

Defiance College Class of 2024 First Destination Survey

Undergraduate Degree Recipients

Overview:

In the spring of 2024, the Defiance College Institute for Career Readiness and Lifelong Learning administered the First Destination Survey to students graduating in December 2023, May 2024 or August 2024. The 2024 survey was updated from previous versions to include questions designed according to the National Association of Colleges and Employers (NACE) standards and protocols.

The First Destination Survey was offered to 2024 graduates via email prior to graduation. Graduates who did not complete the survey at that time were contacted via email, LinkedIn, text messaging and Facebook throughout the summer, the fall semester, and beginning of spring semester. Graduates who reported that they were still searching for a job in April 2024 were also contacted for updates during the fall semester and beginning of the spring semester. Employment information was also obtained from faculty members and staff in a small number of cases. The response rate for the survey is 93.2% (110/118).

Outcomes Overview

Class of 2024 Career Outcomes % as Calculated by NACE Protocol =96.2%

$[(\text{Total \# Employed PT or FT}) + (\text{\# in Graduate school}) + (\text{\# in Service programs}) + (\text{\# in Military})] / [(\text{\# status known}) - (\text{\#not pursuing employment})]$

First Destination and Alumni Survey – Class of 2024

First Destination and Alumni Survey - Class of 2024 (Question 7)

Which of the following BEST describes your PRIMARY status after graduation? Please select only ONE of the following categories

Answer Choices	Responses	
I will be employed full-time (on average 30 hours or more per week)	60.00%	66
I will be employed part-time (on average less than 30 hours per week)	4.55%	5
I will be enrolled in a program of continuing education/graduate school	27.27%	30
I will be participating in a volunteer or service program (e.g., AmeriCorps)	0.00%	0
I will be serving in the U.S. military	0.91%	1
I am currently unemployed and will be seeking employment	2.73%	3
I am planning to continue education but have not yet enrolled/applied	0.91%	1
I am not seeking employment or continuing education at this time	3.64%	4
	Answered	110
	Skipped	0

This summary question is included to provide context for comparison to previous years' outcomes surveys utilized before standard questions were established by NACE.

First Destination and Alumni Survey - Class of 2024 (Question 8)

If your PRIMARY status is employed full-time OR employed part-time please select which category BEST describes your employment:

Answer Choices	Responses	
Employed as an entrepreneur	1.39%	1
Employed in a temporary/contract work assignment	5.56%	4
Employed freelance	2.78%	2
Employed in a postgraduate internship or fellowship	4.17%	3
Employed in all other work categories	86.11%	62
Check all that apply		0
	Answered	72
	Skipped	38

First Destination and Alumni Survey - Class of 2024 (Question 12)

Which of the following best describes the position you have accepted?

Answer Choices	Responses	
A college degree is required and the position is related to my field of study.	63.01%	46
A college degree is required but the position is not related to my field of study.	8.22%	6
A college degree is not required for this job, but my degree helped me to get it.	19.18%	14
Having a college degree made no difference in getting this job.	9.59%	7
	Answered	73
	Skipped	37

A sampling of employers who hired 2024 graduates includes:

Allied Universal Compliance and Investigations	State of Michigan	Clark County ESC
Archbold Middle School	Trine University	Defiance Area YMCA
Bitfreighter EDI & Systems Integrations	Defiance College	Delphos Herald
Defiance County Sheriff's Office	Premier Bank	Can Be Graphics
Family Resource Center	Stantec	Ensemble Health Partners
Edwards Jones	Gig Above Technologies	Fayette High School
Foundations Behavioral Health	Recovery Services of Northwest Ohio	Jordan Power Equipment
ICONMA	Hicksville Exempted Village Schools	Reese E. Price Academy
Northwest Ohio Juvenile Detention Center	First Solar	Team Rehabilitation Physical Therapy
Kettering Health	City of Defiance	Double U Marketing
Parkview Regional Medical Center	Honda of Middleburg Heights	Northwest State Community College

Graduate and Professional Studies

Thirty-eight survey respondents who received bachelors' degrees from Defiance College in 2024 have enrolled in Graduate/Professional School within the first year of graduation. These students represent 27.3% of the class for which outcomes are known. Additionally, sixty-five percent of respondents indicated they are "Very likely" or "Somewhat likely" to enroll in graduate/professional school during their lifetime (28/43).

2024 graduates are attending the following institutions: (Question 16)

Columbus Police Academy	Ohio University
University of Michigan	Cleveland State University
Bowling Green State University	Florida Atlantic University
University of Nevada, Las Vegas	Oakland University
Ball State University	Defiance College
University of Dayton	Indiana University- Bloomington
University of Toledo	Tiffin University

First Destination and Alumni Survey - Class of 2024 (Question 19)

Did you participate in any sort of experiential learning/education (e.g. internship, field experience, etc.) while at Defiance College?

Answer Choices	Responses	
Yes	88.75%	71
No	11.25%	9
Answered		80
Skipped		30

Satisfaction with Defiance College Education (Question 23)

First Destination and Alumni Survey - Class of 2024

Overall, how satisfied are you with your Defiance College education?

Answer Choices	Responses	
Very satisfied	51.25%	41
Somewhat satisfied	38.75%	31
Neither satisfied nor dissatisfied	3.75%	3
Somewhat dissatisfied	6.25%	5
Very dissatisfied	0.00%	0
Answered		80
Skipped		30

First Destination and Alumni Survey - Class of 2024 (Question 21)												
How valuable was your experiential activity in developing your related skills, knowledge and abilities in the following areas?												
	Not valuable		2		3		4		Extremely valuable		Total	Weighted Average
Communication skills	0.00%	0	0.00%	0	10.53%	8	30.26%	23	59.21%	45	76	4.49
Interpersonal skills	0.00%	0	2.63%	2	14.47%	11	26.32%	20	56.58%	43	76	4.37
Problem Solving Skills	0.00%	0	0.00%	0	14.47%	11	27.63%	21	57.89%	44	76	4.43
Technical or Job Content skills	1.35%	1	5.41%	4	24.32%	18	18.92%	14	50.00%	37	74	4.11
Leadership skills	1.35%	1	1.35%	1	18.92%	14	22.97%	17	55.41%	41	74	4.3
Teamwork skills	0.00%	0	1.32%	1	15.79%	12	17.11%	13	65.79%	50	76	4.47
Organizational skills	0.00%	0	1.33%	1	13.33%	10	24.00%	18	61.33%	46	75	4.45
Self-confidence	0.00%	0	1.32%	1	13.16%	10	17.11%	13	68.42%	52	76	4.53
Motivation/Initiative	0.00%	0	4.00%	3	13.33%	10	20.00%	15	62.67%	47	75	4.41
Analytical skills	0.00%	0	4.00%	3	24.00%	18	21.33%	16	50.67%	38	75	4.19
Self-Awareness	0.00%	0	1.33%	1	16.00%	12	25.33%	19	57.33%	43	75	4.39
											Answered	76
											Skipped	34

First Destination and Alumni Survey - Class of 2024 (Question 20)														
Please indicate the experiential activities you participated in at Defiance College and how valuable they were to you. If you did not participate in an activity, please choose N/A														
	N/A		Not Valuable		3		4		5		Extremely Valuable		Total	Weighted Average
Community service	36.23 %	25	0.00 %	0	4.35 %	3	14.49 %	10	17.39 %	12	27.54 %	19	69	3.59
Internship	21.33 %	16	1.33 %	1	0.00 %	0	8.00 %	6	13.33 %	10	56.00 %	42	75	4.59
Job Shadowing	53.73 %	36	0.00 %	0	0.00 %	0	2.99 %	2	16.42 %	11	26.87 %	18	67	3.09
McMaster Scholar	76.47 %	52	0.00 %	0	1.47 %	1	2.94 %	2	7.35 %	5	11.76 %	8	68	2
Mock Interviews	10.67 %	8	1.33 %	1	6.67 %	5	21.33 %	16	18.67 %	14	41.33 %	31	75	4.6
Part-time job (Not Work Study)	27.14 %	19	2.86 %	2	2.86 %	2	14.29 %	10	21.43 %	15	31.43 %	22	70	3.94
Practicum/Field Placement	54.41 %	37	0.00 %	0	4.41 %	3	7.35 %	5	7.35 %	5	26.47 %	18	68	2.93
Research outside of Defiance College	68.66 %	46	1.49 %	1	4.48 %	3	5.97 %	4	4.48 %	3	14.93 %	10	67	2.21
Research with Defiance College Faculty	58.21 %	39	1.49 %	1	1.49 %	1	8.96 %	6	4.48 %	3	25.37 %	17	67	2.76
Field Experience	38.57 %	27	1.43 %	1	2.86 %	2	7.14 %	5	8.57 %	6	41.43 %	29	70	3.7
Summer job (not related to studies)	33.80 %	24	4.23 %	3	4.23 %	3	12.68 %	9	15.49 %	11	29.58 %	21	71	3.61
Summer job (related to studies)	76.12 %	51	0.00 %	0	0.00 %	0	5.97 %	4	4.48 %	3	13.43 %	9	67	2.03
Work Study	49.30 %	35	4.23 %	3	2.82 %	2	4.23 %	3	21.13 %	15	18.31 %	13	71	2.99
Project 701	97.01 %	65	0.00 %	0	0.00 %	0	1.49 %	1	0.00 %	0	1.49 %	1	67	1.12
													Answered	79
													Skipped	31

First Destination and Alumni Survey - Class of 2024 (Question 22)
If you had the choice, would you choose the same major again?

Answer Choices	Responses
Yes	91.14% 72
No	8.86% 7
If No, please explain:	6
	Answered 79
	Skipped 31

Respondent ID	Response Date	If No, please explain:	Tags
118579630919	Mar 25 2025 01:57 PM	I would go into Sports Management or Business Administration.	
118584481107	Mar 24 2025 04:22 PM	At this point, I would probably reconsider based on my field experience. Workers in this field are extremely overworked, underpaid, and under appreciated. I believe in the mission but I am not willing to be exploited.	
118600003490	Mar 20 2025 02:05 PM	I would like to switch my major too sports management	
118600247176	May 09 2024 04:53 PM	I would probably double major in BUS and Psych instead of just psych	
118600242805	May 09 2024 04:48 PM	If I wanted to work in a different field, other than criminal justice, this degree would be useless	
118600177063	May 09 2024 03:37 PM	I think I would have been better suited to a different major. The program overall was also subpar in terms of organization and I feel like my education suffered as a result.	

Question 6: Survey respondents by major:

First Destination and Alumni Survey - Class of 2024		
Major (check all that apply):		
Answer Choices	Responses	
Accounting	0.00%	0
Art	0.00%	0
Arts and Humanities	0.00%	0
Biology	3.64%	4
Business Administration	15.45%	17
Clinical Laboratory Science	0.00%	0
Communication Studies	2.73%	3
Computer Science	6.36%	7
Criminal Justice	9.09%	10
Cyber-Forensics	1.82%	2
Digital Forensic Science	0.91%	1
Cyber-Security	3.64%	4
Early Childhood Education	4.55%	5
English	0.91%	1
Environmental Science	1.82%	2
Engineering	0.00%	0
Exercise Science	8.18%	9
Forensic Science	1.82%	2
Graphic Design	0.00%	0
Health Education	0.00%	0
History	3.64%	4
Integrated Language Arts	0.00%	0
Graphic Design	4.55%	5
Integrated Mathematics	1.82%	2
Integrated Social Studies	1.82%	2

Intervention Specialist (Mild to Moderate)	5.45%	6
Life Science and Chemistry	0.00%	0
Life Science	0.00%	0
Master of Arts in Education (General Concentration)	0.91%	1
Master of Arts in Education (Intervention Specialist Concentration (Mild/Moderate K-12)	0.00%	0
Master of Arts in Education (P-12 Reading Endorsement Concentration)	0.00%	0
Master of Arts in Education (Sport Coaching Concentration)	0.00%	0
Professional Education Licensure and Endorsement Programs	0.00%	0
Master of Arts in Education (K-12 Reading Endorsement Concentration)	0.00%	0
Master of Arts in Education/ Intervention	0.00%	0
Master of Arts in Education/Sport Coaching	0.00%	0
Master of Arts in Education/Sport Science	0.00%	0
Master of Business Administration Leadership Concentration	0.00%	0
Master of Business Sport Management Concentration	0.00%	0
Master of Business Administration/Criminal Justice Track	0.00%	0
Master of Business Administration/Sport Management Track	0.00%	0
Mathematics	1.82%	2
Medical Laboratory Science	0.00%	0
Middle Childhood Education	4.55%	5
Ministry Studies	0.00%	0
Molecular Biology	0.91%	1
Nursing	0.00%	0
Nursing- BSN Completion	3.64%	4
Organizational Supervision and Leadership	0.00%	0
Physical Education	0.00%	0
Psychology	2.73%	3
Religious Education and Design for Leadership	0.00%	0
Religious Studies	0.00%	0
Restoration Ecology	0.91%	1
Self-designed	3.64%	4
Social Work	14.55%	16
Sport Management	6.36%	7
Visual Arts	0.00%	0
Other (please specify)		9
	Answered	110
	Skipped	0