



Central Michigan University
First Destination Survey
2021 - 2022 Graduates

Academic Planning & Analysis
Central Michigan University
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Summary:

The information contained in this document summarizes the data collected from undergraduate students who graduated from Central Michigan University in August 2021, December 2021, and May 2022. These three groups constitute a total of 2,892 graduates. Of these graduates, 492 completed employment questions on the Graduating Student Exit Survey and 615 completed the First Destination Survey, resulting in a response rate of 38.3%. The respondents had a higher GPA than the nonrespondents in the graduating population (3.42 vs. 3.34) and consisted of more females (69% vs. 61%). There were significant differences in race/ethnicity between the respondents and the nonrespondents. There were more white respondents and fewer Hispanic/Latino and Black or African American respondents. Based on the results of the survey, 73.7% of respondents were employed six months after graduating from CMU, while an additional 17.4% chose to continue their education.

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

	Graduates		Survey Respondents		Difference
Total n	2892		1,106		1,786
Mean GPA ¹	3.34		3.42		-0.08
SD	.442		.420		0.022
Male ²	1119	39%	346	31%	8%
Female	1773	61%	760	69%	-8%
Nonresident alien ³	40	1%	12	1%	0%
Hispanic/Latino	164	6%	55	5%	1%
American Indian or Alaska Native	11	0.4%	5	0.5%	-0.1%
Asian	38	1%	12	1%	0%
Black or African American	267	9%	82	7%	2%
Native Hawaiian or Other Pacific Islander	4	.1%	1	.1%	0%
White	2236	77%	898	81%	-4%
Two or more races	104	4%	35	3%	1%
Race and ethnicity unknown	28	1%	6	1%	0%

Note: “Difference” is the difference in Graduates - Online Respondents. Percentages describe the proportion of people within the group (column) that graduated from the given group (row).

¹ There was a significant effect of GPA, $t(2890) = -8.556, p < .001, 95\% \text{ CI } [-.176, -.110]$, with respondents having a higher GPA than non-respondents

² There was a significant effect of gender, $\chi^2(1, N = 2892) = 41.443, p < .001$, with more females responding to the survey

³ There was a significant effect of race/ethnicity, $\chi^2(8, N = 2892) = 18.117, p < .05$, with a greater number of white respondents and fewer Hispanic/Latino and Black or African American respondents

Demographics: Response Rates by College and Department

College	Graduates		Survey Respondents		Difference	Response Rate
Business Administration	533	18%	191	15%	3%	36%
The Arts and Media	368	12%	137	11%	1%	37%
Education and Human Services	566	19%	204	16%	3%	36%
H.H. & G.A. Dow College of Health Professions	388	13%	175	14%	-1%	45%
Liberal Arts and Social Sciences	631	21%	322	26%	-5%	51%
Science and Engineering	485	16%	218	17%	-1%	45%
Department	Graduates		Survey Respondents		Difference	Response Rate
Accounting, School of	59	2%	22	2%	0%	37%
Art and Design	50	2%	12	1%	1%	24%
Biology	117	4%	41	3%	1%	35%
Broadcast and Cinematic Arts, School of	87	3%	34	3%	0%	39%
Business Information Systems	55	2%	19	2%	0%	35%
Chemistry and Biochemistry	22	1%	9	1%	0%	41%
Communication	54	2%	18	1%	1%	33%
Communication Sciences and Disorders	63	2%	35	3%	-1%	56%
Computer Science	73	2%	28	2%	0%	38%
Counseling and Special Education	53	2%	37	3%	-1%	70%
Earth and Atmospheric Sciences	28	1%	17	1%	0%	61%
Economics	12	0.4%	6	0.5%	-0.1%	50%
Engineering and Technology, School of	105	3%	38	3%	0%	36%
English Language and Literature	61	2%	33	3%	-1%	54%
Entrepreneurship	46	1%	13	1%	0%	28%
Fashion, Interior Design & Merchandising	67	2%	27	2%	0%	40%
Finance and Law	82	3%	27	2%	1%	33%
Geography and Environmental Studies	42	1%	22	2%	-1%	52%
Health Sciences, School of	212	7%	87	7%	0%	41%
History	31	1%	21	2%	-1%	68%
Human Development and Family Studies	135	4%	49	4%	0%	36%
Interdepartmental	45	1%	13	1%	0%	29%
Interdisciplinary	439	14%	145	11%	3%	33%
Journalism	70	2%	28	2%	0%	40%
Management	99	3%	27	2%	1%	27%
Marketing and Hospitality Services Administration	240	7%	64	5%	2%	27%
Mathematics	53	2%	30	2%	0%	57%
Music, School of	44	1%	17	1%	0%	39%

Philosophy and Religion	13	0.4%	7	1%	-0.2%	54%
Physical Education and Sport	69	2%	28	2%	0%	41%
Physics	8	0.2%	6	0.5%	-0.3%	75%
Political Science and Public Administration	86	3%	40	3%	0%	47%
Psychology	273	8%	102	8%	0%	37%
Recreation, Parks and Leisure Services Administration	95	3%	34	3%	0%	36%
RMS - Athletic Training Program	18	1%	8	1%	0%	44%
RMS- Food & Nutrition Program	19	1%	13	1%	0%	68%
RMS – Nursing Program	10	0.3%	4	0.3%	0%	40%
Sociology, Anthropology and Social Work	150	5%	67	5%	0%	45%
Statistics, Actuarial & Data Sciences	25	1%	17	1%	0%	68%
Theatre & Dance	12	0.4%	5	0.4%	0%	42%
World Languages and Cultures	21	1%	11	1%	0%	52%

Note: “Difference” is the difference in Graduates - Online Respondents. Percentages describe the proportion of people within the group (column) that graduated from the given department/college (row). Graduates can have more than one major so they may appear in multiple departments/colleges.

Survey Results

Question 1: What is your employment status?

Employment results are separated by Graduating Student Exit Survey respondents (GSES) and First Destination Survey respondents (FDS). Students are less likely to be employed right after graduation and only FDS results are reported to National Association of Colleges and Employers (NACE).

First Destination Survey Results

	CAM		CBA		CEHS		CHP		CLASS		CS&E		Total	
Employed full-time	45	64%	85	77%	90	74%	36	40%	107	58%	88	70%	393	64%
Employed part-time	5	7%	10	9%	6	5%	10	11%	11	6%	4	3%	42	7%
Volunteer or Service program	1	1%	0	0%	1	1%	0	0%	5	3%	0	0%	4	1%
Self-Employed	4	6%	1	1%	1	1%	1	1%	1	1%	1	1%	9	2%
Student	5	7%	8	7%	11	9%	36	40%	43	23%	21	17%	107	17%
Planning to Continue Education	1	1%	1	1%	4	3%	3	3%	2	1%	4	3%	15	2%
Military	0	0%	0	0%	1	1%	1	1%	2	1%	1	1%	5	1%
Not Employed (Seeking Employment)	9	13%	6	5%	7	6%	3	3%	14	8%	7	6%	38	6%
Not Employed (not Seeking Employment)	0	0%	0	0%	0	0%	1	1%	1	1%	0	0%	2	0.3%
Total	70		111		121		91		186		126		615	

Note: Percentages describe the proportion of people within the college (column) that selected the given option (row). **College counts include all majors while Total count is unduplicated.**

Graduating Student Exit Survey Results

	CAM		CBA		CEHS		CHP		CLASS		CS&E		Total	
Employed full-time	22	33%	56	70%	55	66%	19	23%	41	30%	37	35%	192	39%
Employed part-time	7	10%	2	3%	5	6%	9	11%	15	11%	12	11%	47	10%
Volunteer or Service program	0	0%	1	1%	0	0%	0	0%	2	2%	1	1%	4	1%
Self-Employed	1	2%	1	1%	1	1%	0	0%	0	0%	0	0%	3	1%
Student	7	10%	4	5%	4	5%	25	30%	27	20%	10	9%	68	14%
Planning to Continue Education	3	5%	3	4%	0	0%	11	13%	9	7%	6	6%	29	6%
Military	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%
Not Employed (Seeking Employment)	26	39%	13	16%	17	20%	19	2%	41	30%	38	36%	143	29%
Not Employed (not Seeking Employment)	0	0%	0	0%	2	2%	1	1%	1	1%	2	2%	5	1%
Total	67		80		84		84		136		106		492	

Note: Percentages describe the proportion of people within the college (column) that selected the given option (row). College counts include all majors while Total count is unduplicated.

Question 2: How satisfied are you with your current employment status?

	CAM		CBA		CEHS		CHP		CLASS		CS&E		Total	
Extremely Dissatisfied	4	9%	5	7%	7	8%	1	2%	6	5%	5	6%	24	6%
Somewhat Dissatisfied	4	9%	3	4%	6	7%	3	7%	6	5%	7	8%	27	7%
Neutral	2	4%	10	14%	9	10%	5	12%	9	8%	3	4%	34	9%
Somewhat Satisfied	9	20%	21	28%	25	28%	14	33%	41	37%	23	27%	121	31%
Extremely Satisfied	26	58%	35	47%	42	47%	19	45%	50	45%	47	55%	187	48%
Total	45		74		89		42		112		85		393	

Note: Percentages describe the proportion of people within the college (column) that selected the given option (row). College counts include all majors while Total count is unduplicated.

Question 3: Which category which BEST describes your employment?

	Count	Percent
Employed as an entrepreneur	9	2.3%
Employed in a temporary/contract work assignment	40	10.3%
Employed freelance	10	2.6%
Employed in a postgraduate internship or fellowship	14	3.6%
Employed in all other work categories	314	81.1%
Total	387	

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

	CAM		CBA		CEHS		CHP		CLASS		CS&E		Total	
Education (K-12)	9	20%	0	0%	18	20%	6	14%	24	21%	11	13%	59	15%
Education (post-secondary)	0	0%	2	3%	0	0%	0	0%	5	5%	2	2%	7	2%
Finance, insurance, or real estate	2	4%	18	24%	5	6%	1	2%	5	5%	7	8%	33	8%
Government (including law enforcement and military)	0	0%	2	3%	10	11%	1	2%	10	9%	4	5%	25	6%
Guest services (e.g., lodging, restaurants)	4	9%	1	1%	2	2%	0	0%	3	3%	2	2%	11	3%
Healthcare	1	2%	2	3%	13	15%	21	50%	6	5%	3	4%	42	11%
Manufacturing	1	2%	8	11%	2	2%	0	0%	2	2%	7	8%	16	4%
Media (e.g., television, arts, broadcasting)	13	29%	0	0%	1	1%	0	0%	1	1%	2	2%	15	4%
Professional or business services	3	7%	18	24%	5	6%	1	2%	7	6%	1	1%	32	8%
Sales	2	4%	10	14%	5	6%	2	5%	7	6%	1	1%	24	6%
Science and technology (e.g., engineering, programming)	1	2%	2	3%	2	2%	1	2%	3	3%	33	39%	36	9%
Social services / non-profit	1	2%	2	3%	4	5%	2	5%	24	21%	0	0%	29	7%
Transportation / public utilities	0	0%	2	3%	0	0%	0	0%	2	2%	3	4%	6	2%
Other (request from Career Development)	8	18%	7	10%	22	25%	7	17%	13	12%	9	11%	58	15%
Total	45		74		89		42		112		85		393	

Note: Percentages describe the proportion of people within the college (column) that selected the given option (row). College counts include all majors while Total count is unduplicated.

Question 5: What was the required level of education to obtain your current position?

	CAM		CBA		CEHS		CHP		CLASS		CS&E		Total	
Some high school	2	4%	0	0%	0	0%	0	0%	4	4%	4	5%	8	2%
High school diploma	3	7%	7	10%	13	15%	5	12%	14	13%	4	5%	44	11%
Some college	3	7%	1	1%	4	5%	2	5%	7	6%	7	8%	23	6%
Associate degree	0	0%	2	3%	7	8%	4	10%	3	3%	3	4%	19	5%
Bachelor's degree	32	71%	60	81%	61	69%	25	60%	76	68%	66	78%	276	70%
Graduate or professional degree	0	0%	3	4%	0	0%	2	5%	0	0%	0	0%	4	1%
None	5	11%	1	1%	4	5%	4	10%	8	7%	1	1%	19	5%
Total	45		74		89		42		112		85		393	

Note: Percentages describe the proportion of people within the college(column) that selected the given option (row). College counts include all majors while Total count is unduplicated.

Question 6: How satisfied are you with your current position?

	CAM		CBA		CEHS		CHP		CLASS		CS&E		Total	
Extremely Dissatisfied	4	9%	4	5%	7	8%	2	5%	8	7%	2	2%	24	6%
Somewhat Dissatisfied	7	16%	6	8%	10	11%	4	10%	13	12%	7	8%	42	11%
Neutral	2	4%	8	11%	5	6%	5	12%	10	9%	4	5%	32	8%
Somewhat Satisfied	16	36%	27	37%	25	28%	11	27%	37	33%	28	33%	125	32%
Extremely Satisfied	16	36%	29	39%	41	47%	19	46%	44	39%	44	52%	168	43%
Total	45		74		88		41		112		85		391	

Note: Percentages describe the proportion of people within the college (column) that selected the given option (row). College counts include all majors while Total count is unduplicated.

Question 7: How closely does your academic major at CMU relate to your current position?

	CAM		CBA		CEHS		CHP		CLASS		CS&E		Total	
Not at all related	8	18%	1	1%	9	10%	9	21%	23	21%	5	6%	48	12%
Slightly related	5	11%	9	12%	7	8%	4	10%	13	12%	10	12%	43	11%
Somewhat related	5	11%	10	14%	7	8%	3	7%	11	10%	11	13%	43	11%
Moderately related	10	22%	22	30%	23	26%	7	17%	25	22%	23	27%	100	25%
Extremely related	17	38%	32	43%	43	48%	19	45%	40	36%	36	42%	159	41%
Total	45		74		89		42		112		85		393	

Note: Percentages describe the proportion of people within the college (column) that selected the given option (row). College counts include all majors while Total count is unduplicated.

Question 8: What’s the main reason you’re not working in a field related to your major at CMU?

	Count	
Never planned to work in my field	1	2%
Developed a new career interest	5	11%
Desired higher pay	4	9%
Could not find a suitable job related to my major	17	36%
Would have to relocate for a job in my field	6	13%
Desired increased opportunity for advancement	0	0%
Have not obtained required license, registration, or certification for my field	3	6%
Other	11	23%
Total	47	

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

"Other" Reasons for not working in a field related to major at graduation	
Worked at this job in college and cannot find anyone to hire me	
Need a Masters, cannot afford one without great debt	
Job field has no open positions and is competitive. Need more experience in order to work in my field of study	
Have contingent position related to my major	
Do not have enough experience	

Question 9: Based on your academic major at CMU, how prepared were you for your current position?

- This question appeared only for those who indicated full-time employment in Question 1.

	CAM		CBA		CEHS		CHP		CLASS		CS&E		Total	
Not at all prepared	2	5%	1	2%	1	1%	1	3%	5	5%	4	6%	12	4%
Slightly prepared	7	17%	6	10%	2	2%	5	14%	17	18%	4	6%	36	11%
Somewhat prepared	8	19%	11	19%	14	17%	5	14%	23	25%	13	18%	68	20%
Moderately prepared	12	29%	29	49%	31	37%	8	22%	25	27%	37	52%	122	36%
Extremely prepared	13	31%	12	20%	37	44%	17	47%	24	26%	13	18%	103	30%
Total	42		59		85		36		94		71		341	

Note: Percentages describe the proportion of people within the college (column) that selected the given option (row). College counts include all majors while Total count is unduplicated.

Question 10: What is your annual income (before taxes) from your primary employment?

This question appeared only for those who indicated full-time employment or self-employment in Question 1. The question was asked on the Graduating Student Exit Survey and the First Destination Survey.

- Additionally, 84 students reported an average end of the year bonus of \$3,309.

	CAM		CBA		CEHS		CHP		CLASS		CS&E		Total	
Less than \$20,000	2	6%	0	0%	1	2%	1	5%	2	3%	1	2%	6	2%
\$20,000 to \$29,999	1	3%	1	2%	3	5%	1	5%	8	11%	3	5%	15	6%
\$30,000 to \$39,999	13	39%	3	6%	13	19%	6	29%	17	24%	9	16%	54	21%
\$40,000 to \$49,999	14	42%	12	25%	23	34%	9	43%	26	37%	11	20%	82	31%
\$50,000 to \$59,999	3	9%	8	16%	10	15%	2	10%	11	16%	8	14%	38	15%
\$60,000 to \$69,999	0	0%	11	22%	3	5%	0	0%	4	6%	9	16%	26	10%
Over \$70,000	0	0%	14	29%	14	21%	2	10%	2	3%	15	27%	41	16%
Average Salary	\$38,501		\$57,499		\$51,659		\$42,241		\$41,655		\$55,309		\$48,901	
Total	33		49		67		21		70		56		262	

Note: Percentages describe the proportion of people within the college (column) that selected the given option (row). College counts include all majors while Total count is unduplicated.

Question 11: Where are you currently employed?

- This question appeared online only for those who indicated employment in Question 1.
- This question was open-ended. Please request individual responses from Career Development.

Question 12: Did you participate in an internship? If so, where did you complete your internship?

Did you participate in an internship?	CAM		CBA		CEHS		CHP		CLASS		CS&E		Total	
Yes	30	58%	53	75%	53	54%	37	52%	52	37%	41	44%	224	49%
No	22	42%	18	25%	46	46%	34	48%	90	63%	53	56%	235	51%
Total	52		71		99		71		142		94		459	

Note: College counts include all majors while Total count is unduplicated.

- This question was open-ended. Please request individual responses from Career Development.

Question 13: If you could start over again, would you still choose to attend CMU?

	CAM	CBA	CEHS	CHP	CLASS	CS&E	Total
Definitely no	5 10%	5 8%	2 2%	4 6%	12 9%	5 6%	28 6%
Probably no	4 8%	7 10%	4 4%	2 3%	17 12%	5 6%	32 7%
Unsure	11 21%	5 8%	14 14%	7 10%	26 19%	20 23%	64 14%
Probably yes	18 35%	20 30%	25 26%	18 27%	44 32%	31 35%	142 32%
Definitely yes	14 27%	30 45%	53 54%	37 54%	39 28%	27 31%	178 40%
Total	52	67	98	68	138	88	444

Note: Percentages describe the proportion of people within the group (column) that selected the given option (row). College counts include all majors while Total count is unduplicated.

Question 14: What reasonable measures can be taken to improve the student experience at CMU?

- This question was open-ended. Please request individual responses from Career Development.