General Comments

This survey was for Concordia graduates who earned B.A. or B.B.A. degrees in December 2010, May 2011 or August 2011 (academic year 2010-11). Alumni were sent an email with a link to the survey and also were sent a postcard notifying them of the survey. Two follow-up emails were sent as reminders. This annual survey is conducted in part to meet an MPCC request for graduate data. The survey instruments for cohort and traditional graduates are the same. With some revisions/deletions/additions, similar surveys have been sent out since 2002.

Attempts were made to contact all 428 graduates. Of these, 38% returned completed surveys -- 163 out of 428. The overall response rate is still low, but stayed even with last year’s increase. 2005 – 27%, 2006 – 22%, 2007 – 20%, 2008- 24%, 2009 – 22%, 2010 - 28%, 2011 – 38%

Of the 163 respondents, 96 (59%) were in cohort classes while 67 (41%) were in the traditional day program. This is a breakdown of what the majors were (for those who shared this information)

<table>
<thead>
<tr>
<th>Majors</th>
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<tr>
<td>Organizational Mgmt/Leadership -- 33</td>
<td>English – 3</td>
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<td>Marketing Management/Marketing - 19</td>
<td>Family Life Education – 3</td>
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<td>Human Resource Management -- 13</td>
<td>Accounting – 3</td>
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<td>Education – 10</td>
<td>Business – 3</td>
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<td>Biology – 9</td>
<td>Early Childhood Education --- 3</td>
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<td>Child Development -- 8</td>
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<td>Studio Art - 4</td>
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<td>Pulmonary Science -- 4</td>
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<td>Psychology -- 4</td>
<td>Theology – 1</td>
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<td>Physical Education – 1</td>
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<tr>
<td>Communication Studies - 3</td>
<td>Parish Education and Administration - 1</td>
</tr>
<tr>
<td>Criminal Justice -- 3</td>
<td>Self-Designed majors – 2</td>
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Of all responses, 129 graduates reported that they were working full-time and 24 were working part-time. 44 were pursuing further education –37 full-time and 7 part-time. The areas of study are wide-ranging, but 18 of the 44 who continued their education were studying business (41%), 9 were studying education (20%) and 6 were in the health services field (13%).
One open-ended question: How did Concordia prepare you for the next stage of your life?

(responses shown by college with the student's major indicated after each comment)

College of Arts and Letters

Taught me how to deal with existing in a strife filled environment, and how to cope and even work with people who didn't like me. (trad theater)

It led me to the person who I want to spend the rest of my life with. I think I was really happy with my degree at the time, but now I really realize that I should have gone to school for something else, because I do not like the job environment that I entered into. I wish that I was more aware of that when I entered the job industry and had done an internship before I graduated. (trad theater)

Unfortunately it did not. (trad studio art)

It got me to see what my end goal that I want to be at in the next 5 yrs (trad studio art)

Helped me get jobs and internships (trad English)

I currently work as a Web designer for Menards. My art professors made this possible. (trad art design)

The internship that I had was a wonderful learning experience and has prepared me for the job that I have now. I am thankful that as part of my study at Concordia I was able to learn through getting experience outside of the classroom. (trad DCE)

It prepared me for future art pieces and for the competitive art world. (trad art studio)

My time at CSP and the education I received was invaluable. The professors and staff pour their lives into preparing the students for life after college. My degree has prepared me to be able to function professionally in urban settings. I mean that not only in the people who are considered the “clienteles” of working for an urban non-profit, but also with the staff of the organization. It helps give me a voice. (trad Parish Ed Administration and DCE certification)

Almost too well! Some of my seminary masters level classes have been rather boring because I had such a good level education at the undergraduate level. It was a great school to prepare for my future. (trad theology)

Opportunities for networking, taught basic concepts that were foundational to graduate studies, building important study skills for graduate work. (trad DCE)

Opened a few doors for interviews, but still haven't found permanent work that I want (trad communication studies)

My degree did not prepare me for the next stage in my life. It got me one temp job in a field not related to my major. When the University fired Randy Winkler they ruined a lot of opportunities for the students in the Theatre department. I do not feel that I know enough to get a permanent or successful job in my field and I have talked to several of my peers who feel the same way/are in the same situation. (trad theater)

So far it hasn't. I will be returning to school to become an electrician because my Bachelor's degree is almost worthless. I make the same amount of annual income as before and no one wants to hire a studio art's major. (trad studio art)

It didn't. No one wants to hire me based on my degree, only my (lack of) experience. (trad English)

College of Business and Organizational Leadership

provided me with more opportunity/choice when it comes to seeking employment. (trad accounting)

As someone that has only recently switched their career and studies to business, it gave me the confidence to stand my ground with even the most experienced business people. It is like a compass that has allowed me to navigate through the business world, where I previously had little direction. (cohort marketing)

It prepared me to be a better student for my M.B.A program; it has also prepared me to think more critically, research better, and has helped me to be a better leader in my profession (cohort OML)

Gave me the credentials employers look for (cohort Human Resource Mgmt)
Elevated career wise (cohort business)

It allowed me a solid foundation to start with (trad business)

It refined my ability to structure and retain my knowledge. (cohort OML)

Gave me insight on how to market myself and market certain products. It also gave me a lot of business terminology and better writing skills. (cohort marketing management)

Able to enroll in graduate program. (cohort OML)

I started a new business. (cohort OML)

I had hoped that this degree would open opportunities for employment in the nonprofit sector. However, this has not been the case, even though I have over 8 years of nonprofit experience and plenty of recommendations. (cohort OML)

Concordia made it possible for me to get promoted while in the program and learn my industry quickly. Most importantly Concordia taught me critical thinking and analytical skills through the cohort program. Also - the degree and course work prepared me for a Master's/ MBA should I decided to pursue a higher degree. (cohort food retail management)

Unfortunately I have not been able to put my degree to use at my current job (although it is in the field of my degree) and hope to find a new one that better utilizes my skills. I've been hesitant to actively search given the unstable economy however and the relative stability of my current position. (cohort marketing management)

Allowed me to complete that part of my life's goals. (cohort OML)

My degree has helped me fulfill the goal of facilitating and speaking as well as being an example to the public schools where I volunteer. It shows them it is never too late to finish your education and continue moving forward. I miss the learning at Concordia. It has truly changed my life. Thank you! (cohort OML)

Allowed me more employment opportunities because I now have a 4 year degree which is now a requirement for most jobs these days. (cohort OML)

By qualifying me for advancement in pay and responsibilities. (cohort OML)

Expanded my knowledge base and opened my eyes to different methods, behaviors and strategies of leadership. I gained confidence of myself and improved self-worth. (cohort OML)

Let me complete that part of my life's goals. (cohort OML)

It provided me with the building blocks and knowledge to grow in my position and organization. Shortly after graduation, I was offered a promotion. (cohort human resource management)

It didn't prepare me at all. Concordia does a very poor job and the schooling is a joke. Teachers do not go above and beyond to educate students. It almost seems like the teachers are just there to college pay checks like they are easing into retirement. Concordia should also have a class before students enroll about potential debt that they can be in with student loans before they choose the university because the education is not worth the price. CU does an awful job with assisting with job placement for students. (trad marketing)

It taught me more about the field I'm in. (cohort, no major listed)

My bachelor's degree from Concordia prepared me for the rigorous and intense studying I would take on at a graduate level because Concordia's program was an accelerated program. The homework and study schedule were intense at Concordia University which prepared me for graduate school. (cohort OML)

Didn't have much time to prepare, it just happened. However, my degree helped a ton. (cohort OML)

At my age and experience, not sure how much it prepared as much as it validated. (cohort OML)

I had a great cohort experience at Concordia and wanted the same thing for my MBA (cohort human resource management)
This degree prepared me for my new career by offering a wide variety of classes and information regarding organizations, management and leadership. Teams and groups, marketing and systems management and ethics are top picks. (cohort OML)

My degree solidified my extensive experience and demonstrated that I am a total package - education AND experience. (cohort OML)

Helped me get an entry level position with 3M in the 02 program (cohort marketing management)

My degree pursuit allowed me to broaden my perspective on my industry as well as business overall. (cohort food management)

Refining my work skills (cohort human resource management)
It helped me learn the problem solving skills necessary for my job. Also, I got to know people at Concordia that eventually networked me to my current job. (trad marketing)

It prepares me for the challenging work environment more than anything. I am also more aware of the demanding work schedule. (trad accounting and finance)

I needed a degree to advance from non-exempt to exempt status. Gave me better presentation skills and more confidence in general. (cohort OML)

The experience has provided me some excellent tools in working effectively with others in the diverse world we live in (cohort OML)

Although I was working in the HR field while I was completing my degrees, I am now more confident and expanded my skills and knowledge within HR. I find my input and knowledge is valued more by colleagues and management. (cohort human resource management)

I was able to work full-time while getting a valuable education with the cohort program. I was also able to collaborate and network with a great bunch of working professionals from a wide variety of fields/backgrounds. Not only did I learn from the course materials, but also from the broad range of experiences and backgrounds that were represented in my cohort. Overall, an amazing experience and I can't imagine having completed my Bachelor's any other way! (cohort OML)

increased confidence in the marketplace (cohort marketing)

It gave me the educational credentials to qualify for a greater number of positions in my field. (cohort OML)

Validation of key career learnings and a refreshing break in pace to experience the joy of learning in a cohort environment. Network expansion and broader understanding of consumer / operator mindsets. (cohort food retail management)

My degree provided me the more strategic perspective of business intricacies and provided a map of how the different disciplines of business are related as well as the effects of one department on the other. With each module there were additional opportunities to discover new ways of conducting research, interviews, visual aids, writing and presentation techniques. (cohort OML)

Completing my degree gave me greater confidence in myself which has led to better performance and leadership. (cohort OML)

more advancement opportunities and visibility at work (cohort human resource management)

Have felt nothing different since the degree was completed. (cohort OML)

Fulfilled a goal and helped me further my career path within the company I work for. (cohort marketing)

Not really at all (trad marketing)

It really prepared me quite well. (cohort OML)

It gave me a greater understanding of marketing and much needed confidence. (cohort marketing)

Supplied me with the tools necessary to succeed. (cohort human resource management)

It helped me learn real life applications that got me focused on certain job skills that I needed improvement on. (trad marketing)

It helped me to understand our retail business environment better. (cohort food retail management)
Will assist in my continued development and further promotions (cohort food retail management)

Stressed importance of change and innovation, markets and consumers are in a continual stage of change. Reinforced importance of research and preparation when executing change. (cohort food retail management)

Gave me the degree to advance within my organization. Provided me with good resources and knowledge to handle the daily changes of managing an office. (cohort OML)

It hasn’t so far, but I have not looked for a different position due to health reasons. (cohort OML)

It set me up for a new position with my company; however I have yet to get it (cohort human resource management)

I completed a life goal & enriched my skills/knowledge for my current position. (cohort human resource management)

I stepped into a management role while in school, and the program followed much of what I was doing for my career. (cohort OML)

Gave me the confidence to survive the ever changing/consolidating world of corporate retail (cohort food retail management)

Increased my opportunities while serving in the military, but also keeps me competitive when I retire from the service (cohort OML)

Receiving my degree was a personal accomplishment that I was striving for. As far as on a professional level I can’t say that my degree has prepared me for a next stage in life. (cohort human resource management)

The changing landscape in sales and marketing was made very clear. I feel I am better prepared to deal with it now. (cohort marketing)

It prepared me to think that business is not personal. (trad business)

Gave me a broader understanding of the industry I work in. I developed more fully my critical thinking and communication skills. Confidence in myself. (cohort food retail management)

College of Education and Science

It was a goal that I wanted to complete. Hopefully I will enroll in a Masters program (cohort education)

I left Concordia with a teaching job that I still have today! (trad early childhood education)

Logic thinking, end user knowledge (cohort ITM)

My biology degree helped me to have a high work ethic. I work in the health and wellness industry with a company that does cellular health. Biology is all about cells and we can only be as healthy as our cells. I’m now able to fulfill my passions of helping people become healthy and making families an additional income as well. (trad biology)

It opened many opportunities for me. (trad biology)

I’m still looking for a job that is more closely related to my degree. (cohort family life education)

It helped me realize I was able to get a BA and prepare me for graduate school, which I will be enrolling in soon. (cohort child development)

It opened my eyes to all the ways I can be in a school and gave me many different techniques of teaching. (trad physical education)

It landed me a job doing something education related. I applied for a paraprofessional and I was hired as a supervisor for a child care program due to my degree. (trad education)

Allows me to present myself in a professional manner. (cohort early childhood education)

It made my career transition from construction to IT a possibility! (cohort ITM)
I decided to make a career change after working in ECE for twenty years. This decision came after my husband retired from the military. (cohort child development)

I now have a 4-year bachelor's degree, but it did not prepare me for a new career since I had no background in IT. The program really was not a good fit for me. (cohort ITM)

Made me more knowledgeable for my career in early childhood (cohort child development)

Enabled me to gain employment at as a teacher. (trad elementary education)

It provided me with knowledge and skills to further my education and start my career. (trad family life education)

It helped me learn about dealing with people in today's economy. It taught me a lot about different crimes. It also helped me build social skills. I was able to develop relationships with great people and most of the instructors were great! (cohort criminal justice)

Couldn't get a master's or advance at work without it. (cohort ITM)

Finishing my BA in FLE has been a blessing in my life preparing me with life skills and gained knowledge to apply in my relationship and with my family. I am better prepared to serve families across the lifespan as a practitioner in the field, with a greater understanding of the diverse strengths and needs of today's families. (cohort family life ed)

I believe my degree prepared me to take on the challenges in my field with more confidence. (cohort ITM)

Prerequisite to masters (trad psychology)

Words can't describe how prepared I was when I entered full time ministry. I owe my preparation to CSP and the professors and classes I took. The Holy Spirit continues to grow my faith as a graduate of CSP! (trad parish ed and administration)

Just having the degree allowed for advancement (trad biology)

It allowed me the experience and degree required to seek out a job in my field. I am currently doing substitute teaching during the school year. It has prepared me to be in the classroom. (trad elementary education)

I want to go to grad school for pharmacology, so my degree in math and biology definitely prepared me for that. Currently, I work in a lab, so I use what I learned in my degree there as well. (trad math, biology)

Got me the pre-req classes (trad math, biology)

It allowed me to have my pre-req courses completed so that I could pursue a Master's in Nursing degree. CU does not offer nursing but obtaining the degree I did allowed me to already have knowledge needed and pre-req courses completed for my next step in life. (trad biology)

helped with my current role at my job (cohort pulmonary science)

A wee bit backwards; climbed the ladder of success with little time to complete education; health issues brought about need to finish what I started 30 years ago. (cohort child development)

My degree made me more knowledgeable in the field I work in. I also got a pay increase. (cohort child development)

AmeriCorps hired, partly based on the education background. (trad education)

Achieved personal and professional goals (cohort pulmonary science)

It didn't (trad kinesiology)

It taught me the skills needed to continue on in my career field. Even though I might not have learned the direct skills needed, I received a good foundation to work from. (trad mathematics)

Meet the requirements of my job and helped with the education level that I needed. (cohort child development)

With the BA from Concordia I was able to take a 1 year program to get licensed. (cohort early childhood education)
I haven’t furthered my employment yet— I am still working on it—the job search is difficult at this time. Very frustrating! (cohort pulmonary science)

Problem solving skills and critical thinking are essential for my current position, my degree applied those skills on a broader level that allowed me to integrate them into my work habits. (trad psychology)

It’s a stepping stone and wealth of knowledge. (trad criminal justice)

The coursework gave me more "tools" to use in my current position. Along with this added knowledge and additional resources I received the credential that put me at a more equal status with my peers; credible. (cohort child development)

I got a job in the field of my major. I’m now a k-5 music teacher (trad music education)

My degree helped me to gain a deeper understanding of different cultures and how to work with diverse groups of people. (trad multicultural studies)

It gave me the knowledge in child development and the skills. (cohort child development)

The classes in my undergraduate math major were the prerequisites for graduate study. (trad math and education)

Mostly in basic understanding of psychological theories and principles, as well as critical thinking. It has not had an effect to this point. (trad psychology)

The degree program delivered little field relative material. The feel as though the degree did little to prepare me for the next stage. The program needs to be revised to show more updated material. (cohort ITM)