

# First Year Alumni Feedback (2017/18 Graduates)

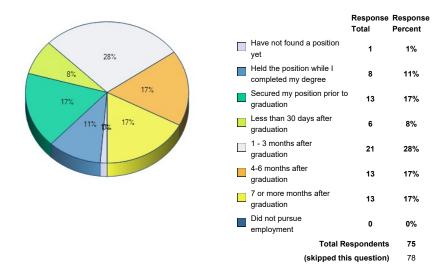
Survey Title: First Year Alumni Feedback (2017/18)

# **Responses By Question Analysis:**

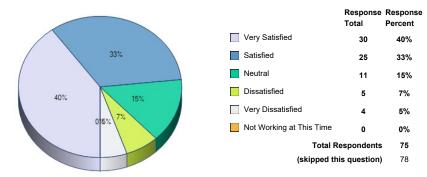
1. We would like to know about your short-term plans. Please mark each of the following as they relate to you currently:

	Yes	No	Not Applicable	Response Total	Points	Avg
I am currently employed or have a job offer in a field directly related to my degree	60.58% (63)0% (0)	38.46% (40)0% (0)	0.96% (1)0% (0)	104	0	0
I am currently employed or have a job offer in a field that is not related to my degree	32.63% (31)0% (0)	54.74% (52)0% (0)	12.63% (12)0% (0)	95	0	0
I am searching for employment in a field directly related to my degree	44.09% (41)0% (0)	31.18% (29)0% (0)	24.73% (23)0% (0)	93	0	0
I am searching for employment in a field not directly related to my degree	16.09% (14)0% (0)	58.62% (51)0% (0)	25.29% (22)0% (0)	87	0	0
I have been accepted into a graduate program to continue my education at Fitchburg State University	6.74% (6)0% (0)	66.29% (59)0% (0)	26.97% (24)0% (0)	89	0	0
I have been accepted into a graduate or doctoral program to continue my education at another institution	14.61% (13)0% (0)	59.55% (53)0% (0)	25.84% (23)0% (0)	89	0	0
I am not planning to continue my education at this time	40.23% (35)0% (0)	43.68% (38)0% (0)	16.09% (14)0% (0)	87	0	0
I am a member of the Armed Forces	1.11% (1)0% (0)	82.22% (74)0% (0)	16.67% (15)0% (0)	90	0	0
			Total Respondents	107		
			(skipped this question)	46		

2. How long did it take you to find your current position?



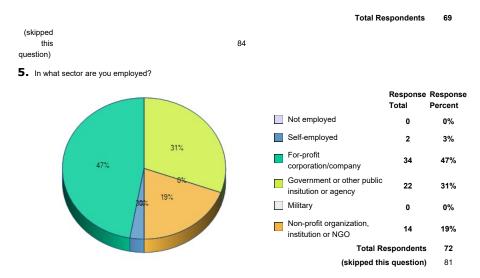
#### 3. Are you satisfied with the course of your career thus far?



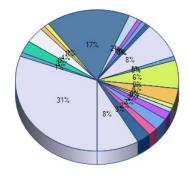
### **4.** Where are you currently employed and what is your job title?

- 1. Solutions Review Content Editor/Writer
- 2. Software engineer
- Community Healthlink Case Manager
- 4. Fitness coach in Shrewsbury, MA
- 5. Lead teacher at kids inn Amherst NH
- 6. Lowell public schools, long term substitute
- 7. Daniel Webster Council, Boy Scouts of America; Exploring Executive
- 8. Orange Southwest School District, Randolph Vermont, Paraprofessional
- 9. Walgreens Senior Certified Pharmacy Technician
- 10. High school: Media Aid
- 11. Graduate student and teaching assistant at North Carolina State University
- 12. New England legal foundation- office assistant
- 13. A private company as a bookkeeping clerk
- 14. Gavin Foundation as a Case Manager ATS (Acute Treatment Service)- addiction detox
- 15. Police officer with Sturbridge Police Department
- 16. I am employed by Missions Door, working with the Campus Ambassadors branch of the organization. I work as a campus minister and am the director of the ministry at the university I work at.
- 17. Dispatcher town of Douglas and Milford
- 18. Oakmont Regional High School:Educator
- 19. ELA high school teacher at Robert F. Kennedy Children's Action Corps
- 20. T-Mobile, sales rep
- 21. Business portion of a medical facility
- 22. Clear tech group in Leominster: service engineer
- 23. I am employed at Votary Films based in Worcester, Massachusetts. My job title is director/dp/editor.

24.	Billerica, MA Title: Account Specialist
25.	St lukes hospital in New Bedford and I am a RN
26.	Crocker Elementary School / Classroom teacher
27.	AECOM in Chelmsford, MA
28.	Boston University - College Advising Corps College Adviser
29.	Great Wolf Losge, Aquatics Manager
30.	I am currently employed in Lowell Public schools, in which I am a long-term Art substitute teacher.
31.	Mental Health Counsleor at Walden Behavioral Care.
32.	TaraVista Behavioral Health Center; mental health counselor
33.	Paraprofessional
34.	ClearGov, Municipal Data Consultant
35.	Critigen LLC, GIS Analyst
36.	I am currently working for an HVAC company - the same place I was working while going through college. cannot find a "career" or a company that I can grow with - and have been actively looking
37.	New England Center for Children, Behavioral Health Technician
38.	Full-time Graphic design at The Keene Sentinel in Keene, NH
39.	Registered Nurse
40.	Hubbardston Center School- SPED paraprofessional
41.	Permanent Building Substitute at Longsjo Middle School
42.	New Bedford Public Schools- 4th Grade teacher
43.	Assistant Nurse Manager, Baystate Medical Center, Springfield, MA
44.	Federal Medical Center - Fort Devens (Devens, MA) and Certified Pharmacy Technician
45.	Pusateri & Wilson, P.C. and legal assistant to the City Solicitor
46.	Gateways Community Services, ABA Therapist
47.	Tj Maxx, I am a merchandise coordinator
48.	Marlborough Hospital ED RN However worked at Brigham and Women's as a Neuro RN previous to this position
49.	Greater Lowell Technical High School
50.	I work as a report editor at a private investigations firm
51.	CDM Smith; Construction Specialist
52.	I work at Tripleseat Software. It is an event planning software . I was employed as an event planner right out of college but decided that wasn't for me so I went into the software side of event planning! My job is a support specialist.
53.	I am currently employed as a permanent substitute kindergarten teacher.
54.	Hutchinson Aerospace & Industry Test Engineer
55.	Mosquito Squad, Sales Agent
56.	Assistant Lacrosse Coach
57.	Registered nurse at Rhode Island hospital
58.	HOPE. Mentor/tutor
59.	Achieve TMS East - Mrarketing Specialist
60.	Registered nurse at Brigham and women's hospital
61.	Employed by the Boston Herald as an editorial assistant in the sports department.
62.	I am employed by a job-profit agency called Children's Home Society as a Dependency Case Manager. The Florida Department of Children and Families contracts their cases out to my agency for the dependency
63.	process.  Medium sized civil construction company - Laborer
	I work for myself. I do free-lance marketing for Crestwood Nursing & Rehabilitation & USA Karate
64. 65.	Somerset. I also substitute teach at a private school in Dartmouth, MA I worked at a below the line agency 5 months after my graduation, representing Cinematographers. I worked there for 7 months. This past month, I just landed a new job at Paradigm Talent Agency assistant.
66.	Talent Agent.  I am a full-time assistant editor (still somewhat freelance but there's great consistency) at a film group in the state of the state
67.	San Francisco area.  Dairy One Dairy Records Sarvice Specialist
68.	Dairy Records Service Specialist  I am a Management Development Associate at Curriculum Associates
69.	Rescue One Financial - Marketing Coordinator.
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**6.** Please select the industry that best describes your employer.



	Response Total	Response Percent
N/A - Not working	33	31%
Agriculture	1	1%
Biotech/Pharmaceutical	3	3%
Business Services	0	0%
Communications/Marketing/PR	4	4%
Computer Science/Technology	1	1%
Education: Higher Education	1	1%
Education: PreK - High School	18	17%
Engineering	2	2%
Environment	1	1%
Financial Services	1	1%
Fine/Performing Arts	0	0%
Food Service	1	1%
Healthcare	9	8%
Hospitality/Tourism/Travel	1	1%
Information Technology	0	0%
Law/Legal Services	7	6%
Manufacturing	0	0%
Media/Journalism/Publishing	4	4%
Medicine	1	1%
Military/Defense	0	0%
Politics/Public Policy/Advocacy	1	1%
Retail	2	2%
Social Services	3	3%
Sports/Fitness	2	2%
Technology	3	3%
Other, please specify	9	8%
Total Re	spondents	108
(skipped this	s question)	45

Behavioral Health

Interpreting Agency

Ministry
On the Education Data street Order to the state of the st
Special Education/Behavioral School all grades
Film Production Company
Education Technology
HVAC
Construction
Construction
Construction

7. We are always interested in our Alumni's continued interest in their personal and professional development. Which, if any, professional organizations have you joined since completing your program of study? The Solid Waste Association of North America Air & Waste Management Association (AWA) 1. Genesee Finger Lakes Chapter of the Air and Waste Management Association (GLF AWMA) Women of Wastewater 2. 3. None 4. N/A 5. N/A 6. N/A 7 American Mathematical Society N/A Instead of asking what individuals have done after college ask how FSU can improve. Since I graduated college, its probably one of the worst thing I could have done is going to college. Not only am I in debt but 8. im not even working in my feild. No one told me it would take a while or at times never to get a job . Plus on top of that we werent taught anything that would help us today. Like how to properly file a tax return. How to apply for a loan and so on. 9. None 10. 11. None, and I have reached out to previous advisors for help and recieved no reply. 12. 13. N/A 14. Mass Teachers Association 15. None 16 None NA 17. N/A 18. 19. NCARB Association of College Unions International 20. 21. Lowell Public Schools offer many chances for professional development. 22. None at this time. 23. 24. Massachusetts Municipal Association, International City Management Association 25. Yes and none. 26. ONL 27. APhA, NEOHS 28. Gateways Community Services 29. Massachusetts Nurses Association 30. Currently enrolled in a Masters program at Fitchburg None so far 31. 32 n/a 33. None I am at an age which is seventy-seven years of age and have no plans of working or furthering my education. In my degree I have learned so much about myself and my learning disability. The classes in 34. psychology. thank you 35. None 36. UNAP, the nursing union 37. I have decided to go pursue another Bachelor's Degree 38. 39 n/a N/A 40. 41 Conscious Capitalism Boston, Boston Democratic Socialists of America

Total Respondents

112 (skipped this auestion) 8. We believe that Fitchburg State Alumni are always expanding their body of knowledge and would like to know what types of professional development activities you have engaged in since completion of you program of study? (i.e. attended conferences or workshops, given presentation at conference or workshops, conducting scholarly research, licensures or certifications completed, etc.) Attended the AWA/GLFAWMA annual Joint Seminar 1. 2. Aws certifications Security certificate None, just looking for a job 5. Nationally certified through the pharmacy technician certification board 8. Teaching assistant training 9. 10. None yet, would like to do courses in Quickbooks 11. Going to school-ACEP program in Umass Boston- to get certified as an addiction counselor 12. None 13. Not applicable 14. I attend regular training with the staff of CA. Currently enrolled at Assumption College, one course and 12 credit internship left for certificate in alcohol & 15 substance abuse counseling. This institution does not hold a candle to Fitchburg State. 16. 17. Autism Workshop 18. None NA 19. My main client at the organization I am at currently are masters in Lean Consulting. Since working for them 20. I have attended many conferences and lean events. For example I went to the Seattle Lean Conference, and am going to another in Portugal soon. 21. RN Licensure 22. Professional presentations, lunch and learns, exhibitions, etc -attended conferences 23. -chaired planning committees -part-time coursework at the graduate level I have attended countless hours of professional development conferences and workshops and done 24. research on my own to better do my job. None at this time. 25. 26. None 27. MMA Conference I've attended a training seminar on FME software put on by SAFE software, one on ArcGIS Pro Linear 28 Referencing put on by ESRI, and a lecture on Viking Grave bj.581 put on by the Archaeological Institute of America at Assumption College 29. I went to the social event near the end of last November. Weekly professional development 30. 31. Attended multiple nursing leadership conferences and 2 holistic nursing seminars. APhA 2019 National Conference, ACLP 2018 National Conference, New England Pharmacists Convention 32. 2018, Nationally Licensed Pharmacy Technician, MA State Registered Pharmacy Technician 33. I have attended multiple conferences regarding political science as well as government/law 34. I am currently working towards a certification as a Registered Behavior Technition 35. ACLS certification 36. Completed leadership one and plan on attending leadership two in the fall 37. Nothing so far, been busy with work OSHA 40 and Competent Person training, offered through the company 38 39. None 40. Conferences and workshops

Attend business conferences for local firm's. I am continuing my education formally via the online

41.

42.

I would be interested

accelerated MBA program.

- 43. Lacrosse Convention 44 Online classes through Hubspot Academy.
- GIS Certificate 45.

Orton-Gillingham Training = Language based, multi sensory, structured, sequential, cumulative, cognitive, and flexible approach to reading. I recently was made aware that 20% of our population is dyslexic. Our

- 46. governor recently passed a law that allows elementary schools to screen kindergarten children for dyslexia. I want to be part of the solution to illiteracy in our country and this is the first step. I strongly urge FSU to get on board and require teaching majors to complete this course. It's beneficial to all.
- 47. Attended various video editing workshops and video software expos in the Bay Area.
- 48.
- 49 Sales Brain conference in neuro-marketing.

**Total Respondents** 

(skipped this question)

104

**9.** We like to know where our graduates are in the world. Please provide us with the city and state or country in which you currently reside.

- Rochester, NY
- 2. Billerica, MA
- 3. Mass, usa
- 4. Townsend, MA
- 5. Fitchburg, MA
- 6. Worcester, MA
- 7. Warren MA
- 8. New Hampshire
- Washington Vermont 9.
- 10. Still in Fitchburg
- I live in Fitchburg, Massachusetts 11.
- Raleigh, North Carolina 12.
- 13. New Hampshire
- Somerville, MA 14.
- Leominster, MA 15.
- 16. Dorchester, MA
- 17. Live in Worcester am working Sturbridge ma
- 18. West Bridgewater MA
- 19. Clinton, MA
- 20. Fitchburg, MA
- 21. Fitchburg Massachusetts
- 22. Cambridge ma USA
- Leominster, Massachusetts, USA 23.
- Fitchburg, MA 24.
- 25 Leominster
- Fitchburg 26.
- 27. Fitchburg, MA, USA
- Worcester, Massachusetts 28.
- 29. Chelmsford, MA
- 30. New Bedford Massachusetts
- 31. Merrimack, NH
- 32. Salem, MA
- 33. I currently reside in Lowell, Massachusetts.
- 34. Leominster, Ma
- 35. Townsend, MA
- 36. Leominster, MA
- 37. Worcester, Massachusetts
- 38. Stow, MA
- 39. Dedham, Massachusetts

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I just moved to NYC. Before this move I was living in VT commuting to my job in NH. and prior to my move
40.
         to VT I was working at an advertising agency in Daytona Beach, FL. Currently I'm Working remotely to keep
         my Full-time NH graphic design job till I find employment in NYC.
41.
         Natick, MA
         Dracut Ma
42.
43.
         Leominster, MA
44.
         Massachusetts
45.
         Fall River, Ma
46.
         Athol, MA
47.
         Waltham, MA United States
48.
          Fitchburg, Massachusetts!
49.
          New Boston, NH
50.
          Massachusetts
51.
         Leominster Massachusetts
52.
         Dracut Massachusetts
         Woburn MA
53.
54.
         Chelmsford, MA
         Haverhill, MA
55.
56.
         Massachusetts
57.
         Webster Massachusetts
         Fitchburg, MA 01420 (Worcester County)
58.
59.
         Fitchburg, MA
         New Hampshire
60.
         Franklin, MASSACHUSETTS
61.
         Massachusetts
62.
63.
         Ashburnham MA
64.
         Boston massachusetts
65.
          Boston, Massachusetts
66.
          Greenacres, Florida
67.
         Lancaster Massachusetts
         Somerset, MA 02726
68.
         Los Angeles, USA
69.
         Berkeley, California
70.
71.
         Massachusetts
72.
         Irvine, California.
                                                                                          Total Respondents
 (skipped
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**10.** Rate the quality of the following in respect to the degree you received one year ago:

question)

	Excellent	Good	Fair	Poor	Response Total	Points	Avg
Quality of faculty instruction	46.48% (33)0% (0)	39.44% (28)0% (0)	12.68% (9)0% (0)	1.41% (1)0% (0)	71	0	0
Level of individual attention	49.3% (35)0% (0)	36.62% (26)0% (0)	11.27% (8)0% (0)	2.82% (2)0% (0)	71	0	0
Quality of academic advisement	46.38% (32)0% (0)	31.88% (22)0% (0)	14.49% (10)0% (0)	7.25% (5)0% (0)	69	0	0
Curriculum linked to job related skills and knowledge	27.54% (19)0% (0)	47.83% (33)0% (0)	14.49% (10)0% (0)	10.14% (7)0% (0)	69	0	0
Preparation to meet the demands of my job	30% (21)0% (0)	40% (28)0% (0)	18.57% (13)0% (0)	11.43% (8)0% (0)	70	0	0
Preparation to continue my education	32.86% (23)0% (0)	32.86% (23)0% (0)	31.43% (22)0% (0)	2.86% (2)0% (0)	70	0	0
			Total Respondents		71		
			(skipp	ed this question)	82		

11. Looking back at your academic career at Fitchburg State University, please select your level of agreement with the following:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Response Total	Points	Avg
The social and interpersonal skills you developed have impacted your life	42.86% (30) 0% (0)	35.71% (25) 0% (0)	20% (14)0% (0)	0% (0)0% (0)	1.43% (1)0% (0)	70	0	0
You have benefitted from the personal connections you made	38.03% (27) 0% (0)	32.39% (23) 0% (0)	18.31% (13) 0% (0)	8.45% (6)0% (0)	2.82% (2)0% (0)	71	0	0
You have benefitted from the social networks of which you were/are a part	34.29% (24) 0% (0)	31.43% (22) 0% (0)	20% (14)0% (0)	8.57% (6)0% (0)	5.71% (4)0% (0)	70	0	0
The benefits of attending were worth the financial cost	38.57% (27) 0% (0)	30% (21)0% (0)	17.14% (12) 0% (0)	7.14% (5)0% (0)	7.14% (5)0% (0)	70	0	0
				Total F	Respondents	70		
				(skipped	this question)	83		

12. How well did Fitchburg State University prepare you in terms of the following skill sets:

	Very Well	Well	Neutral	Poorly	Very Poorly	Response Total	Points	Avg
Ability to think analytically and logically	41.18% (28) 0% (0)	44.12% (30) 0% (0)	13.24% (9) 0% (0)	0% (0)0% (0)	1.47% (1) 0% (0)	68	0	0
Ability to acquire new skills and knowledge on your own	51.39% (37) 0% (0)	36.11% (26) 0% (0)	11.11% (8) 0% (0)	0% (0)0% (0)	1.39% (1) 0% (0)	72	0	0
Ability to use the knowledge, ideas, or perspectives gained from your major field	50.72% (35) 0% (0)	37.68% (26) 0% (0)	5.8% (4)0% (0)	2.9% (2) 0% (0)	2.9% (2) 0% (0)	69	0	0
Ability to orally communicate well	40% (28)0% (0)	41.43% (29) 0% (0)	17.14% (12) 0% (0)	0% (0)0% (0)	1.43% (1) 0% (0)	70	0	0
Ability to judge information/ideas/actions/conclusions based on sources/methods/reasoning	43.66% (31) 0% (0)	40.85% (29) 0% (0)	14.08% (10) 0% (0)	0% (0)0% (0)	1.41% (1) 0% (0)	71	0	0
Ability to write effectively	56.52% (39) 0% (0)	27.54% (19) 0% (0)	14.49% (10) 0% (0)	0% (0)0% (0)	1.45% (1) 0% (0)	69	0	0
Ability to use information technology in intellectual and/or professional pursuits	42.03% (29) 0% (0)	37.68% (26) 0% (0)	17.39% (12) 0% (0)	1.45% (1) 0% (0)	1.45% (1) 0% (0)	69	0	0
Ability to understand and appreciate cultural and ethnic differences between people	54.29% (38) 0% (0)	27.14% (19) 0% (0)	12.86% (9) 0% (0)	2.86% (2) 0% (0)	2.86% (2) 0% (0)	70	0	0
Ability to understand international perspectives on economic, political, social, and cultural issues	38.24% (26) 0% (0)	35.29% (24) 0% (0)	20.59% (14) 0% (0)	2.94% (2) 0% (0)	2.94% (2) 0% (0)	68	0	0
Ability to gain an understanding of or appreciation for the arts	34.78% (24) 0% (0)	39.13% (27) 0% (0)	20.29% (14) 0% (0)	2.9% (2) 0% (0)	2.9% (2) 0% (0)	69	0	0
Ability to understand and apply quantitative principles and methods	34.29% (24) 0% (0)	41.43% (29) 0% (0)	15.71% (11) 0% (0)	5.71% (4) 0% (0)	2.86% (2) 0% (0)	70	0	0
Ability to understand scientific method	35.71% (25) 0% (0)	30% (21)0% (0)	28.57% (20) 0% (0)	2.86% (2) 0% (0)	2.86% (2) 0% (0)	70	0	0
				Total Re	spondents	70		
				(skipped thi	s question)	83		

**13.** How well did Fitchburg State University prepare you for the following personal and professional situational skill sets:

	Very Well	Well	Neutral	Poorly	Very Poorly	Response Total	Points	Avg
Your ability to work as a member of a team or group	47.14% (33) 0% (0)	35.71% (25) 0% (0)	14.29% (10) 0% (0)	1.43% (1)0% (0)	1.43% (1)0% (0)	70	0	0
Your ability to get along with people of diverse backgrounds and perspectives	56.34% (40) 0% (0)	33.8% (24)0% (0)	7.04% (5)0% (0)	2.82% (2)0% (0)	0% (0)0% (0)	71	0	0
Your ability to lead others effectively	43.48% (30) 0% (0)	36.23% (25) 0% (0)	15.94% (11) 0% (0)	2.9% (2)0% (0)	1.45% (1)0% (0)	69	0	0
Your ability to evaluate and choose between alternative courses of action	46.38% (32) 0% (0)	34.78% (24) 0% (0)	14.49% (10) 0% (0)	2.9% (2)0% (0)	1.45% (1)0% (0)	69	0	0
Your awareness of contemporary issues and their cause and consequences	45.71% (32) 0% (0)	32.86% (23) 0% (0)	18.57% (13) 0% (0)	1.43% (1)0% (0)	1.43% (1)0% (0)	70	0	0

Total Respondents 70 (skipped this question) 83

### 14. What did we not ask you about but you feel we should know?

Now that I am in graduate school at another university, I find that I cherish my time at FSU even more. The faculty were one of a kind, helpful, insightful, and extremely knowledgeable. I wish I took more advantage of

- my time with them. The classes that I took were useful and prepared me well for graduate school. The people at FSU in general were all amazing in their own ways. Although I didn't make the professional connections that I wish I did, I know that the people I did meet have my back for life. Fitchburg State was worth every penny.
- 2. What is taught in my field vs. what is required in the real world in terms of technology and experience.
- How FSU is so expensive and some how i still do not have the job in thw field nor any sort of connection nor experience.
- 4. What is my major Business Adminstration Accounting
- Nothing
- 6. FSU needs to do more to help students find employment after graduation
- 7. Nothing
- 8. I struggled to come into this school and to find a job that I really wanted. I was not prepared and I still struggle with certain aspects of teaching. I wish Fitchburg state taught curriculum that is being taught and used in high school instead of taking British Literature, Irish Literature and World Literature where I'm taught all sorts of literature that does not help me in my classes.

I feel as this may be a difficult task and not one I am educated on, but how can FSU create an environment where individuals are able to grow more rapidly or slowly, based on their understanding, capabilities, etc. One of the best experiences I had was an education program outside Fitchburg State, which was at Marlboro College. We created a feature film by the end of the semester, whilst having numerous hands on classes where the learning was incredibly taught by teachers currently working in the field. This program

- 9. was expensive undoubtedly, but how can Fitchburg State partner more with actual film organizations or get more real with how they approach the learning could be helpful. I found at Fitchburg State I was stunted by the slow rate learning, the reteaching of old content, and general lack of advanced learning. In one semester at Mariboro College I felt ready to enter the field, learned much more than I ever did at Fitchburg State, and gained an understanding of film, as well as the world that was far beyond anything that came before. I would recommend giving them a go and see.
- 10. The Education Department is filled with highly skilled and knowledgeable professors that prepared me for my field.
- I'm hoping to attend grad school for Archaeology. I'm competing for the Marshall Scholarship this year, but
   also pursuing other scholarships. If I win the scholarships and get accepted to the program, I plan to
   research spatial applications and drone technology for First World War archaeology, and I hope to develop a method or software which would be applicable to conflict studies across the world.
- 12. n/a
- 13. None
- 14. Again I am or have been retired for the last nineteen years how well adjusted am I in retirement
- 15. Nothing
- 16. No.
- 17. 90% of these skills I had before even attending Fitchburg State.

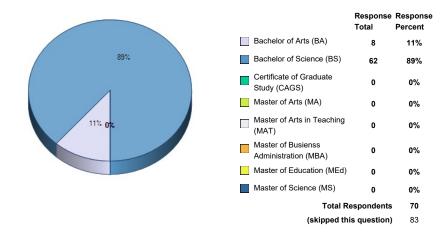
I was a reinstated student. Originally, I went to Fitchburg State in the early 90's. After 20+ years I decided to finish what I started. The Communication department as a whole went out of their way to make me feel

18. completely welcome and at home. The communication department is second to none. It was such an unbelievable experience and I am very fortunate to have worked with so many talented professionals.

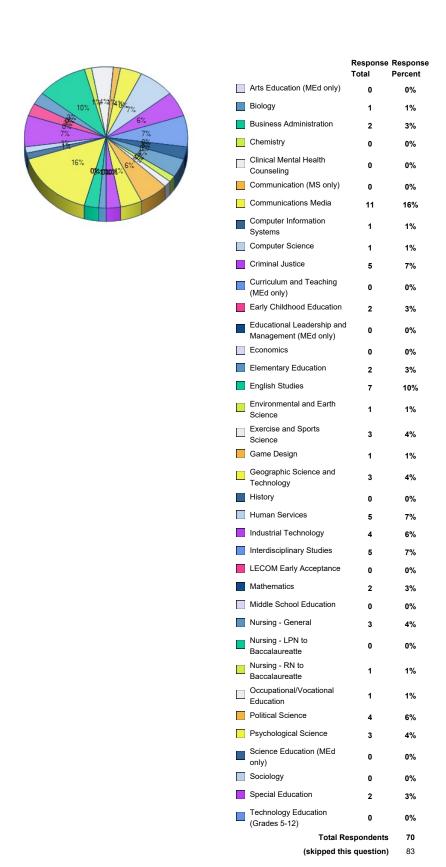
Total Respondents 18

(skipped this 135 question)

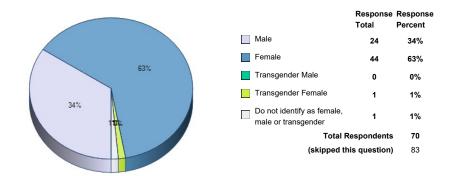
**15.** Please select the Degree you completed at Fitchburg State University from the list below.



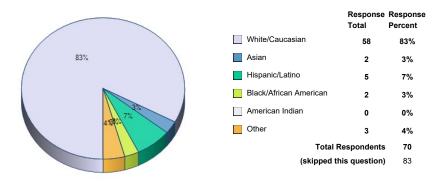
**16.** Please select the major field studied for your degree:



17. To which gender identity do you most identify?



# 18. To which racial heritage do you predominantly identify?



19. How many dependents do you have (not including yourself)?

