TO: Assessment Committee

FROM: Greg Saltzman, Chair, E&M

SUBJECT: Survey of E&M seniors graduating from Albion May or August 2011

DATE: May 18, 2011

On April 27, 2011, all seniors graduating in May or August 2011 who were completing the E&M major, the E&M major with emphasis, the mathematics/economics major, the economics minor, the management minor, or the management minor-Gerstacker track were sent an e-mail request that they complete a web-based survey about E&M. One part of the survey asked for anonymous comments on E&M’s academic program. The other part asked for their contact information and educational or employment plans for after graduation.

Unfortunately, the response rate to this survey was low, despite multiple e-mail reminders to students who did not respond. (See Table 1.) Furthermore, the responders may not have been representative of the population of graduating seniors, making it difficult to draw inferences about the population from the sample of respondents. For both majors (grouping together E&M majors and math/econ majors) and management minors, respondents had higher cumulative GPAs on average than did nonrespondents (using Registrar figures for GPA as of April 2011), as shown in Table 2. But for students completing the management minor-Gerstacker track, respondents had lower cumulative GPAs on average than did nonrespondents.

**Table 1: Response Rate to April 2011 Graduating Senior Survey**



**Table 2: April 2011 Cumulative GPA of Respondents and Nonrespondents**



One might expect satisfaction with the E&M academic program to be positively correlated with the student’s GPA. Because of the difference between respondents and nonrespondents in average GPA, it is therefore plausible that the information from the sample of respondents overstates the satisfaction of all E&M or math/econ majors or of all management minors, while it understates the satisfaction of all students completing the management minor-Gerstacker track.

With the above caveat, I present below information about the satisfaction with E&M’s academic program and post-graduation plans of graduating seniors who responded in April or May 2011 to our survey. Note that there are no results for the economics minor because none of the three graduating seniors completing the economics minor responded to the survey. Complete results are presented in Appendix 1 (satisfaction of E&M majors and math/econ majors), Appendix 2 (satisfaction of management minors), Appendix 3 (satisfaction of students completing the management minor-Gerstacker track), and Appendix 4 (post-graduation plans of E&M majors or minors).

**Most respondents were satisfied with the E&M or math/econ major, the management minor, or the management minor-Gerstacker track**. This can be seen in Table 3, which shows the percentage of each group in various satisfaction categories. But three of the 33 E&M or math/econ major respondents and one of the three management minor-Gerstacker track respondents reported being very dissatisfied.

**Table 3: Satisfaction with E&M Program of Graduating Seniors Responding to Survey**



Respondents gave favorable feedback about the new E&M major with emphasis, giving it especially favorable marks for contributing to their ability to implement solutions to real-world problems.

Open-ended comments showed that opinions among the respondents were not unanimous. Some E&M courses drew positive comments from some students but negative comments from other students.

Thirty-five out of forty respondents said that they wanted paid jobs shortly after graduation, and 21 of these 35 (i.e., 60%) had already received a job offer prior to graduation from Albion College. Considering the current high unemployment rate in Michigan, a 60% placement rate prior to graduation is a good outcome. Surprisingly, every respondent with a job offer planned to work in Michigan; none planned to work out of state. The two most common fields for the job placements were accounting and finance.

Eighteen of the respondents said that they wanted to go to graduate or professional school shortly after graduation, and 9 of these 18 (i.e., 50%) had already been admitted to a program prior to graduation from Albion College. One of our graduates will attend an internationally prominent MSc program in development studies at the School of Oriental and African Studies at the University of London.

In conclusion, the graduating senior survey results suggest that E&M’s academic programs are reasonably successful as currently designed. While there is always room for improvement, these survey results do not provide strong evidence in favor of major curricular changes.

Appendix 1

**Survey of E&M Majors and Math/Econ Majors, April 2011**

***Section I: Required Courses for E&M Major***

The questions in this section are about REQUIRED courses for the E&M major:

* E&M 101 Principles of Microeconomics
* E&M 102 The Economy and Financial Markets
* E&M 211 Financial Accounting
* E&M 230 Intermediate Microeconomics
* E&M 232 Intermediate Macroeconomics
* Statistics (E&M 235, Math 210, or Math 309)

*To what extent did one or more of these required courses contribute to your ability to:*



*How often did the following occur in the required courses you took for the E&M major?*



*Which required courses for the E&M major did you find* ***most*** *valuable? Why?*

* Accounting because it has helped me prepare for the CPA exam.
* E&M 232. Macro is incredibly valuable because it teaches you to look at the big picture and apply different theories to both the domestic and global economy. With real-world examples, it has more applicability than other courses.
* The one management class, as I want to go into management.
* The management course, since at the time it was the only management based class offered
* E&M 230, 232 and 235
* Both intermediate economics classes. They reinstilled what I had learned throughout the first courses while helping me apply all of the concepts in a more difficult way.
* 235, could figure out important stats from raw data
* 101/102: Well taught basics. Inspired me to continue E&M coursework.
* [no response]
* As an accounting student, probably accounting just because it is likely what I will be using the most throughout the duration of my career.
* E&M 230
* Intermediate Macroeconomics, because I took the course when the stimulus package was being negotiated, and Dr. Hooks was really good about integrating current events into our lectures.
* Management with Vicki Baker because we were active learners during our project with an actual organization
* E&M 211 Financial Accounting because I choose to follow the accounting track and it provides the basic accounting knowledge a person needs to run a business.
* Organizational Behavior, Management, Professional Communications
* Financial Accounting because working with finance is important in a lot of situations
* All of them because they all helped me in different ways.
* E&M 102. It applied a lot of the concepts learned in E&M 101 on a larger scale and completed the foundation for the remaining E&M education.
* I can't distinctively pick one, they all are important to your overall understanding.
* E&M 232 because it applied theories to the big picture in economics.
* the economics classes, I realized how much I like economics and may want a job dealing with the theories and ideas we learned
* Principles of macro
* Financial Accounting and Statistics because I found them to be very helpful when I was in Intermediate Accounting and Financial Management.
* Introduction to Macroeconomics.
* I found all of the economic classes much more valuable than the accounting courses. The economics courses forced me to think about the world and apply what I learned in the classroom to my real life.
* accounting. It seems the most practical and useful.
* Intermediate Macroeconomics
* I found EM 230 and 232 the most valuable, they gave me a detailed foundation to build upon for my further EM courses, especially my 300 level courses.
* Financial Accounting. It had the most real-world information that I will use in my future in business.
* Business functions- the Micromatic project was very helpful in teaching me to analyze and synthesize numerical data; Managing People and Organizations - it looked at the human aspects of businesses; Intermediate Micro & Macro Econ - it taught more sophisticated analysis; Probability and Statistics -it had the most sophisticated numerical analysis; Environmental Econ - it looked at actual applications of businesses and their social impact
* E&M 102 with Kotaro Yoshida. He was very organized and clear and fun to learn from - definitely got the most out of his class. Also E&M 235 with Jon Hakes. We learned a lot of information about statistics and it was all clear, detailed, and understandable.
* E&M211, because it helped teach me the basics for much of my later study that I’ll be wanting to do as an accountant.
* Intro and Intermediate Macro

*Which required courses for the E&M major did you find* ***least*** *valuable? Why?*

* Macroeconomic because I honestly don't remember a single thing from that class.
* All are extremely valuable and integral to the major. If one the six above were no longer required, it would be a serious detriment to the major, and the future students would be at a serious disadvantage
* The economics and accounting courses- I had no interest in them.
* I do not remember what the course was called, but it was the highest level economics course required and required and utilized calculus. It was the least valuable for me because I will not be concentrating at that high of a level in economics in any career I attain.
* [no response]
* Statistics. The course is very math based, and I have not learned much on economics.
* 101, too broad
* 232: Little new information was presented that was not covered in 102.
* [no response]
* None- all the classes have greatly contributed to my overall learning experience at the College. Whether or not the direct content has been used by in other courses or not, the ways in which the courses have taught me how to think and analyze data in different ways have greatly contributed to my overall learning experience at the College and will continue to do so as I move forward into my career.
* E&M101
* Economic statistics. As someone interested in economics as a science, and not business, I did not enjoy having to learn probability theory and statistics prior to learning econometrics. While it is useful to see where all of the concepts come from, I will never need to compute them myself, so more emphasis should be placed on using programs like STATA to teach us how to run regressions. I feel that my econometric understanding is inadequate.
* labor econ. similar to micro/macro
* Statistics because as an accounting emphasis I am not sure how the course will help me in my career
* [no response]
* Intermediate Micro because it was more graphical and less relevant to everyday life than anything else
* None. They all helped in some specific way.
* E&M 211. Even though I ended up with an emphasis in accounting, I have a difficult time recalling anything I learned in this class. I believe it was more due to the professor than the course itself, and my experience probably would have been different with another professor.
* none
* E&M 235 because I didn't really use it in my other econ classes.
* Stats, I feel like I learned nothing. It could have been a better class but the professor didn't seem to care which made it harder for me to care.
* Math 210
* E&M 232 Intermediate Macroeconomics because I didn't feel like I learned anything new in the class that I would apply to my everyday life when I enter the "real world."
* Statistics.
* The accounting classes, they were a lot of memorizing that I don't remember now that the class is over
* [no response]
* E&M 235
* I found all of the courses relatively valuable at least, however Accounting was targeted specifically towards accounting majors and made it hard to apply theories and ideas for economics even though I know there are a lot of theories and such that do apply throughout the Economics field.
* Intermediate Macroeconomics. Keynesianism doesn't work.
* [no response]
* E&M 211 with Susan Quinlan. Very much a blow-off class, learned very little, only basics. E&M 232 with Jon Hooks. Not clear assignments, ineffective teaching methods, students clearly not driven to try hard and it did not change over the course of the semester.
* E&M 235, it was an enjoyable class and the professor was amazing, I'm just not sure if the knowledge we learned from the statistics will benefit my future as much as the knowledge we learned in other courses. It was definitely nice though to learn how to use Excel with a statistical sense.
* [no response]

*Are there other courses not yet required for the E&M major that you think ought to be required? If so, which ones, and why?*

* Golf, because there are a lot of business opportunities that take place on golf courses. Also, I think everyone should know how to at least understand taxes because it is something you have to do, even after death.
* No, these provide an excellent groundwork in which students can build off of with electives.
* There should be different tracks in the E&M Major- As a part of Gerstacker I had to take 4 econ classes, 2 accounting classes, and 1 management class. I'm not going into econ or accounting- I'm going into management. I feel like this major has not prepared me for anything. It has not given me any practical experience that I could transfer to a workplace environment- I only know basic economics and basic accounting...
* There should be more management courses, since the degree is economics AND management.
* Calculus 2(MATH 143) Cal 1 is not enough for E&M major.
* I think that management classes should definitely be required. These will help students in the workplace.
* none
* Potentially a personal finances course or overall business 101 type of course.
* port, theory
* Econometrics! I know that the reason this is no longer offered all the time is because Dr. McCarley retired, but it is absolutely imperative for students researching in the science of economics to understand how to analyze and run regressions! I would also like to see additional opportunities to take courses about developing economies, if possible.
* Marketing Classes!
* Maybe some type of networking class or something that will allow students to practice interpersonal skills. Many people need this confidence
* Management, Human Resource Management
* No.
* No.
* Potentially an Economic writing course to polish student's writing abilities. This will help the student greatly in all aspects.
* no
* I think everyone should be required to take a finance class. It is important to people to understand investing and why it is something they should all do as soon as possible.
* Labor economics human services
* Managing People and Organizations because it was such a great class.
* I think something about creativity and innovation should be required. It will force students to think outside of the box which is what will make us successful in the future.
* business ethics
* I feel that some sort of psychology, philosophy or history course looking at the attitudes and mentalities of the economic world could be very helpful in assisting people to get a better grasp of the application of economic theories and how they play out in the real world and why.
* More management courses - way too much focus on econ
* I'd say some type of finance courses, I feel kind of unfortunate for not being able to take any of those without graduating in four years.
* Managerial Accounting- it is more management related and our major is economics AND MANAGEMENT. Also, another management class would be helpful

*Other comments on required courses for the E&M major:*

* None.
* I think that a calculus class should be offered just for economics majors. I struggled in calculus because of how many lab science references the class made.
* I know that tracks were recently set up to differentiate between the requirements for an economic focus, an accounting focus, or a business focus, but I really wish this would have been done sooner. I do not feel it is appropriate for economics to learn business statistics, and also see minimal value in financial accounting for this particular track. I know that most students do not have interest in economics as a science and are intrigued by business aspects, but for those that do, this lessens the value of our degree.
* I think the required courses should not necessarily be required for people who are more interested in Management than Economics. I think it would make sense to split the majors into Economics or Management and have different required classes for both.
* Really enjoyed my time here and the E&M department.
* I thought that the Intermediate courses and E&M 235 were a big influence in my development as a problem solver and thinker even though most of the material has escaped me by now.
* I think that the required courses are a good foundation.
* it should be split so you don't have to take several classes in something that doesn't interest you.
* none
* I was a transfer student and took EM 101 and 102 before coming here, and that is something I regret. After looking at course outlines and the text books for EM 101 and 102 here I realize that I was shorted valuable information, and I think that those two courses offered here are invaluable the way they are taught.
* I really enjoyed my experience with the E&M major. I loved all of the professors because they were very helpful and understanding. If I had to do it all over again my only regret is that I did not take more E&M classes!

***Section II: Elective Courses for the Economics and Management Major***

The questions in this section are about ELECTIVE courses in E&M (i.e., courses other than E&M 101, 102, 211, 230, 232, and statistics).

*To what extent did one or more of these elective courses contribute to your ability to:*



*How often did the following occur in the elective courses you took for the E&M major?*



*Which elective courses for the E&M major did you find* ***most*** *valuable? Why?*

* Accounting Information Systems because it helped me prepare for Auditing, which helped me prepare for the CPA.
* Financial Markets, Financial Management, Portfolio Theory, Money & Banking. The professors who teach these courses are brilliant and are very excited about the topics and make the material easy to learn. I have increased my repertoire of knowledge and I know I will be able to use the concepts I learned in real world situations. Not only did I learn the material in these courses, but I learned how to think critically, analyze and understand and work through complicated materials.
* Human Resources because it was more fitting to my career choices
* 380 [Econometrics]
* I added an emphasis in HR, so I would have to say HR management and Labor Economics.
* business law, real world laws and uses for the information
* Probably all the other courses taken that were required for the Gerstacker concentration.
* Port[folio] theory
* I loved the international trade course I took because it allowed me to reconcile current events with theory.
* Audit because it reconfirmed that is what I wanted to do and the case study was a great learning experience.
* Human Resource Management because it was very relevant to working with people and the workplace
* All of them because they all helped me in different ways.
* E&M 311, 312, and 348. As an E&M Major with emphasis in accounting, the intermediate accounting courses are where I believe I benefited the most during my education. They went into greater detail of the concepts learned in Financial and Managerial Accounting, and the professors pushed me to succeed. Financial Management broadened and expanded my education by applying my accounting knowledge to other financial situations.
* I thought that The Chinese Economy and Issues in Modern Political Economy were the most valuable because I learned about one of the fastest growing nations in the world and how they operate, and I also learned about issues in the United States Economy that are relevant today.
* The finance courses, that’s the field I want to go into
* Labor Econ
* Managing People and Organizations because it taught us how to be leaders and work in groups with others. It sounds like these are obvious skills a person should have, but you'd be surprised how many terrible group projects I've worked on. I also really like Financial Management because I FINALLY learned what the stock market is and how it works. Before I had an idea, but after the class I felt comfortable talking about stocks and using finance terminology.
* Money and Banking
* business ethics, managing people and organizations
* Managing people and organizations
* EM 366, EM 379. Both took a much more in depth and detailed look at one part of economic and it gave me a much better understanding of these parts and how they apply throughout.
* Business Strategies. A look outside of theory and into actual business practices.
* Financial Management with Jon Hooks. Lots of info, pretty well organized, although it could have been slightly more effective.
* Business Communications, because it really helped me with my public speaking, not to mention learn more tactics to be a team communicator.

*Which elective courses for the E&M major did you find* ***least*** *valuable? Why?*

* N/A
* Managerial accounting. I feel that because of the professor I did not learn much from it.
* none
* None
* international trade- did not retain much at all
* Not sure, probably those with a business emphasis.
* Labor Economics because it was mostly graph analysis and it wasn't that relatable to real life
* None. They all helped in some specific way.
* E&M 357. Took the course as part of the Gerstacker concentration. I believe the class was too broad and would be more effective if it focused on less areas of business.
* I thought they were all valuable.
* I truthfully can't think of one. I think they were all valuable in some way or another.
* Human Resource Management
* None
* Managerial Accounting with John Bedient. Weird disparity between way things were taught/questions were worded and the way the book explained/worded things. Could have been a more interesting, informative, and thought-provoking class.
* I can't think of one, I thought the electives I chose were great benefit to my knowledge.

*Other comments on elective courses for the E&M major:*

* N/A
* There need to be more classes offered, and people need to be aware that they exist.
* I really enjoyed my Gerstacker classes!
* none
* I took E&M 287 [Accounting for Business Combinations – taught by John Bedient] last semester and greatly enjoyed it because it focused on a specific area of accounting. I believe that the accounting education would benefit greatly if more courses like E&M 287 were offered.
* None

***Section III: Gerstacker and E&M Major with Emphasis***

Did you complete the Gerstacker concentration? 20 yes, 14 no

Which of the following did you complete? (check only one)

 22 regular E&M major **[skip to Section IV if you checked this answer]**

 7 E&M major with emphasis in accounting

 1 E&M major with emphasis in economics

 1 E&M major with emphasis in finance

 1 E&M major with emphasis in general business

 1 E&M major with emphasis in human resources

*If you completed an E&M major with emphasis,* *then to what extent did one or more of the courses in your area of emphasis contribute to your ability to:*



*How often did the following occur in the courses you took in your area of emphasis?*



*Which courses in your area of emphasis did you find* ***most*** *valuable? Why?*

* All accounting courses.
* Both Labor Economics and HR Management because of the projects and presentations assigned in those classes.
* portfolio theory, interesting information about securities
* Probably tax and financial management. Tax taught me how to think very differently and financial management taught me valuable information that will be applicable not only in my life but my career as well.
* Industrial and Organizational Psychology because I learned a lot of interesting things about the workplace and employees
* Intermediate Accounting I and II because they were most suited to my interests.
* E&M 311, 312, and 348. As an E&M Major with emphasis in accounting, the intermediate accounting courses are where I believe I benefited the most during my education. They went into greater detail of the concepts learned in Financial and Managerial Accounting, and the professors pushed me to succeed. Financial Management broadened and expanded my education by applying my accounting knowledge to other financial situations.
* I found both my tax classes to be most valuable because I liked the way the professor taught. He would outline each lesson which made it easier for me to follow because the course was organized. Also, he would tell us all these stories about tax fraud and I found them very interesting and entertaining during a 9 AM tax class.
* EM 366, EM 379. Both took a much more in depth and detailed look at one part of economic and it gave me a much better understanding of these parts and how they apply throughout.

*Which courses in your area of emphasis did you find* ***least*** *valuable? Why?*

* N/A
* Women in Business and Leadership. I think I could have taken another course that could have helped me with HR, HOWEVER I think this course helped me as an individual in my current job search a lot!!!
* not sure
* Not sure
* Auditing because it's not something I personally am interested in.
* There was not one class in the emphasis that didn't further my understanding and education in some way.
* I found auditing to be the least valuable because the instructor was in my opinion very unorganized about the way he structured the course.
* None

*Are there other courses not yet included in the list for your area of emphasis that you think ought to be included? If so, which ones, and why?*

* None that I can think of.
* no.
* none
* No
* Marketing classes, Event coordinating classes
* Just need more options for the accounting emphasis.
* Not any specific courses, but if E&M 287 and others like it were offered on a more consistent basis, I think it would greatly add to the accounting education.
* None

*Other comments on courses in your area of emphasis:*

* N/A
* I never knew there were emphasis programs until my senior year. I would have loved to focus in these areas, but had no idea they existed! It's not helpful now, as I'm looking for a job...
* I really enjoyed these classes!
* I believe this change in emphases was made last year after our class came into the major??
* None.
* None

***Section IV: Overall Assessment of Economics and Management Major***

*Overall, how satisfied are you with Albion’s Economics and Management major?*

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*What other comments or suggestions do you have about Albion’s E&M major?*

* It would be nice to have a course about personal financing and assessing different situations and the best way to handle investments and such through personal financing.
* Add more economic-based courses. I am sad I will not be able to take mathematical economics, governmental economics or labor economics since they are offered next year, and I never had the opportunity to take them. Less management, more economics.
* I think incoming students should be told exactly what classes they need to take for this major, and should additionally be told about the emphasis programs. Also, students should get more help finding internships outside of the finance and accounting fields. Not everyone studying E&M here wants to do those two things.
* The internships are very important!
* The faculty and staff of the E&M department have contributed a very great deal to my overall experience at Albion being so wonderful!
* I believe the recent separation of the major into emphases will allow students to better tailor their interests, but I wish there was opportunity for a wider variety of international courses to be offered.
* Felt it was more directed towards accounting. I would like to have learned more about management, marketing, etc or at least have the option to.
* have more communication with the communication studies department. There is much overlap that can be applied to both majors
* Thanks!
* The E&M major's strength is its outstanding faculty.
* ensure people know about the emphases early one and whether some of the classes are only taught during certain semesters.
* I had a great experience and wouldn't change it for the world.
* I really enjoyed my courses and my major, however I feel that if Albion were to separate the Economic and Business aspects of this degree and make it two separate departments it would be extremely beneficial. Right now professors focus their time divided between both areas of education instead of focusing on one or the other, and I feel that people who are going for business get the short end of the stick with that area for professors who are economists, and vice versa for Economics majors who are meeting with a business professor. While similar, these two degrees are also different enough that there could be great benefit from separating the two out.
* Keep up the great program!

Appendix 2

**Survey of Management Minors, April 2011**

We would be grateful to have your opinion about the Albion College Management Minor. This Minor entails the courses listed below.

REQUIRED COURSES:

* E&M 101H Principles of Microeconomics
* E&M 211 Financial Accounting
* One of the following:
	+ E&M 259 Managing People and Organizations
	+ E&M 359 Management

ELECTIVE COURSES:

* E&M 212 Managerial Cost Accounting
* E&M 305 Women in Business and Leadership
* E&M 311 Intermediate Accounting I
* E&M 312 Intermediate Accounting II
* E&M 336 Marketing Principles and Decision Making
* E&M 341 Federal Income Taxation
* E&M 342 Auditing
* E&M 344 Portfolio Theory
* E&M 348 Financial Management
* E&M 350 Business Law
* E&M 353 Labor Law, Unions, and Management
* E&M 355 Human Resource Management
* E&M 357 Business Functions
* E&M 358 Management Consulting (previously E&M 389)
* E&M 368 Financial Markets
* E&M 376 Negotiation and Dispute Resolution

*To what extent did one or more of the courses for the Management Minor contribute to your ability to:*



*How often did the following occur in the courses you took for the Management Minor?*



*Which elective courses for the Management Minor did you find* ***most*** *valuable? Why?*

* Negotiations & Disputes, Management, and Women in Business Leader all provided good yet practical lessons that can be applied in all aspects of life.
* Either my management or human resources management course because the information was extremely valuable to what I plan to do with my career.
* Management
* I liked E&M 101 the best, because of the interactive labs and well-explained material. My other management courses have been a lot more "fluffy" and less applicable.
* Any with Vicki Baker- she is wonderful! Offers so many life lessons and relates well to the course material

*Which elective courses for the Management Minor did you find* ***least*** *valuable? Why?*

* Financial Accounting and Microecon.
* Financial accounting because this does not relate in any way to what I plan to do in the future.
* Managerial Cost Accounting - The professor was not effective. Cerajewski
* Management, Marketing, and HR Management were OK, but I feel they could have had far more structure and direction. It felt like in Marketing and Management we kept circling the same topics over and over.
* Econ 101- It was not taught well, in my opinion, and I don't feel like it related a lot to management.

*Other comments on courses for the Management Minor:*

* Vicki Baker is the reason I am a management minor!

*Overall, how satisfied are you with Albion’s Management Minor?*

**

*What other comments or suggestions do you have about Albion’s Management Minor?*

* I think that Management and Negotiations are more beneficial that Micro & Financial courses. If it truly is a "management" minor it is important to know how to be an effective manager rather than the number side of things.

Appendix 3

**Survey of Students Completing the**

**Management Minor-Gerstacker Track, April 2011**

We would be grateful to have your opinion about the Albion College Management Minor – Gerstacker Track. This Minor entails the courses listed below.

REQUIRED COURSES:

* E&M 101H Principles of Microeconomics
* E&M 102H The Economy and Financial Markets
* E&M 211 Financial Accounting
* E&M 259 Managing People and Organizations
* E&M 392 Internship

ELECTIVE COURSES:

* E&M 212 Managerial Cost Accounting
* E&M 305 Women in Business and Leadership
* E&M 311 Intermediate Accounting I
* E&M 312 Intermediate Accounting II
* E&M 336 Marketing Principles and Decision Making
* E&M 341 Federal Income Taxation
* E&M 342 Auditing
* E&M 344 Portfolio Theory
* E&M 348 Financial Management
* E&M 350 Business Law
* E&M 353 Labor Law, Unions, and Management
* E&M 355 Human Resource Management
* E&M 357 Business Functions
* E&M 358 Management Consulting (previously E&M 389)
* E&M 359 Management
* E&M 368 Financial Markets
* E&M 376 Negotiation and Dispute Resolution

*To what extent did one or more of the courses for the Management Minor – Gerstacker Track contribute to your ability to:*



*How often did the following occur in the courses you took for the Management Minor – Gerstacker Track?*



*Which elective courses for the Management Minor—Gerstacker Track did you find* ***most*** *valuable? Why?*

* Management Consulting and Human Resource Management- I am going to Grad School for both of those things, and they were taught by Vicki Baker.
* E&M 211 Financial Accounting. Accounting is essential to business. This course was my first exposure to accounting.
* HR management, best prep for any job. helped with resume and interview prep

*Which elective courses for the Management Minor—Gerstacker Track did you find* ***least*** *valuable? Why?*

* none.
* accounting...because I don't want to be an accountant

*Other comments on courses for the Management Minor—Gerstacker Track:*

* Gerstacker should encourage self-led acquisitions of internships. My internship was one of the best experiences associated with Albion College--but I would not have gotten it using only the resources given by Gerstacker.
* more marketing and advertising classes, not just finance

*How satisfied are you with the internship that you completed as part of the Management Minor – Gerstacker Track?*

**

*Comments about your internship experience*

* It wasn't as much as I would have hoped to do.
* Although my acquisition of the internship was completely self-led
* amazing. main reason why I joined Gerstacker

*Overall, how satisfied are you with Albion’s Management Minor—Gerstacker Track?*

**

*What other comments or suggestions do you have about Albion’s Management Minor—Gerstacker Track?*

* different class choices...there should be certain tracks within Gerstacker (finance, management, marketing....etc)

Appendix 4

**Post-Graduation Plans of Graduating Seniors Completing E&M Major or Minor in May or August 2011**

*Post-graduation plans regarding paid work or graduate/professional school*



*State in which those with job offers will be working:* 100% in Michigan

*Employers and Job Titles for Those with Job Offers*

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*Graduate or Professional Schools for Those Already Admitted*



*What do you plan to do after graduation?*

* I'll be working full-time at my family business. I would like to get my M.S. in Biology. I have started a small audio production project studio, and I hope to be recording some musicians this summer.
* Work for Ernst and Young
* Work as a financial planner
* Work full time.
* Work for Hudsonville and do freelance photography
* Work Full time
* Complete two internships and subsequently secure full time employment
* work
* Currently I'm studying for the CPA exam and I'll be taking all 4 parts of the exam during the summer. Then, in the fall, I'll be starting work at the public accounting firm Plante & Moran doing audit work. I would eventually like to go and get my MBA, but I'm going to wait at least 2 years and get situated at my job before I start taking classes again.
* Study and take the CPA exam for the summer and begin working in September at the firm.
* Gain valuable experience at PwC and receive my CPA certification as soon as possible.
* Work
* Work at the Hantz Group
* Work for a while and then attend graduate school
* Currently I plan to take a year or two off and live at home while saving money before going to graduate school for HR.
* I will be taking three months off before applying for jobs. Will likely ended up going back to my birth country, Thailand and work for my family (Central Group).
* Hopefully I can find a job, then continue to graduate school after a few years.
* Find employment.
* Move to Australia
* TBD, enter the JD/MBA programs at U of D and come out looking for a job.
* Search for an Internship
* This summer, I am interning for the U.S. Department of State in the economic affairs division of the American embassy in Paramaribo, Suriname. Then I will head to graduate school in the fall. I anticipate that the Master's degree will be followed by a PhD, but maybe not immediately because of loan debt.
* My plans after graduation are to work the same job I have been for several years, as well as employ my EMT license I received last year and work in that filed for a while.
* Obtain my CPA after passing the CPA exam, and working for an accounting firm
* Work for pay
* Find a job
* I plan to start out working full time and then slowly attain my masters on the side
* Interning for Northern Broadcast Inc. Hope to get a paid job shortly after.
* look for a job

*What kind of paid work do you hope to be doing 10 years from now?*

* Academia or music
* Still work for Ernst and Young or potentially one of their clients.
* Banking or financial consulting
* Tax advising and consulting.
* Photography- portraits and events
* I want to be a psychologist and manage a clinic
* continue with financial advising
* Portfolio manager for large institutional clients.
* financial advising/ management
* Ideally I'd like to combine my Economics & Management major (accounting emphasis) with my Art History minor and work for an auction house. If that doesn't pan out, I'd love to teach accounting or art history at a community college.
* Some sort of higher level/overseeing Management position.
* Something in accounting or finance. Have no plans for anything specific as of now.
* Not sure.
* Financial Planning
* Own my own business
* Performing/teaching trumpet.
* I would like to be working in an HR dept - hopefully in a hospital.
* Uncertain, but likely entrepreneurial activities
* University Administration- Higher Education
* Own my own business.
* Not sure yet, but something in the business area.
* Communication based work, Social Media, media, technology
* Ultimately I aim to find some type of work that would combine hands on development work with research, likely in the nongovernmental sector with organizations like Oxfam or Action Against Hunger. However, I am open to and also somewhat interested in a career in the U.S. Foreign Service on a temporary basis. But, I don't feel like I could make a meaningful difference against hunger and poverty that way, which is really what I am aiming toward.
* I hope to have a steady, salaried job 10 years from now, something that will allow me to live comfortably and sustain a family.
* Hopefully helping my brother run our family's transportation company.
* Management- youth services
* Working as an RN at a hospital or possibly specializing.
* working as a financial advisor
* I hope to be in hospital administration or higher education
* Work in the marketing or event coordinating field.
* I would like to be either working for the government or working in some sort of consulting firm.
* sports marketing, sports reporter