

Concordia University Ann Arbor

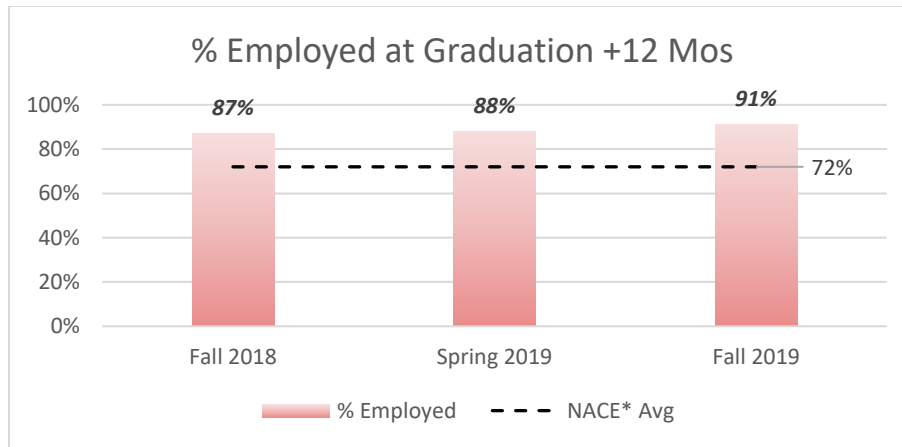
2019-20 Traditional Undergraduate First Destination Survey Report

Overview

Graduating seniors in Fall 2018, Spring 2019, and Fall 2019 were invited to participate in a survey inquiring about post-graduation employment or other status, generally between 6-12 months after earning a bachelor's degree. This survey was conducted during the second half of the 2020 calendar year by either online survey or telephone.

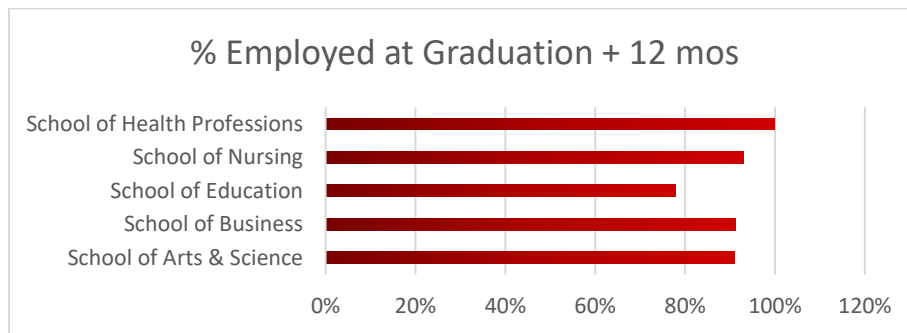
43% of bachelor degree earners out of a total of 225 graduates from these classes combined participated in the survey.

Employment after Graduation



All graduating cohorts were employed 6-12 months after graduation at rates higher than the **National Association of Colleges and Employers (NACE)** average for small schools in the Midwest (2,000 enrollment or below). NACE average for all institutions (any size) was 63% in the most recent report.

CUAA Breakdown by College

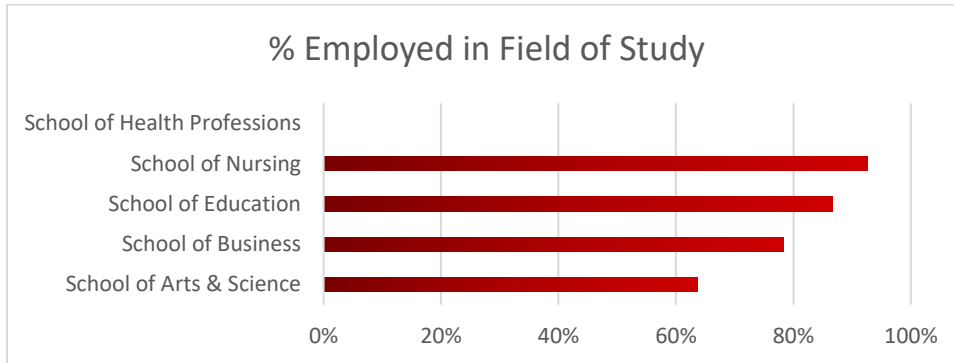


Are you currently employed?	Fall 2018			Spring 2019			Fall 2019			Combined		
	Yes	No	% Yes	Yes	No	% Yes	Yes	No	% Yes	Yes	No	% Yes
School of Arts & Science	3	0	100%	2	1	67%	5	0	100%	10	1	91%
School of Business	5	2	71%	10	0	100%	6	0	100%	21	2	91%
School of Education	4	2	67%	5	2	71%	5	0	100%	14	4	78%
School of Nursing	21	1	95%	6	0	100%	13	2	87%	40	3	93%
School of Health Professions	0	0	-	0	0	-	13	2	-	1	0	100%
Total Graduates	33	5	87%	23	3	88%	42	4	91%	86	10	90%

Concordia University Ann Arbor

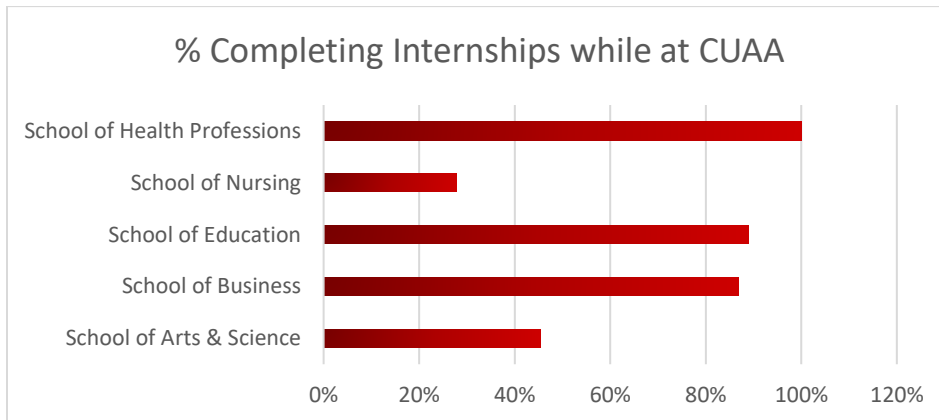
2019-20 Traditional Undergraduate First Destination Survey Report

Most graduates were employed in their primary field of study.



Is your employment in the field that you studied at Concordia University Ann Arbor?	Fall 2018			Spring 2019			Fall 2019			Combined		
	Yes	No	% Yes	Yes	No	% Yes	Yes	No	% Yes	Yes	No	% Yes
School of Arts & Science	2	1	67%	3	-	100%	2	3	40%	7	4	64%
School of Business	5	2	71%	9	1	90%	4	2	67%	18	5	78%
School of Education	4	1	80%	5	-	100%	4	1	80%	13	2	87%
School of Nursing	19	3	86%	6	-	100%	13	-	100%	38	3	93%
School of Health Professions	-	-	-	-	-	-	-	1	-	-	1	0%
Total Graduates	30	7	81%	23	1	96%	23	7	77%	76	15	84%

56% of graduates completed an Internship while at Concordia

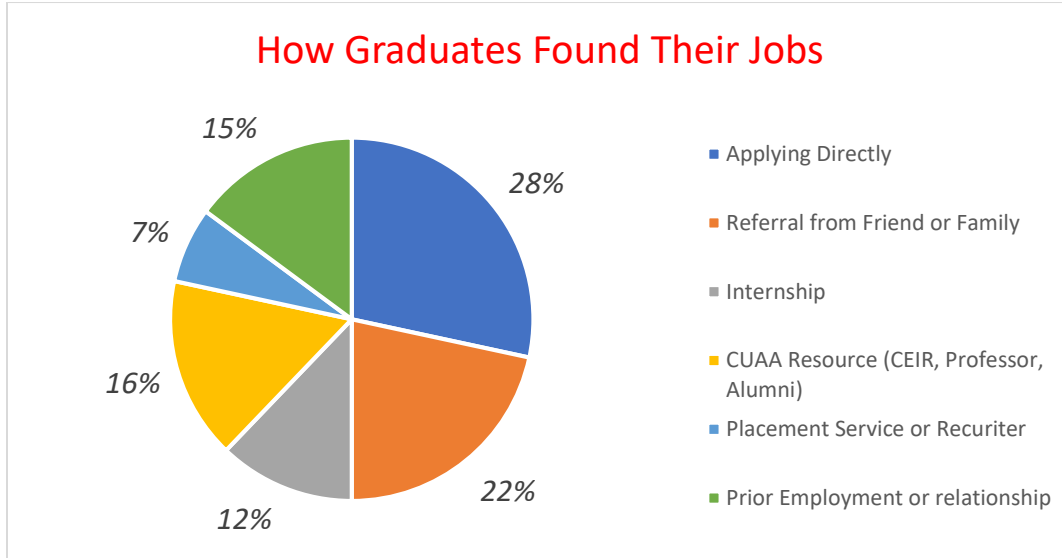


Did you complete an internship while at Concordia University Ann Arbor?	Fall 2018			Spring 2019			Fall 2019			Combined		
	Yes	No	% Yes	Yes	No	% Yes	Yes	No	% Yes	Yes	No	% Yes
School of Arts & Science	3	-	100%	1	2	33%	1	4	20%	5	6	45%
School of Business	7	-	100%	7	3	70%	6	-	100%	20	3	87%
School of Education	6	-	100%	7	-	100%	3	2	60%	16	2	89%
School of Nursing	7	15	32%	1	5	17%	4	11	27%	12	31	28%
School of Health Professions	-	-	-	-	-	-	1	-	-	1	-	100%
Total Graduates	23	15	61%	16	10	62%	15	17	47%	54	42	56%

Concordia University Ann Arbor

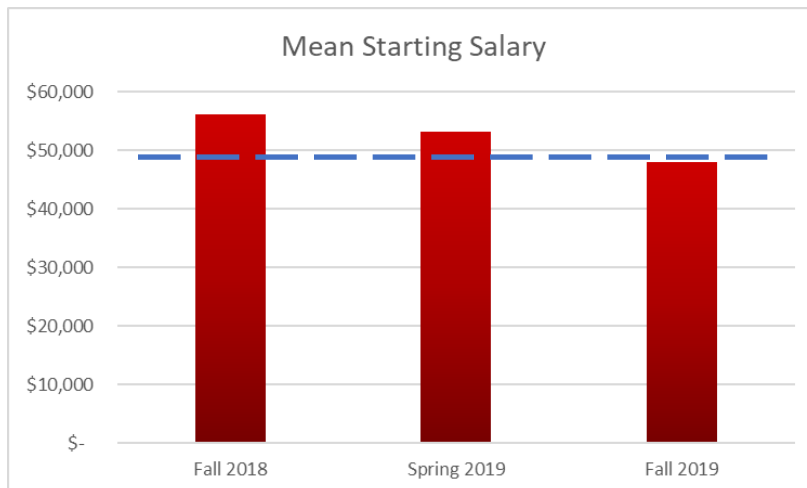
2019-20 Traditional Undergraduate First Destination Survey Report

Applying directly and using referrals were the primary methods used to find employment after graduation



		Applying Directly		Friend or Family		Internship		Resource (CEIR,)		Service or Recruiter		Employment or	
		N	%	N	%	N	%	N	%	N	%	N	%
		Which of the following best describes how you found your current job?											
(74 responses)	School of Arts & Science	1	11%	4	11%	1	11%	2	22%		0%	1	11%
	School of Business	1	6%	7	6%	2	13%	3	19%	1	6%	2	13%
	School of Education	2	17%	1	17%	2	17%	3	25%	2	17%	2	17%
	School of Nursing	16	44%	4	44%	4	11%	4	11%	2	6%	6	17%
	School of Health Professions	1	100%	0	100%	0	0%	0	0%	0	0%	0	0%
	Total Graduates	21	28%	16	22%	9	12%	12	16%	5	7%	11	15%

Full Time Employed Annual Earnings Statistics



Dotted line represents NACE average starting salary for graduates of schools under 2,000 enrolled for 2018 cohort

Concordia University Ann Arbor

2019-20 Traditional Undergraduate First Destination Survey Report

Full Time Employed Annual Earnings Statistics				
	Fall 2018	Spring 2019	Fall 2019	NACE Avg (<2,000)
Mean	\$ 56,160	\$ 53,248	\$ 48,000	\$ 48,884
25th Percentile	\$ 43,680	\$ 35,000	\$ 35,600	<i>not reported</i>
Median	\$ 56,666	\$ 50,673	\$ 47,446	\$ 41,213
75th Percentile	\$ 65,000	\$ 61,027	\$ 61,776	<i>not reported</i>

Reported Annual Earnings for Graduates Working Full Time (30+ hours/wk)		Below \$20K	\$20 - \$30K	\$30-\$40K	\$40-\$60K	\$60-\$80K	Above \$80K
Bachelor Degree	School of Arts & Science	0.0%	20.0%	20.0%	40.0%	0.0%	20.0%
<i>(54 responses)</i>	School of Business	7.7%	15.4%	30.8%	38.5%	0.0%	7.7%
	School of Education	11.1%	22.2%	44.4%	11.1%	11.1%	0.0%
	School of Nursing	0.0%	6.5%	3.2%	51.6%	35.5%	3.2%
	School of Health Professions	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
	All Bachelor Degree	3.7%	11.1%	16.7%	42.6%	22.2%	3.7%

Concordia University Ann Arbor

2019-20 Traditional Undergraduate First Destination Survey Report

Fall 2018 Graduates – Selected Listing of Employers and Titles

Major	Employer	Title	Reported Earnings
Accounting (ACCT)		Financial Planner	Not Reported
Business Administration (CABA)	Quicken Loans	Mortgage Banker	\$60k and above
Elementary Education (ELED)	Saint John Lutheran Church and school	Kindergarden Teacher	Not Reported
Family Life Education (FALI)	C.S Mott Childrens Hospital	Certificate Child Specialist	\$40 - \$50k
Family Life Education (FALI)	St. Mark Lutheran Church	Director of Family Ministry	\$40 - \$50k
Grad Bus Communications & PR (GMAC)	Canton Soccer Club	Soccer Coach	\$30 - \$40k
Grad Ed Curriculum & Instr (GECI)	Washington Christian Academy	Curriculum Coordinator	\$50 - \$60k
Grad Ed Educational Leadership (GEEL)	Adrian Public schools	Assistant principal	\$60k and above
Grad Ed Educational Leadership (GEEL)	Ann Arbor Public High School	Teacher	\$60k and above
Grad Ed Educational Leadership (GEEL)	Grand Blanc Schools	Student Advisor	\$50 - \$60k
Grad Ed Educational Leadership (GEEL)	Pinckney Community School	Principal	\$60k and above
Grad Org Leadership Admin (GOLA)	Ford Motor Company	Manager	\$60k and above
Grad Org Leadership Admin (GOLA)	Global Eduation Excelent	Teacher	\$30 - \$40k
Integrated Science Second Ed (ISSE)	The Madison Accademy High School	Teacher	Not Reported
Justice and Public Policy (JUPU)	United Parcel Service (UPS)	Supervisor	\$20 - \$30K
Management (MANA)	Local Life Maintenance Group	Forman	\$40 - \$50k
Music (MUSC)	1st Presbyterian Church	Section Leader	Below \$20k
Nursing-Tradit Undergrad (NURS)	Ascension St . Mary Hospital	Registered Nurse	\$50 - \$60k
Nursing-Tradit Undergrad (NURS)	Beaumont Health	Nursing Assistant	Not Reported
Nursing-Tradit Undergrad (NURS)	Beaumont Hospital	Registered Nurse	\$50 - \$60k
Nursing-Tradit Undergrad (NURS)	BEAUMONT HOSPITAL	Registered Nurse	\$50 - \$60k
Nursing-Tradit Undergrad (NURS)	Concordia University	Graduate assistant	Below \$20k
Nursing-Tradit Undergrad (NURS)	Evangelical Home Excellence	Registered Nurse	\$40 - \$50k
Nursing-Tradit Undergrad (NURS)	Lee Health	Registered Nurse	\$60k and above
Nursing-Tradit Undergrad (NURS)	Michigan Medicine	Registered Nurse	\$60k and above
Nursing-Tradit Undergrad (NURS)	Michigan Medicine	Registered Nurse	\$60k and above
Nursing-Tradit Undergrad (NURS)	Michigan Medicine	Registered Nurse	\$60k and above
Nursing-Tradit Undergrad (NURS)	Phero Hospital	Registered Nurse	\$50 - \$60k
Nursing-Tradit Undergrad (NURS)	Sherie Garrison Clinic	Registered Nurse	Not Reported
Nursing-Tradit Undergrad (NURS)	Spectrum Health	Registered Nurse	\$50 - \$60k
Nursing-Tradit Undergrad (NURS)	St. Joseph Mercy Hospital	Registered Nurse	\$50 - \$60k
Nursing-Tradit Undergrad (NURS)	Tulane University Medical Center	Registered Nurse	\$40 - \$50k
Nursing-Tradit Undergrad (NURS)	Univeristy of Michigan Hospital	Registered Nurse	\$60k and above
Nursing-Tradit Undergrad (NURS)	University of Michigan Hospital	Registered Nurse	Not Reported
Nursing-Tradit Undergrad (NURS)	University of Michigan Hospital	Registered Nurse	\$50 - \$60k
Nursing-Tradit Undergrad (NURS)	University of Michigan Hospital	Registered Nurse	\$50 - \$60k
Nursing-Tradit Undergrad (NURS)	VA Hospital Ann Arbor	Nurse Resident	\$60k and above
Psychology (PSYC)	Michigan Medicine	Psychiatric Care Worker	\$30 - \$40k
Sport and Entertainment Mgmt (SRMG)	Amazon	University Recruiter	Not Reported
Sport and Entertainment Mgmt (SRMG)	Concordia University Ann Arbor	Graduate Assistant Coach	Below \$20k

Concordia University Ann Arbor

2019-20 Traditional Undergraduate First Destination Survey Report

Spring 2019 Graduates – Selected Listing of Employers and Titles

Major	Employer	Title	Reported Earnings
Early Childhood Education (EACH)	Child Time	Pre School Teacher	\$20 - \$30K
Family Life Education (FALI)	Wellspring Lutheran Services	Family Support services	\$30 - \$40k
Finance (FINA)	WELL ADVISORY GROUP	FINANCIAL PLANNING ANAL	Not Reported
General Business (GEBU)	Ackley Peters Haubert Insurance	Insurance Agent	\$30 - \$40k
General Business (GEBU)	Priority One	Sales Manager	\$60k and above
Grad Bus Strategic Marketing (GMAR)	Concordia University Ann Arbor	ASSISTANT SPORTS INFOR	Not Reported
Grad Ed Curr Inst - ESL (GMCE)	Dearborn Public School	Teacher	\$50 - \$60k
Grad Ed Curr Inst - ESL (GMCE)	Lincoln Park Public School	Teacher	\$60k and above
Grad Ed Curriculum & Instr (GECI)	Emmanuel Lutheran	Teacher	Not Reported
Grad Ed Educational Leadership (GEEL)	Center Line Public School	Teacher	\$50 - \$60k
Grad Ed Educational Leadership (GEEL)	clinton community schools	Athletic Director	\$60k and above
Grad Ed Educational Leadership (GEEL)	Lutheran High School Association	Teacher	\$40 - \$50k
Grad Ed Educational Leadership (GEEL)	Mattawan Consolidated Schools	Dean of Teaching and Learning	\$60k and above
Grad Ed Educational Leadership (GEEL)	Van Buren Public School	Teacher	\$40 - \$50k
Grad Org Leadership Admin (GOLA)	Concordia University Ann Arbor	Student Events Career Engage	\$30 - \$40k
Grad Student Personnel Admin (GSTU)	University of Michigan	Academic Advisor	Not Reported
Individualized (INDI)	Nebula Responsive	Technician	\$20 - \$30K
Justice and Public Policy (JUPU)	Monroe County Sherriffs Department	Corrections Officer	\$40 - \$50k
Justice and Public Policy (JUPU)	Washtenaw County Sherriff	Corrections Deputy	\$50 - \$60k
Management (MANA)	CT Automotive	Logistics Planner	Not Reported
Marketing (MARK)	Adrian College	Assistant Womens La Crosse C	\$20 - \$30K
Nursing-Tradit Undergrad (NURS)	St. Joseph Mercy Hospital	Registered Nurse	\$50 - \$60k
Nursing-Tradit Undergrad (NURS)	St. Joseph Mercy Hospital	Registered Nurse	\$60k and above
Nursing-Tradit Undergrad (NURS)	University Hospital	Registered Nurse	\$60k and above
Nursing-Tradit Undergrad (NURS)	University of Michigan	Registered Nurse	\$50 - \$60k
Nursing-Tradit Undergrad (NURS)	University of Michigan	Registered Nurse	\$50 - \$60k
Nursing-Tradit Undergrad (NURS)	VA Ann Harbor Healthcare System	Registered Nurse	\$60k and above
Physical Ed Secondary Ed (PESE)	Peace Lutheran / Shelby Township	teacher	\$30 - \$40k
Pre-Sem Pastoral (PAMI)	Seminary	2nd year Seminarian	Below \$20k
Social Studies Elementary Ed (SSEE)	St. Matthew School Walled Lake	Kindergarten teacher	\$30 - \$40k
Social Studies Secondary Ed (SSSE)	Corrigan Oil	Delivery	\$60k and above
Sport and Entertainment Mgmt (SRMG)	Concordia University	Sports Information Graduate As	Below \$20k
Sport and Entertainment Mgmt (SRMG)	Rock Central	Project Coordinator	\$40 - \$50k
Sport and Entertainment Mgmt (SRMG)	Self employed	Owner	Below \$20k

Concordia University Ann Arbor

2019-20 Traditional Undergraduate First Destination Survey Report

Fall 2019 Graduates – Selected Listing of Employers and Titles

Major	Employer	Title	Reported Earnings
Biology (BIOL)	BlueWillow Biologics	Research Associate	\$30 - \$40k
Biology (BIOL)	Mavericks	Server Manager	Below \$20k
Early Childhood Education (EACH)	St. Thomas the Apostle Catholic School	Substitute teacher	\$60k and above
Elementary Education (ELED)	National Heritage Academy	Kindergarten Teacher at Fortis	\$30 - \$40k
English-Sec Ed (ENSE)	Concordia University Ann Arbor	Tennis coach	Below \$20k
Exercise Science (EXSC)	St. Mary Mercy Hospital	Sports Therapist	\$40 - \$50k
Family Life Education (FALI)	Just Us Club	Caregiver	Below \$20k
General Business (GEBU)	Concordia University Ann Arbor	Admissions Counselor	\$30 - \$40k
Grad Bus Sport & Entertain Mgt (GBSM)	Country Financial	Client Care Associate	\$30 - \$40k
Grad Business Accounting (GBAC)	Dana Incorporated	Internal Auditor	\$60k and above
Grad Business Management (GMAN)	Beacon building Products	Management Trainee	\$60k and above
Grad Business Management (GMAN)	UPLIGHT	Marketing Operations Specialis	\$60k and above
Grad Ed Curriculum & Instr (GECI)	Flushing Community School	Teacher	\$40 - \$50k
Grad Ed Curriculum & Instr (GECI)	Jackman Road Elementary School	Teacher	\$30 - \$40k
Grad Ed Curriculum & Instr (GECI)	Lee Area Schools	7th Grade Teacher	\$40 - \$50k
Grad Ed Curriculum & Instr (GECI)	Monroe Public School	Teacher	\$30 - \$40k
Grad Ed Curriculum & Instr (GECI)	St John Lutheran School	Preschool Teacher	\$40 - \$50k
Grad Ed Educational Leadership (GEEL)	Global Education	Teacher	Not Reported
Grad Ed Educational Leadership (GEEL)	Not Reported	Teacher	Not Reported
Grad Ed Educational Leadership (GEEL)	Soodahven/Brownstown School District	Teacher	\$60k and above
Grad Student Personnel Admin (GSTU)	Concordia University	Coordinator of Library Services	Not Reported
Grad Student Personnel Admin (GSTU)	Rock Box Fitness	General Manager	\$40 - \$50k
History (HIST)	Concordia University Ann Arbor	Graduate Assistant of Athletics	Below \$20k
Justice and Public Policy (JUPU)	Sky Arms	Sales	Below \$20k
Justice and Public Policy (JUPU)	Southgate Police Department	Police Officer	\$50 - \$60k
Management (MANA)	All Star Driver Education	Customer Service	\$20 - \$30K
Mathematics-Sec Ed (MASE)	Ford Academy	Teacher	Not Reported
Nursing-Tradit Undergrad (NURS)	Ascension Providence	Registered Nurse	\$40 - \$50k
Nursing-Tradit Undergrad (NURS)	Ascension Providence Hospital	Registered Nurse	\$30 - \$40k
Nursing-Tradit Undergrad (NURS)	Convent Commmunity Care	Street Outreach Nurse and Scr	\$50 - \$60k
Nursing-Tradit Undergrad (NURS)	Henry Ford health system	Registered Nurse	Not Reported
Nursing-Tradit Undergrad (NURS)	Kennedy Care	Nurse Educator	\$20 - \$30K
Nursing-Tradit Undergrad (NURS)	Michigan Medicine	registered nurse	\$60k and above
Nursing-Tradit Undergrad (NURS)	Michigan Medicine	Registered Nurse	Not Reported
Nursing-Tradit Undergrad (NURS)	Saint Joseph Mercy Hospital Ann Arbor	Registered Nurse	\$50 - \$60k
Nursing-Tradit Undergrad (NURS)	Sparrow Hospital, Lansing MI	Registered Nurse	\$50 - \$60k
Nursing-Tradit Undergrad (NURS)	St. Joseph Mercy Hospital	Registered Nurse	\$50 - \$60k
Nursing-Tradit Undergrad (NURS)	St. Joseph Mercy Hospital	Registered Nurse	\$60k and above
Nursing-Tradit Undergrad (NURS)	University of Michigan	Registered Nurse	Not Reported
Nursing-Tradit Undergrad (NURS)	University of Michigan	Registered Nurse	\$60k and above
Pre-Sem Pastoral (PAMI)	Wolverine Sushi Bar	Sushi Assistant	Not Reported
Radiologic Technology (RATE)	St. Joseph Mercy Ann Arbor	Special Procedures Radiograp	\$50 - \$60k
Sport and Entertainment Mgmt (SRMG)	Cyal Phoms	Assistant Sports Communicatio	\$20 - \$30K
Sport and Entertainment Mgmt (SRMG)	Focus Business Solutions	Account Associate	\$30 - \$40k