

MONROE COUNTY COMMUNITY COLLEGE

**GRADUATE
FOLLOW-UP
SURVEY**

2014

2015

Including the

Employer
Follow-up
of the
2014-2015
Class

Office of
Institutional
Research, Evaluation,
and Assessment

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There were 502 students who completed the requirements for his or her degree or certificate program(s) between July 1, 2014 and June 30, 2015. Three attempts were made to contact these individuals to respond to the Graduate Follow-Up Survey regarding their employment, educational status, and the evaluation of various MCCC services and programs. To incentivize participation, five respondents were randomly selected to receive a \$10 gift card for their time. Graduates were invited to participate through a mail survey and a Web-based format. The response rate was 19.4%. Overall the demographic characteristics of respondents were quite representative of the graduating class, although 20 to 25-year-olds were slightly underrepresented, as were the small number of certificate earners.

Employers of graduates were also surveyed when supplied by the graduate as part of their survey. Thirty-eight surveys were mailed to employers, with a response rate of 31%. Employers provided their perception of the job preparation and performance of their MCCC graduate. Both the employer feedback and graduate feedback on College services were largely positive.

If you have any questions, comments, or suggestions for content of future reports, please contact me at the Office of Institutional Research, Evaluation, & Assessment at (734) 384-4237 or jdeleeuw@monroeccc.edu.

Sincerely,



Jamie DeLeeuw, Ph.D.

Coordinator of Institutional Research
Evaluation, & Assessment

Monroe County Community College 2014-2015 Graduate Follow-up Survey Report

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Awards Summary of Class and Respondents

Unduplicated Graduates

	<u>2014-15</u>	<u>2013-14</u>
Graduate Population	502	522
Incorrect Address	6	10
Corrected Population	496	512
Unduplicated Responses	96	122
Response Rate	19.4%	23.8%

Awards

	2014-15 Total		First Award		2013-14 Total	
			2014-15 Respondents			
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Associate of Applied Science	255	50.8%	55	57.3%	268	47.4%
Associate of Science	170	33.9%	32	33.3%	219	38.8%
Associate of Arts	5	1.0%	0	0.0%	4	0.7%
Associate of Fine Arts	5	1.0%	1	1.0%	4	0.7%
Certificate Program Designation Added	62	12.4%	7	7.3%	64	11.3%
Total	502	100%	96	100%	565	100%

Occupational vs. Transfer Programs

	2014-15 Total		2014-15 Respondents		2013-14 Total	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Occupational	306	61.0%	58	60.4%	305	54.0%
Transfer	196	39.0%	38	39.6%	260	46.0%
Total	502	100%	96	100%	565	100%

Awards by Graduation Date

	2014-15 Total		2014-15 Respondents		2013-14 Total	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
July/August	34	6.8%	4	4.2%	22	3.9%
December	162	32.3%	22	22.9%	159	28.1%
May	279	55.6%	60	62.5%	314	55.6%
June	27	5.4%	10	10.4%	70	12.4%
Total	502	100%	96	100%	565	100%

Demographic Summary of Class and Respondents

Gender

	2014-15 Total		2014-15 Respondents		2013-14 Total	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Male	201	40.0%	34	35.4%	229	43.9%
Female	301	60.0%	62	64.6%	293	56.1%
Total	502	100%	96	100%	522	100%

Age

	2014-15 Total		2014-15 Respondents		2013-14 Total	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
< 20	20	4.0%	6	6.3%	13	2.5%
20-25	264	52.6%	41	42.7%	285	54.6%
26-30	76	15.1%	19	19.8%	83	15.9%
31-35	48	9.6%	13	13.5%	46	8.8%
36-40	36	7.2%	8	8.3%	30	5.7%
41-50	51	10.2%	5	5.2%	47	9.0%
> 50	7	1.4%	4	4.2%	18	3.4%
Total	502	100%	96	100%	522	100%

Graduates' Residence (Top 6)

	2014-15 Total		2014-15 Respondents		2013-14 Total	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Monroe	191	38.0%	41	42.7%	204	39.1%
Lambertville/Temperance	59	11.8%	7	7.3%	70	13.4%
Newport	32	6.4%	6	6.3%	37	7.1%
Ida	23	4.6%	7	7.3%	14	2.7%
Carleton	20	4.0%	5	5.2%	23	4.4%
Petersburg	16	3.2%	3	3.1%	17	3.3%
La Salle	14	2.8%	0	0.0%	19	3.6%
Total	355	70.7%	69	71.9%	384	73.6%

Employment and Educational Status by Associate Degree

* Employment denominator does not include participation in military service, apprenticeship, or unemployed by choice. ** Denominator includes all graduates, including certificates, found on the next page.	Graduates	% Graduates **	Respondents	% Program Respondents	Full-Time Related	Full-Time Unrelated	Part-Time Related	Part-Time Unrelated	Entered Military Service	Apprenticeship Program	Unemployed by Choice	Unemployed Seeking	Other	Continuing Education	Employment Related * &/or Continuing Education	Job Placement Rate (FT or PT Related) *	Continuing Education Rate
Accounting	12	2.4%	3	25.0%				1			1	1		2	66.7%	0.0%	66.7%
Administrative Professional: Admin	6	1.2%	1	16.7%				1							0.0%	0.0%	0.0%
Associate of Applied Science	17	3.4%	5	29.4%	2	1						1	1	4	80.0%	40.0%	80.0%
Associate of Arts	5	1.0%															
Associate of Fine Arts	5	1.0%	1	20.0%				1						1	100.0%	0.0%	100.0%
Associate of Science	169	33.7%	32	18.9%	3	5	3	11			7	1	2	29	93.8%	24.0%	90.6%
Auto Engineering Technology	6	1.2%	1	16.7%	1										100.0%	100.0%	0.0%
Business Management	49	9.8%	10	20.4%	2	1	4	2			1			9	100.0%	66.7%	90.0%
Chemistry	1	0.2%															
CIS: Computer Programming	1	0.2%															
CIS: Computer Science	3	0.6%	1	33.3%								1			0%	0.0%	0.0%
CIS: Information Assurance & Security	4	0.8%															
CIS: PC Support Technician	1	0.2%															
CIS: System Administration Specialist	4	0.8%	2	50.0%			1					1		2	100.0%	50.0%	100.0%
CIS: Web Design	3	0.6%	1	33.3%				1						1	100.0%	0.0%	100.0%
CIS: Web Development	1	0.2%															
Construction Management Technology	5	1.0%	1	20.0%									1		0.0%	0.0%	0.0%
Criminal Justice	10	2.0%	1	10.0%	1										100.0%	100.0%	0.0%
Culinary Skills & Management	10	2.0%	2	20.0%	1						1			1	100.0%	100.0%	50.0%
Early Childhood Education	15	3.0%	4	26.7%	3		1							2	100.0%	100.0%	50.0%
Electronics & Computer Technology	3	0.6%															
Graphic Design Digital Media	12	2.4%	3	25.0%	1			2						1	66.7%	33.3%	33.3%
Graphic Design Illustration	2	0.4%	1	50.0%	1									1	100.0%	100.0%	100.0%
Industrial Electricity/Electronics Technology	2	0.4%															
Industrial Management - Plant	1	0.2%															
Mechanical Design Technology	3	0.6%															
Mechanical Engineering Technology	2	0.4%	1	50.0%			1							1	100.0%	100.0%	100.0%
Nuclear Engineering Technology	4	0.8%															
Nursing	43	8.6%	13	30.2%	12		1							10	100.0%	100.0%	76.9%
PDA Accounting	1	0.2%															
PDA Industrial Electricity/Electronics	1	0.2%															
PDA Mechanical Design Technology	1	0.2%	1	100.0%	1									1	100.0%	100.0%	100.0%
PDA Nuclear Engineering	1	0.2%															
PDA System Administration Specialist	1	0.2%															
Product & Process Technology	2	0.4%	1	50.0%									1	1	100.0%	0.0%	100.0%
Quality Systems Technology	1	0.2%															
Respiratory Therapy	22	4.4%	4	18.2%	2		2							1	100.0%	100.0%	25.0%
Teacher Paraprofessional	3	0.6%															
Welding Technology	3	0.6%															
Total Degree Graduates	432	86.7%	89	20.6%	30	7	13	19	0	0	10	5	5	67	(81/89) 91.0%	54.4%	75.3%

Employment and Educational Status by Certificate

* Employment denominator does not include participation in military service, apprenticeship, or unemployed by choice. ** Denominator includes all graduates, including degrees.	Graduates	% Graduates**	Respondents	% Program Respondents	Full-Time Related	Full-Time Unrelated	Part-Time Related	Part-Time Unrelated	Entered Military Service	Apprenticeship Program	Unemployed by Choice	Unemployed Seeking	Other	Continuing Education	Employment Related * &/or Continuing Education	Job Placement Rate (FT or PT Related) *	Continuing Education Rate
Administrative Office Assistant	3	0.6%															
Automotive Engineering Technology	3	0.6%															
CIS: PC Support Technician	1	0.2%															
Construction Management	1	0.2%	1	100.0%		1								1	100.0%	0.0%	100.0%
Culinary Skills and Management	7	1.4%															
Early Childhood Education	4	0.8%	1	25.0%								1		1	100.0%	0.0%	100.0%
Electronic Office Assistant	1	0.2%															
Graphic Design - Digital Media	3	0.6%															
Heavy and Industrial Construction	1	0.2%															
Mechanical Design Technology	4	0.8%															
Phlebotomy Technician	9	1.8%	1	11.1%				1						1	100.0%	0.0%	100.0%
Practical Nursing	9	1.8%	2	22.2%	1		1							2	100.0%	100.0%	100.0%
Production and Processing Technology CAD/CAM	2	0.4%															
Production and Processing Technology CNC	3	0.6%															
Welding: Advanced	4	0.8%	1	25.0%								1			0.0%	0.0%	0.0%
Welding: Basic	6	1.2%															
Wind Turbine Technician	1	0.2%	1	100.0%								1		1	100.0%	0.0%	100.0%
Total Certificate Graduates	62	12.4%	7	11.3%	1	1	1	1	0	0	0	3	0	6	(6/7) 85.7%	28.6%	85.7%
Total Graduates (Degrees plus Certificates)	502	100%	96	19.1%	31	8	14	20	0	0	10	8	5	73	(87/96) 90.6%	52.3%	76.0%

Goal Satisfaction and Current Employment

What was your goal when you initially enrolled at MCCC?

	2014-15		2013-14	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
To take courses to improve my skills at my current job.	3	3.2%	2	1.7%
To obtain a certificate in an occupational area.	5	5.3%	10	8.3%
To earn an associate degree in an occupational area leading to employment in that field.	48	50.5%	62	51.2%
To earn college credits to transfer to a 4-year college or university.	34	35.8%	38	31.4%
For self-improvement/increase knowledge in a given area.	4	4.2%	7	5.8%
Other	1	1.1%	2	1.7%
Total	95	100%	121	100%

94.7% of respondents achieved their initial goals compared to 89.3% of the Class of 2013-2014.

When were you hired into your current position?

	2014-15		2013-14	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Prior to enrolling at MCCC.	10	13.7%	20	21.1%
While enrolled at MCCC.	20	27.4%	22	23.2%
After graduating from MCCC.	43	58.9%	53	55.8%
Total	73	100%	95	100%

If you are employed full or part-time in a field unrelated to your area of study at MCCC, please indicate why:

	2014-15		2013-14	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Was not interested in seeking a position in my field of study.	1	3.3%	2	6.3%
Found better opportunities in a field or job where I am currently employed.	5	16.7%	4	12.5%
Attempted to, but could not find a position in my field of study.	6	20.0%	7	21.9%
This position is temporary while continuing my education.	15	50.0%	15	46.9%
Other (1 -- need more experience and a bachelor's degree)	3	10.0%	4	12.5%
Total	30	100%	32	100%

Continuing Education Status

Award	#	Continuing at MCCC		Enrolled at Another Community College		Enrolled at a 4-Year College or University		Plan to Continue Collegiate Education within 1 Year		Do Not Plan To Continue	
		#	%	#	%	#	%	#	%	#	%
Associate of Applied Science	54	5	9.3%	0	0.0%	18	33.3%	13	24.1%	18	33.3%
Associate of Science	32	3	9.4%	1	3.1%	16	50.0%	9	28.1%	3	9.4%
Associate of Fine Arts	1	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%
Certificate	7	3	42.9%	1	14.3%	1	14.3%	1	14.3%	1	14.3%
Program Designation Added	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	95	12	12.6%	2	2.1%	35	36.8%	24	25.3%	22	23.2%

Current Institution

	Number	Percent
Continuing at MCCC	12	25.0%
Eastern Michigan University	9	18.8%
Siena Heights University	7	14.6%
University of Toledo	5	10.4%
University of Michigan	2	4.2%
Others	13	27.1%
Total	48	100%

Evaluation of College Services and Programs

Service/Program	Applicable	N/A	Mean	Very Good (5)		Good (4)		Average (3)		Poor (2)		Very Poor (1)	
The overall quality of the instructors and instruction provided	93	3	4.38	44	47.3%	41	44.1%	7	7.5%	1	1.1%	0	0.0%
The helpfulness exhibited by instructors	94	2	4.41	49	52.1%	36	38.3%	8	8.5%	1	1.1%	0	0.0%
Relevance of the classes and coursework	95	1	4.26	38	40.0%	48	50.5%	6	6.3%	2	2.1%	1	1.1%
Value of "hands-on" and/or lab opportunities	92	4	4.25	49	53.3%	23	25.0%	15	16.3%	4	4.3%	1	1.1%
Co-op, clinical experience, or internship program	44	52	4.39	26	59.1%	12	27.3%	4	9.1%	1	2.3%	1	2.3%
Quality of equipment, tools, or instructional materials	93	3	4.11	38	40.9%	30	32.3%	22	23.7%	3	3.2%	0	0.0%
Online classes	71	25	3.96	23	32.4%	27	38.0%	18	25.4%	1	1.4%	2	2.8%
Enhancement of writing and oral communication skills	91	5	4.26	41	45.1%	36	39.6%	12	13.2%	1	1.1%	1	1.1%
Enhancement of problem solving/critical thinking skills	92	4	4.27	42	45.7%	34	37.0%	15	16.3%	1	1.1%	0	0.0%
Enhancement of decision making skills	92	4	4.36	44	47.8%	38	41.3%	9	9.8%	1	1.1%	0	0.0%
Academic advising and counseling	90	6	4.11	40	44.4%	30	33.3%	13	14.4%	4	4.4%	3	3.3%
Career Center	50	46	4.06	20	40.0%	19	38.0%	8	16.0%	0	0.0%	3	6.0%
Office of Workforce Development/Employment Services	37	59	3.95	10	27.0%	19	51.4%	6	16.2%	0	0.0%	2	5.4%
Bookstore	92	4	4.00	36	39.1%	28	30.4%	22	23.9%	4	4.3%	2	2.2%
Financial Aid	68	28	4.29	33	48.5%	26	38.2%	6	8.8%	2	2.9%	1	1.5%
Learning Resource Center/Library	84	12	4.39	43	51.2%	31	36.9%	10	11.9%	0	0.0%	0	0.0%
Student Activities and Organizations	55	41	4.22	27	49.1%	14	25.5%	13	23.6%	1	1.8%	0	0.0%
Cafeteria	69	27	4.01	30	43.5%	15	21.7%	20	29.0%	3	4.3%	1	1.4%
Learning Assistance Lab (LAL)	67	29	4.60	43	64.2%	21	31.3%	3	4.5%	0	0.0%	0	0.0%
Regional Computer Technology Center	70	26	4.46	41	58.6%	20	28.6%	9	12.9%	0	0.0%	0	0.0%
Average			4.24										

Comments by Program

Program	Comment
AAS	Recently enrolled in Global Studies, which is right up my alley.
ACCTG.AAS	The accounting professors could use some improvement. All the other teachers I had were great.
APADM.AAS	I needed classes in HR! And more accounting. The web classes didn't help in my field at all!
AS	Amazing experience! I never wanted to leave. I thank MCCC for all of the success I have had in my school career. I love the professors!
AS	Attending the community college after high school for me was the best option I could have chosen. It was affordable and gave me the ability to still earn credits for two years while figuring out what I wanted to do with my life. After I earned my associates degree, I enrolled at the Douglas J Aveda Institute in Ann Arbor to become a licensed esthetician. I am still happy with my choices because it saved me a great deal of money and time. The teachers at the college are very reliable and willing to answer any and all questions. I always recommend future college students to look into taking classes at community because it truly is an asset to take advantage of for all people.
AS	During my time at MCCC I have has a great experience and forged lasting relationships with instructors,my fellow students, and other facility members. The reason I gave the RCTC and the library an average rating is not the staff they are all excellent. It's the antiquated equipment. Thank you, <i>[Name Removed]</i> .
AS	I loved this school! Also, I really liked Mark Bergmooser, he was an amazing professor/mentor.
AS	Love it! I wish I would have done my pre-requisite courses at MCCC vs. EMU.
AS	MCCC was nice because it was affordable for me. I generally liked the professors and classes and I felt at home here. I actually think MCCC's classes are comparable in difficulty to a university, such as Siena Heights. You get more for your money attending MCCC as compared to a university.
AS	My experience was amazing and provided many great oportunities. By attending MCCC, my transition to UT was easy and gave me a strong educational foundation. MCCC instructors were key people in my life and education and helping me along the way. I owe much of my accomplishments and achievements to MCCC! Thank you for everything!
AS	Plan on returning for another degree.
AS	Thank you for everything!
AS	There is no real help when it comes to students needing internships. Organizations want experience and with no internship availibilities it's hard to find a job after graduation.
AS	Very nice school. Good atomosphere. Great professors also!
AS	Very positive college experience.
BMGT.AAS	Loved MCCC! I thought it was a great school and I recommend it to anyone looking into college.
BMGT.AAS	MCCC was a great start, I was able to schedule my classes around work and children. I appreciate the staff and teachers along the way. Thank you!
BMGT.AAS	Overall a great experience. Actually just enrolled in an online course that will meet a requirement of general education for my current college!
BMGT.AAS	Some teachers need to realize they are there to actually teach. Otherwise, all students would take online courses.
BMGT.AAS	While attending MCCC, I did have one unsatisfactory professor, <i>[Name Removed]</i> . She did not respond appropriately to students when asked questions related to the class. While completing my criminal justice certificate, it was very hard to select classes with a full time work schedule, criminal justice classes were offered at a later time in the day. ALL ON-CAMPUS CLASSES SHOULD ALSO BE OFFERED ONLINE!!

Comments by Program

Program	Comment
CJ.AAS	Great Experience at MCCC!
CSM.AAS	I would like to thank chef Kevin and Vicki for all the long and hard work they put into the program, to make sure its what cooking is supposed to be. I love you guys! -Teespoon
CSM.AAS	MCCC was the best experience I ever had.
ECDV.AAS	I had the absolute best experience because our instructor, Felice Moorman, truly invested in us and our furtures. I now have a lifelong mentor and friend who is always available for me. She has truly guided me in a way that I never thought possible.
ECDV.AAS	I loved my experience at MCCC with Felice Moorman. I left college confident, determined and ready to be in a classroom and become a successful teacher. Thanks to the opportunities I was presented with during my student teaching with Monroe County ISD, I am happy to say I was hired as a Head Start/GSRP teacher assistant. I am proud of the person MCCC has helped me become.
ECDV.AAS	My experience was very positive. My professors genuinely cared about me and my education. I was part of the middle college and I recommend this school to anyone looking to further their education.
ECDV.CERT	I really liked MCCC and might pursue going back to finish my early childhood development associates degree in the future depending on how I feel.
NURS.AAS	I don't think it's any of MCCC's business how much money I make.
PHLEB.CERT	I completed my externship at PMRH through the phleb Program and was hired 9 months later, my performance at that hospital helped me get hired.
RTH.AAS (RRT-PREP)	Nick Prush is a phenomenal instructor. The respiratory program honestly bettered me as a person and not just in my clinical skill. The relationships and friendships built through my 2 years in this program will stick with me forever. I loved every minute of my time at Monroe and I'm forever grateful to all of my instructors.
RTH.AAS (RRT-PREP)	Nick Prush was the best instructor I've had throughout my entire career, very helpful to all of his students. He is definitely an asset to the college.
SYSADMN.AAS	Chuck Kelley, Thoman Harill, and Professor Hilliker are all wonderful professors. However, it was more than apparent that the CIS instructors are being stretched too thin. Aside from the computer hardware/ repair and system administration courses, many of the other courses' curricula were lacking on-hands experience/ labs. It is vital that students going into Information Assurance and other Information Systems careers get experience with the appropriate software/tools/hardware as soon as possible. Monroe County Community College has a responsibility to fill this gap.
WELDADV.CERT	Was not very happy with admin staff when it was time for graduation.
WTTECH.CERT	I always recommend people to enroll and take classes at MCCC.

Employer Survey Results

Based on employer information provided by 2014-2015 graduates, 38 employers were mailed a survey regarding their perception of the preparation and education of their MCCC graduate employee. After considering incorrect addresses, 30.6% (N = 11) responded.

Please evaluate the following work skills and attributes of the graduate listed above.

	Applicable Responses	Mean	Outstanding (4)	Good (3)	Average (2)	Needs Improvement (1)
Critical Thinking	11	3.45	54.5%	36.4%	9.1%	0.0%
Listening	11	3.73	72.7%	27.3%	0.0%	0.0%
Math	9	3.56	55.6%	44.4%	0.0%	0.0%
Oral Communications	11	3.82	81.8%	18.2%	0.0%	0.0%
Problem Solving	11	3.55	72.7%	9.1%	18.2%	0.0%
Reading	11	3.73	72.7%	27.3%	0.0%	0.0%
Using Technical Manuals	9	3.67	66.7%	33.3%	0.0%	0.0%
Written Communication	11	3.73	72.7%	27.3%	0.0%	0.0%
Planning/Organization	11	3.73	81.8%	9.1%	9.1%	0.0%
Equipment or Instrument Use	11	3.73	72.7%	27.3%	0.0%	0.0%
Manual Dexterity	11	3.73	72.7%	27.3%	0.0%	0.0%
Interacting with the Public	11	3.82	81.8%	18.2%	0.0%	0.0%
Quality of Work	11	3.73	72.7%	27.3%	0.0%	0.0%
Quantity of Work	11	3.64	72.7%	18.2%	9.1%	0.0%
Work-related Technical Knowledge	11	3.73	72.7%	27.3%	0.0%	0.0%
Responsible	11	3.91	90.9%	9.1%	0.0%	0.0%
Cooperative	11	3.91	90.9%	9.1%	0.0%	0.0%
Professional Appearance	11	3.91	90.9%	9.1%	0.0%	0.0%
Initiative	11	3.64	72.7%	18.2%	9.1%	0.0%
Working without Supervision	11	3.73	72.7%	27.3%	0.0%	0.0%
Punctuality and Attendance	11	3.91	90.9%	9.1%	0.0%	0.0%
Average		3.73				

Please rate this person's preparation for performing this work compared to others in the same or similar work group.

This person is better prepared.	55.6%
This person is equally prepared.	33.3%
This person is less prepared.	11.1%
I have no basis for comparison.	0.0%
Total	100%

Regarding this person's work, how satisfied are you with his/her training or preparation?

Very Satisfied	88.9%
Somewhat Satisfied	0.0%
Somewhat Dissatisfied	0.0%
Very Dissatisfied	11.1%
No basis for opinion.	0.0%
Total	100%

Employer Survey Results

Top Three Strengths of Graduate

Dedicated/on-task, communication skills, quick learner

Top Three Weaknesses of Graduate

Adaptability, critical thinking skills, lack of confidence

What was the primary source for hiring this person?

Applicant applied via his/her own initiative	33.3%
Applicant responded to a classified advertisement	0.0%
Contact from a MCCC faculty member	0.0%
Local or regional job fair	11.1%
Mutual acquaintance recommendation/personal contact	0.0%
Clinical/co-op/experiential education participant	0.0%
Through the MCCC Office of Workforce Development	0.0%
Private or public employment agency	11.1%
Other (company website, high school contract)	44.4%
Total	100%

In seeking entry level employees, which colleges/universities would you consider to be MCCC's "competition"?

University of Toledo	9.1%
Owens Community College	9.1%
Henry Ford Community College	27.3%
Eastern Michigan University	9.1%
Schoolcraft Community College	9.1%
Washtenaw Community College	18.2%
University of Michigan	9.1%
Wayne County Community College	0.0%
Other (Mercy College, MIAT, University of Northwest Ohio)	27.3%
