Coordinator
Michigan Tournament Solutions	Event Manager
Mid Ohio Development Corporation	Leasing Specialist
Midwest Orthopedics at Rush	DME Coordinator
MOKA	Mentor
MVP Sportsclubs	Fitness Floor Attendant
N.A	Retail Ambassador
National Heritage Academies	Curriculum and Instruction Associate
Neogen	Quality Control Lab Support
Neslte Gerber	Associate Microbiologist
Northpointe Bank	AIO & Construction Specialist
Old Navy	Sales Associate
Plante Moran	Staff Accountant
Plante Moran	Staff Accountant
Porter Hills	Wellness Assistant
Progressive Turnout Project	District Director
Quantum Doctors	Holistic Health Practitioner

Employers/Organizations and Job Titles/Occupations

Employer/Organization	Job Title/Occupation
Samaritan Ministry of Greater Washington	Casework Associate
Self employed	Nanny
Service Express Inc	Sales Development Representative
Smitty's Specialty Beverage	Store Clerk
Solaire Medical	Sales Operations
Spartner Stires YMCA	Substitute Teacher
Spectrum Health	Pharmacy Tech
Spectrum Health	Athletic Trainer
Spectrum Health	Application Development Analyst
Spectrum Health	Application Systems Analyst - Associate
Spectrum health	Technician
Spectrum Health	Financial Analyst
Spectrum health	Surgical support technician
Springboard Education in America	Site Coordinator
St. Joseph the Worker Parish	Director of Youth Ministry
St. Stephen Parish	Teacher
St. Therese Wayland	3rd/4th Grade Teacher
State of Michigan PIO	Communications Officer
Steelcase Inc.	Purchasing Agent
The Cheese Lady	Cheese Monger
Thousand Oaks Golf Club	Buyer/Merchandiser
Total Landscape LTD	Crew Manager
Trilogy International	Process Analyst
UHY LLP.	Staff Auditor
University of Chicago	Research Specialist
Van Andel & Flikkema Chrysler Jeep	Solutions Specialist
Whistle Stop Child Care	Assistant Teacher
Wolverine Building Group	Project Engineer
Xchange Leasing	Leasing Specialist

Employer's Field or Industry for Graduate Level



n=7

Job Titles/Occupations and Employers/Organizations for Graduate Level

Employer/Organization	Job Title/Occupation
Amway	College Recruiter
Amway	Supervisor II
Grand Rapids Ellington Academy of Arts and Technology	Creative and Visual Arts Educator
GRPS	Preschool Teacher
Muskegon Heights Public Schools	Bookkeeper
MYESCO	Energy & Sustainability Advisor
Union H.S. GRPS	Health/PE Teacher

Appendix B:

Employers & Occupations
For Knowledge Rate Graduates

Employers/Organizations and Job Titles/Occupations for Knowledge Rate Findings

Employer/Organization	Job Title/Occupation
ACE: A Community for Education	Bilingual Tutor
Acrisure	Senior Graphic Designer
AmeriCorps	Literacy Tutor
Amway	Corporate Citizenship Specialist
Anderson Express Inc	Lead Designer
Aquinas Campus Safety	Dispatcher
Aquinas College	Veteran Certification Officer
Associated Language Consultants	French Translator and Interpreter
BDO USA, LLP	Litigation Associate
Bensons Building Supply	Sales
Berkshire Hathaway HomeServices	Real Estate Consultant
Brand Woodworking Company	Owner
Buitne & Associates LLC	Account Manager
Call Best 1st	Business Owner
Christian Brothers High School	Math Teacher
Columbia University School of Nursing	Student
Corporate Color Graphics	Production Team Member
Custer	Strategic Accounts Support Specialist
Edelman	Assistant Account Executive
Eminence Management	Sales Consultant
Etna Supply	IT Help Desk Technician
EY	FSO Assurance Staff
Family Christian Bookstores	Accounting Analyst
Farmers Insurance	Content Specialist
Farmers Insurance	Sales
FedEx Freight	Dock Employee
FireKeepers Casino Hotel	Lead Graphic Artist
Flat River Group	Sales Coordinator
Founders Brewing Co.	Marketing Assistant
Fris Downtown	Sales Associate
Fun Learning Company LLC	Production Manager
Garber High School	Athletic Trainer
Goodwill Industries of Greater Grand Rapids	AmeriCorps Member
Grand Rapids Medical Education Partners	Assistant Director of GME
Grand Rapids Public Schools	Behavior Interventionist
Great Lakes Potential	Founder
H.T. Hackney	Assistant Buyer
Hearing Health USA	Hearing Care Provider

Employers/Organizations and Job Titles/Occupations for Knowledge Rate Findings

Employer/Organization	Job Title/Occupation
InterIm Community Development Association	Sustainable Community Coordinator
Kelly Services	Order Processing Group
Kent School Services Network	Community School Coordinator
Knape & Vogt	HR Assistant
Knape & Vogt Manufacturing	Operations
Kroger	Cashier/Fuel Center Associate
Legacy Center	Administrator/Coach
Luc James Music Studio	Music Teacher
Meijer	Deli Clerk
Menna's Joint	General Manager
MetLife	Administrative Support
Metro Health	Central Processing Technician
Michigan Office of the Auditor General	Auditor
Michigan Opera Theatre	Programs Assistant
Miller Investment Group	Executive Assistant
Miller Landscape Inc.	Pesticide Applicator
MillerCoors	On-Premise Sales Representative
Multi Packaging Solutions (MPS)	Treasurer
Muskegon Public Schools	Teacher
Naval Base Ventura County Child and Youth Programs	Assistant Training and Curriculum Specialist
Newaygo County RESA	ES Coordinator
Nolan Transportation Group (NTG)	Account Manager
Peace at Home Caregivers	Caregiver
Perrigo	R & D/Tech Ops Scientist
Portrait Innovations	Professional Photographer
Revolving Door Journal	Editor in Chief
San Juan Diego Academy	Teacher
Scripps Networks Interactive	HGTV/DIY Sales Assistant
Secretary of State	State Worker
Self Employed	Nanny
Self-employed	Independent Entrepreneur
Spectrum Health	Director of Information Services
St. Francis de Sales Church	Director of Music
St. Thomas Aquinas School	Tech Coordinator Assistant
Starbucks	Barista
Steelcase	Digital Strategy and Website Analytics
Sustainable Systems Innovation at Steelcase	Program Leader
The Amway Grand Hotel	Food and Beverage Associate
The Logistics of Logistics	Consultant and Training Specialist
The Rapidian	Reporter

Employers/Organizations and Job Titles/Occupations for Knowledge Rate Findings

Employer/Organization	Job Title/Occupation
TPI Golf	Sales & Tournament Manager
Tri County Area Schools	Curriculum & Instructional Coach
Univeristy of Notre Dame Law School	Student
University of Notre Dame Law School	Student
University of Wisconsin-La Crosse	Athletic Training Graduate Assistant
UPS	Loader
Van Andel Institute	Purple Community Program Coordinator
Western Michigan University	Teaching Assistant
Winnie Brinks	Campaign Manager
Wolverine Worldwide	Executive Assistant & Marketing Coordinator
YMCA	Healthy Living Director
Zondervan Publishers	Art Director

Appendix C:

Survey Tool

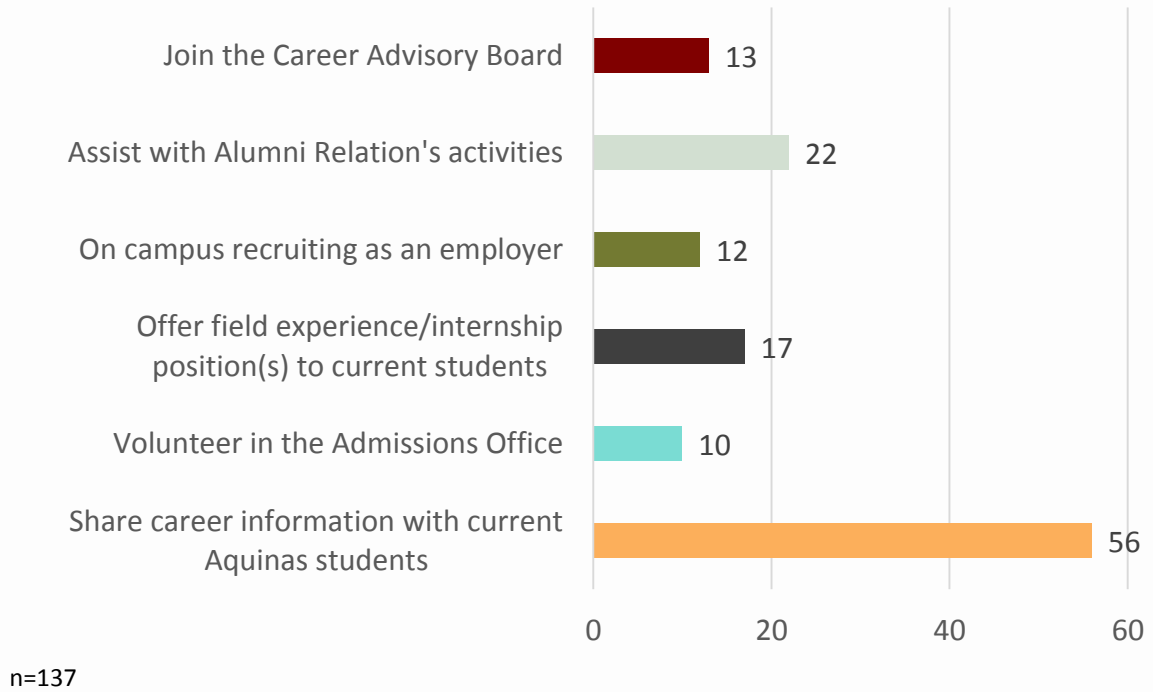
Appendix D:

Supplemental Data

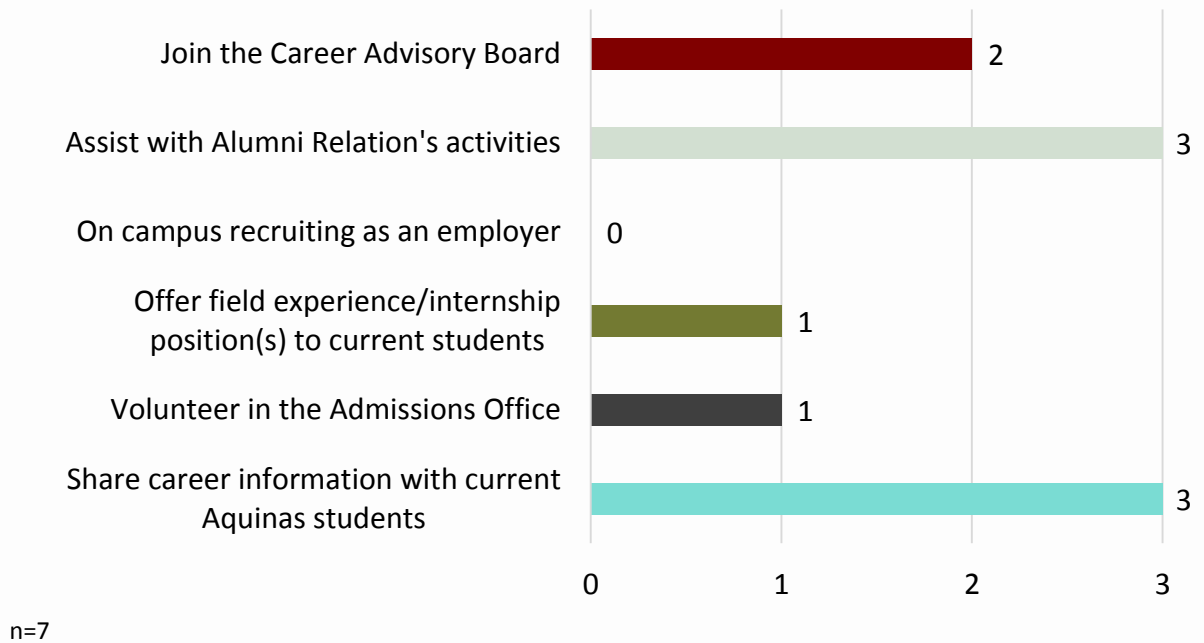
Military Enlistment for all Graduates

No one who responded to the survey is currently enlisted in the military or has ever been enlisted in the military.

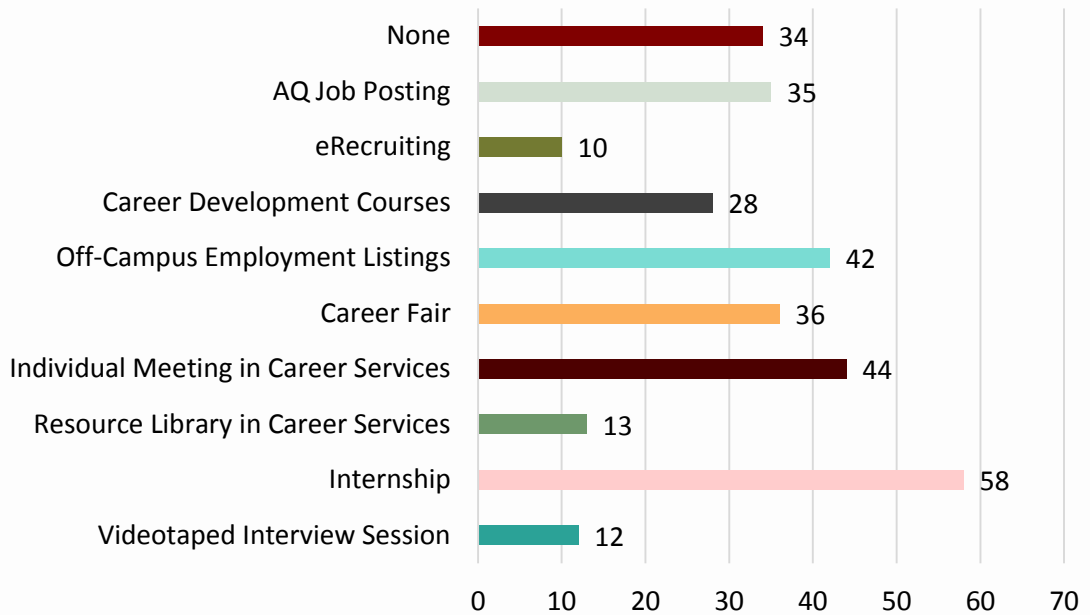
Interest in Helping Aquinas College: Undergraduates



Interest in Helping Aquinas College: Graduates

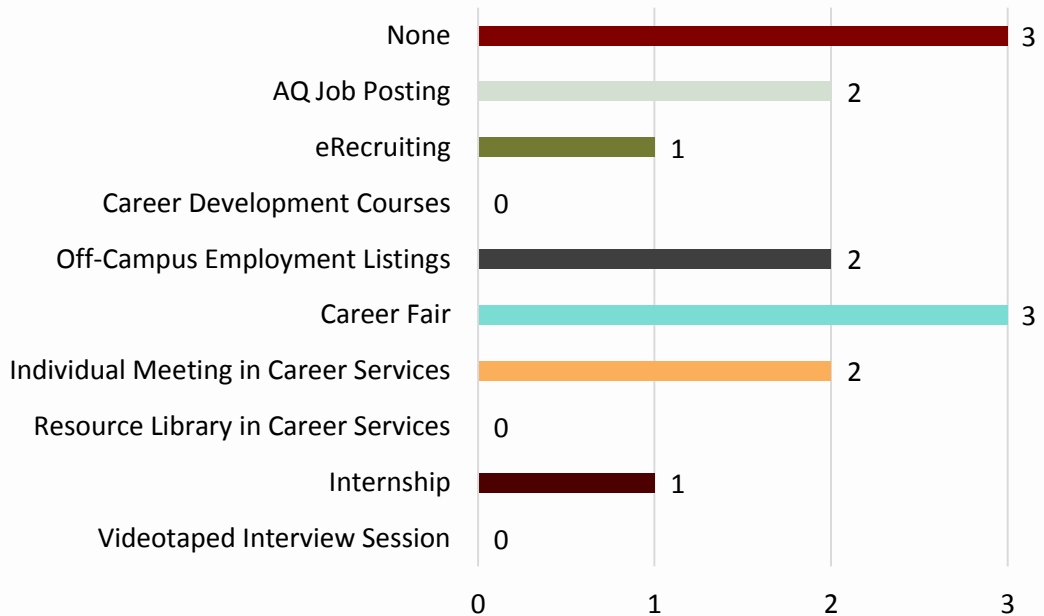


Aquinas College Services Used: Undergraduates



n=137

Aquinas College Services Used: Graduates



n=7