

A SURVEY OF EXPERIENCES, ACTIVITIES, AND VIEWS
OF THE INDUSTRIAL SECURITY ADMINISTRATION
GRADUATES OF MICHIGAN STATE UNIVERSITY

Thesis for the Degree of M. S.
MICHIGAN STATE UNIVERSITY
Hayes Carlton Larkins
1966

THESIS



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OF THE INDUSTRIAL SECURITY ADMINISTRATION
GRADUATES OF MICHIGAN STATE UNIVERSITY

By

Hayes Carlton Larkins

AN ABSTRACT OF
A THESIS


Submitted to
Michigan State University
in partial fulfillment of the requirements
for the degree of

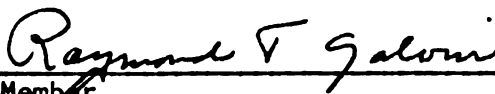
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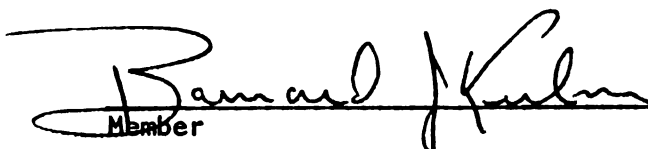
School of Police Administration and Public Safety

1966

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ABSTRACT

A SURVEY OF EXPERIENCES, ACTIVITIES AND VIEWS OF THE INDUSTRIAL SECURITY ADMINISTRATION GRADUATES OF MICHIGAN STATE UNIVERSITY

by Hayes Carlton Larkins

The purpose of this study was to survey the Industrial Security Administration graduates of Michigan State University in an effort to obtain information concerning their activities and professional experiences since graduation, and to determine their reactions as to how adequate they felt their academic training was in helping them to meet these experiences.

The Industrial Security Administration curriculum has been in existence for ten years and during this period of time, one hundred sixty-seven students have fulfilled the requirements for a Bachelor of Science and/or Master of Science degree in Industrial Security Administration, and have been graduated from Michigan State University. The curriculum was set up by modifying the existing General Law Enforcement curriculum. The initial modifications, as were many of the subsequent curriculum modifications, were based on best guesses concerning the needs of the students in this field of study.

The population used in this study included all of the one hundred sixty-seven graduates of Michigan State University who majored in Industrial Security Administration.

The mailed self-administering questionnaire was used as the instrument to collect the desired data. One hundred twenty (72 per

Hayes Carlton Larkins

cent) usable replies were received in time to be analyzed for this study. Five replies were received too late to be included in the analysis.

Two-thirds of the respondents reported, by their classifications, an employment history including jobs in the Industrial Security or related fields. The majority of the respondents indicated that their academic training had adequately prepared them for their present employment positions and they expressed a high degree of job satisfaction. Yet, only slightly more than half of the respondents would again choose to major in Industrial Security Administration if they had it to do over again. Nearly all of the respondents indicated that they would again choose to attend Michigan State University.

On the basis of this study, the writer concludes that the Industrial Security Administration graduate of Michigan State University has received an education which has adequately prepared him for employment in a variety of vocational positions. The writer further concludes that the respondent is ambivalent toward his academic major and that this ambivalence has two possible causative factors, which are: (1) A problem in semantics in that Industrial Security means different things to different people, and (2) An inability, resulting from the semantics problem, of the respondent to identify his employment position with the Industrial Security field.

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The writer wishes to express his appreciation to many people for their assistance and cooperation in making this study possible. To Dr. Leon Weaver, my graduate advisor, for suggesting the study and then waiting for more than five years for the results; to Dr. Bernard J. Kuhn for offering his hand in aid and friendship upon our meeting; to other faculty and staff members of the School of Police Administration and Public Safety for their cooperation; to Miss Betty Giuliani of the Office of Institutional Research for her invaluable suggestions and cooperation, and to Miss Joyce Messenger for her vital clerical assistance.

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My thanks to those graduates who cared enough to take the time required to furnish information of their experiences, activities and views concerning their educational and employment background-- the heart of this study.

I am indebted to my mother for her life-long vote of confidence in me, and finally, to my wonderful wife, Dora, who had to perform "double drill" during the conduct of this study. It is to her and our children--Lynda, Laura, Lance, Lisa and Lydia-- that this thesis is dedicated.

H. C. L.
February 1966

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CHAPTER I

INTRODUCTION

The Industrial Security Administration curriculum was established at Michigan State University in 1955.

It was initiated after the Director of the School of Police Administration and Public Safety, Arthur F. Brandstatter, consulted with Industrial Security professional people throughout the State of Michigan and discovered that no educational program for such people existed anywhere in the United States. Because Michigan industry and business seemed anxious to secure the services of men and women whose backgrounds reflected specific interest in the Industrial Security area and because many students in the School of Police Administration and Public Safety expressed a desire to enter the field of private protection upon graduation, both the Bachelor's and Master's degree curricula were devised.¹

Michigan State University, the first college or university in the United States to award a degree in Industrial Security Administration, awarded the first Bachelor of Science degree in this field in August, 1956. Student interest in the Industrial Security Administration curriculum has greatly increased. The Spring of 1962 revealed seventy-three students enrolled in the program and a record of eighty-one Bachelor of Science degrees having been awarded in Industrial

¹Robert Sheehan, "The Industrial Security Administration Curriculum at Michigan State University," Industrial Security, III, No. 1 (January, 1959), reprint.

Security Administration. The first Master of Science degree in this field was awarded by Michigan State University during the Summer of 1963. The continuing student interest in this field of endeavor is evidenced by the fact that by September, 1965 a total of eleven Master of Science and one hundred fifty-six Bachelor of Science degrees in Industrial Security Administration had been awarded by Michigan State University. The 1966 Winter Term revealed seventy-seven undergraduate and nine graduate students enrolled in the Security Administration program.

II. PURPOSE AND SCOPE OF THE STUDY

The purpose. The purpose of this study is to survey the Industrial Security Administration graduates of Michigan State University in an effort to obtain information concerning their activities and professional experiences since graduation and to determine their reactions as to how adequate and/or inadequate they felt their academic training was in helping them to meet these experiences.

The scope. The scope of this study includes identification of the graduate's present position and determinations by him of the job requirements, salary, duties and responsibilities for this position. His employment history (entrance grade, salary, promotions, duties, responsibilities, etc.) since graduation is also determined. The graduates were requested to make suggestions and/or recommendations concerning the study and to summarize views of the School of Police Administration and Public Safety as they have sensed them.

1J. NEED AND SIGNIFICANCE

Need. The need for this study is indicated by the fact that neither the School of Police Administration and Public Safety nor Michigan State University has ever surveyed or studied the Industrial Security Administration graduates in an effort to identify their attitudes, problems, activities and needs in professional life subsequent to graduation. The Industrial Security Administration curriculum was first developed and subsequently modified on best guesses concerning the needs of the student. It would appear that best guesses concerning what to teach should be supplemented and supported by a knowledge of the students being taught. The Industrial Security Administration curriculum has been in existence for ten years and during this period of time, one hundred sixty-seven students have fulfilled the requirements for a Bachelor of Science and/or Master of Science degree in Industrial Security Administration, have been graduated from Michigan State University and then have, in most cases, left the campus never again to have intercourse with either the School of Police Administration and Public Safety or the University. Furthermore, the School of Police Administration and Public Safety has never made an organized effort to communicate with these graduates. The Office of Alumni Affairs is the only office or department of Michigan State University that has attempted to communicate with them, and this contact was made for the primary purpose of determining current addresses so that various publications of the University might be sent to alumni.

Significance. This study is of importance to all universities

and colleges that either have now or are planning an Industrial Security Administration curriculum. It is of particular importance to the School of Police Administration and Public Safety because it will enable its staff and faculty members to have some knowledge of the graduates with which they can critically review, and perhaps revise, the Industrial Security Administration curriculum so that future graduates may be better served, better trained, and better educated.

This study will contribute to the limited volume of literature available within the field of Industrial Security. Particular significance is placed on the fact that this study is the first academic study of a homogeneous academic population concerned with Industrial Security; that is, the population studied has a similar academic background.

III. METHODOLOGY

The population. For the purpose of this study the universe was used in lieu of a sampling. The universe is the total composite number of graduates of Michigan State University who majored in Industrial Security Administration and it was used because of its small size. Therefore, the population studied is composed of the one hundred sixty-seven graduates of Michigan State University who have been awarded a Bachelor of Science and/or Master of Science degree in Industrial Security Administration.

Sources of information. The primary sources of information concerning the graduates' employment history, professional growth and

evaluations of their educational experiences were the graduates.

Construction of the instrument. Consideration of the size and geographical dispersion of the population and of the type of information required resulted in the selection of the mailed self-administering questionnaire as the instrument to be used to collect the desired data. Appropriate questions that had been successfully used in previously conducted studies concerning Michigan State University graduates were selected for inclusion in the questionnaire. It was necessary to develop additional questions to obtain information relative to the purpose of the study.

In the development of these other questions consideration was given to those areas of Industrial Security wherein there are great divergencies of opinions among practitioners who have had articles published in Industrial Security, the official organ of the American Society for Industrial Security. Such areas as what types of employment, businesses, and the like, are included in the field of Industrial Security and what types of duties and responsibilities are common to the practitioners in the field of Industrial Security. Assistance was received from faculty members of the School of Police Administration and Public Safety and from staff members of the Office of Institutional Research, Michigan State University, in the development and selection of questions to be used in the questionnaire. Throughout the entire process of selecting and refining questions, the chief criterion of acceptability was the probable value of the information these questions would elicit--the probable value for purposes of identifying the

activities and professional experiences of the Industrial Security Administration graduates subsequent to their graduation. The end product was a six-page questionnaire.

Pre-testing the instrument. After development of the questionnaire, twelve members of the study population who resided in the Lansing, Michigan area were telephonically contacted and requested to aid the writer by completing the questionnaire to be mailed to each of them. Further, they were asked to return the questionnaire to the writer with a statement as to when and where it would be convenient for the writer to conduct a personal interview with the respondent. Upon receipt of each completed questionnaire, the writer reviewed it and then personally interviewed each respondent. During each interview emphasis was placed on those questions the respondent had difficulty in understanding and/or answering. Each respondent was requested to make comments and/or recommendations as to how the questionnaire could be improved. As a result of this pre-test phase of the study, revisions were made of certain questions in accordance with the information received during these interviews.

Procedure. In August, 1965 a typed list, containing the names and addresses of all Industrial Security Administration graduates of Michigan State University, was prepared by clerical personnel of the School of Police Administration and Public Safety and mailed to the writer's residence in Baltimore, Maryland. During the month of September, 1965, one hundred double postcards were mailed by the writer from Baltimore to graduates whose names were subjectively selected from the list

of graduates. In addition to the postcards, thirty-six personal letters were mailed to other graduates whose names were also subjectively selected from the list. Essentially both the cards and letters notified the addressees of the pending study with its attendant questionnaire. Furthermore, each addressee was requested to furnish the writer with certain personal data and any information that he had concerning other Industrial Security Administration graduates. Awareness that the addresses indicated on the list were probably out-of-date prompted the writer to place the notation PLEASE FORWARD on the face of each piece of correspondence posted.

In October, 1965 files of the Office of Alumni Affairs, Michigan State University were checked by the writer in an effort to obtain either new or recent addresses for those members of the population studied who had not replied to the correspondence posted in September.

In November, 1965 all inquiries that had been returned to the sender by the Post Office because of wrong and/or out-dated addresses, were re-addressed using the addresses obtained from the files of the Office of Alumni Affairs and again posted. In addition, thirty-one form letters, each accompanied by a printed form, a stamped, self-addressed envelope and a list of graduates' names (for whom information was desired) were prepared and posted from Charlotte, Michigan to those graduates who had not previously been sent an inquiry. The form letter, like the other correspondence, notified the addressee of the pending study with its forthcoming questionnaire, and requested information concerning the graduate and his fellow alumni of the School of Police

Administration and Public Safety who had majored in Industrial Security Administration.

In addition to those efforts already described to find the most recent and accurate addresses for members of the study population, other efforts were made by the writer. Staff and faculty members and students of the School of Police Administration and Public Safety were requested to furnish information concerning the graduates, the 1963 and 1965 Directory of Members for the American Society for Industrial Security and telephone books were searched for information--all these efforts brought the address list to a high degree of accuracy.

On December 9 and 10, 1965 a six-page questionnaire accompanied by a letter of transmittal and a stamped, self-addressed envelope was posted to each graduate.²

On December 19 and 20, 1965 a Christmas card, with either one of two brief "form" notes enclosed, was mailed to each of the graduates. To those respondents from whom completed questionnaires had been received, the note in effect said, "Thank you."³ To those graduates from whom a questionnaire had not been received, the note requested that they take the necessary time to complete and return the questionnaire.⁴

On January 9, 1966 the second and final follow-up notice accompanied by a copy of the questionnaire was mailed to twenty-eight

²See Appendix A, p.62 for a copy of the questionnaire, and Appendix B, p.71 for a copy of the letter.

³See Appendix B, p.72 . ⁴ibid., p.72 .

graduates.⁵ These graduates were among those who had answered the initial correspondence but had not returned a questionnaire. The writer telephonically contacted those non-respondents who resided in the Lansing, Michigan area.

IV. LIMITATIONS OF THE STUDY

Due to the population used in this study, the following limitations are present in the study:

1. The members of the population did not all fulfill the same curriculum requirements due to the various modifications made in the Industrial Security Administration curriculum subsequent to its development.
2. The members of the population were not under the influence of the same major professor while attending the School of Police Administration and Public Safety. The following figures reflect the approximate percentage of graduates who studied under the influence of each of the major professors of Industrial Security Administration in the order of their tenure: 6 per cent, 40 per cent, and 54 per cent under the incumbent.
3. The respondents did not all go through the same curriculum in still another important sense. Two members of the population received both the Bachelor and Master of Science degree in Industrial Security

⁵See Appendix B, p. 73.

Administration. Nine members received the Master of Science degree in Industrial Security Administration after receiving a Bachelor's degree in another academic major, predominately Law Enforcement. One hundred fifty-six members of the population constituted those with just the Bachelor of Science degree in Industrial Security Administration.

V. DELIMITATION OF THE STUDY

The population studied was limited to the size of the universe, one hundred sixty-seven graduates, and could not be increased in order to obtain a greater number of returns.

VI. ORGANIZATION OF THE REMAINDER OF THESIS

The writer has, thus far, discussed the purpose, the need and significance, the methodology and the terms used in this study. In an effort to assist the reader to understand the direction taken in the remainder of this thesis, the writer offers a preview of the remaining chapters.

Chapter II of this study is concerned with a review of literature concerning other studies dealing with college graduates. Also included in this section is comment concerning a review of articles published in the periodical, Industrial Security, dealing with the field of Industrial Security.

Chapter III is concerned with the historical development of the

Industrial Security Administration curriculum and brief biographical sketches of the men primarily responsible for the development and subsequent modifications of the curriculum.

Chapter IV contains the results of the survey and an analysis of them. In this chapter, the writer presents the data collected and draws a composite picture of the respondent.

Chapter V is devoted to a comparison of the Industrial Security Administration respondent with the respondents of other selected studies.

Chapter VI contains the findings of the study, the final conclusions and some recommendations of the writer.

Following the aforementioned chapters, a section will be devoted to the bibliography and the appendixes. The bibliography will be devoted to the resources and material from which this writer received some of this information. In the section titled Appendix A, pages 61 to 69, the writer inserted a copy of the questionnaire used; in Appendix B, pages 70-73, are copies of the letter of transmittal and follow-up letters; and in Appendix C, pages 74-109, are the tables of basic data compiled from the replies of the respondents.

CHAPTER 11

REVIEW OF THE LITERATURE

A review of the literature that is related to the proposed study of the writer enables the writer to determine what has already been accomplished in the area of interest, permits a greater insight into the topic and serves as a source of information for the writer. Of the many studies completed of college graduates, none has considered or included the Industrial Security Administration graduates of Michigan State University. The writer presents in this chapter selected data from significant studies conducted by authors of previous studies of college graduates. Only that data which could be conveniently compared with information obtained from this study are included in this summary.

1. A 1947 SURVEY OF 9,064 COLLEGE GRADUATES

In 1947, Time Magazine conducted a vast study of college graduates in the United States. This study was analyzed by the Columbia University Bureau of Applied Social Research and later published in book form in 1952.⁶

In 1947, in response to requests made by Time, 84.4 per cent of the 1,229 degree-granting institutions of higher learning in the United States furnished names beginning with Fa of their graduates to be used

⁶Ernest Havemann and Patricia Salter West, They Went To College, The College Graduate in America Today (New York: Harcourt, Brace and Company, 1952), 277 pp.

in a population sampling of college graduates. From these names a sampling of 17,053 graduates was selected for the study.

In October, 1947 a thirteen-page questionnaire was mailed to this list and a follow-up mailing was made to non-respondents in November, 1947. A total of 9,064 replies--53.1 per cent of the total sample or 59.1 per cent of the net sample exclusive of bad addresses--was received. In addition, a sample of non-respondents was interviewed in January, 1948, with 419 interviews made.

This study was conceived by Time as an analysis of its reading public, which is about 77 per cent college trained.⁷

The study revealed, among other things, that in the sample 58.3 per cent were men and only 41.7 per cent were women. The median age of all graduates was 36.9. The college degree had a positive cash value and the value increased with age; that is, the older the graduate, the higher his income. The under-thirty graduate had a median income which was 60 per cent above the national median and the graduates in their thirties were 110 per cent above the national median. Of all men graduates, 23 per cent earned \$7,500 and over, but only one per cent of career women earned this amount or over. If they had it to do over again, 84 per cent of all graduates would go back to the same school. Of the Big Ten graduates, 84 per cent would attend the same school. (Note: Michigan State University was not a member of the Big Ten at the time of this study.) As for the graduates of all other Midwest colleges, 78 per cent reported that they would return

⁷Ibid., p. vi.

to the same college. Concerning satisfaction for their "major" field of study, 30 per cent of the graduates who majored in social science wished they had done otherwise. The field they most frequently mentioned as a better choice was Business Administration.

II. A SURVEY OF EXPERIENCES, ACTIVITIES, AND VIEWS OF MICHIGAN STATE UNIVERSITY ALUMNI

In 1960-61 a questionnaire survey of a sample of 1949-54 graduates of Michigan State University was conducted by Dr. Gwendolyn Norrell of the Counseling Center, Michigan State University.⁸ This study was conducted for the purpose of collecting information from alumni concerning their jobs, participation in community life, and their evaluation of their educational experiences.

The sample was randomly selected from alphabetical lists of graduates who had received an undergraduate degree from Michigan State University between 1949 and 1954.

A four-page questionnaire was mailed to the sample of 4,063 graduates, which represented 23.8 per cent of the 17,116 graduates who were graduated in the years 1949-1954. Also included were 155 pre-medical and pre-law students. Usable replies were returned by only 1,947 (46.5 per cent) of the population sampling. Follow-up mailings were not done.

The study revealed, among other things, that in the sample

⁸Dr. Gwendolyn Norrell, "A Survey of Experiences, Activities, and Views of MSU Alumni" (Office of Institutional Research, Michigan State University, January 18, 1961), p. 22 (mimeographed).

75.2 per cent were men and 24.8 per cent were women. The median age for the group was 32.5. In 1960, 57.9 per cent of the sample resided in Michigan. More than half (58 per cent) of the respondents continued their schooling after graduation. Study for the Master's degree was reported by 22 per cent, 8 per cent studied for a professional degree, and 4 per cent of the graduates said they had taken work toward a doctorate. Courses taken solely to enrich their professional background were reported by 18 per cent of the respondents. Advanced degrees were earned by 21.6 per cent of the graduates. If they had it to do over again, the great majority (80 per cent) definitely or probably would return to Michigan State University. Most of them (70 per cent) would select the same major. Concerning employment, the graduates generally found employment in fields related to their college major. The biggest shift reported was an Engineering graduate who is now a minister. The majority (58 per cent) of the respondents felt that their college major was very valuable in preparing them for their present positions and 33 per cent reported that it was of some value. The approximate annual income of the respondents was reported as follows: Nothing, 17 per cent; Less than \$5,000, 7.9 per cent; \$5,000-\$7,999, 31.1 per cent; \$8,000-\$10,999, 28.2 per cent; \$11,000-\$13,999, 8.6 per cent; \$14,000-\$16,999, 3.3 per cent; and \$17,000 and over, 3.7 per cent. Concerning job satisfaction, 31 per cent were "thoroughly satisfied" and 47 per cent were "satisfied but would consider a change."

III. A STUDY OF MEDICAL TECHNOLOGY ALUMNI OF MICHIGAN STATE UNIVERSITY

In 1965 a survey was conducted of a sample of the Medical Technology graduates of Michigan State University.⁹ The survey was conducted through the Office of Institutional Research at Michigan State University, and the report prepared by Betty Giuliani.

The purpose of this study was to survey the Medical Technology graduates to determine the kinds of professional experiences they encountered after graduation and how well they felt they were prepared to meet them.

The sample was taken from the one hundred twenty-four graduates of the graduating classes of 1959, 1960, 1961, 1962 and 1963. A three-page questionnaire was mailed to each of the one hundred nineteen graduates for whom addresses were available. Two follow-up mailings were sent to non-respondents. Usable replies were returned by one hundred two (86 per cent) of the population sampling.

The study revealed, among other things, that in the sample 11 per cent were men and 89 per cent were women. At the time of the study, 53 per cent of the respondents resided in Michigan. The majority (58 per cent) were employed as medical technologists. Information concerning their first job in Medical Technology was received from a professional colleague by 18.5 per cent of the respondents and 37 per cent were hired at the hospital where they had interned. Only one

⁹"Medical Technology Alumni Study" (Office of Institutional Research, Michigan State University, June 1965), p. 12 (mimeographed).

graduate had utilized the services of the Michigan State University Placement Bureau. Personal inquiries resulted in 20.5 per cent of the respondents receiving their first job. Over half (60 per cent) reported that they were extremely well-prepared to assume the responsibilities involved in their medical technologist job, and 31 per cent said they were adequately prepared. Only 5 per cent felt they were inadequately prepared. Less than half (41 per cent) of the respondents had taken additional course work since graduation and only eleven had enrolled in a degree program. Preparation for leadership on the job was thought to be adequate or extremely well by 76 per cent of the respondents. Having it to do over again, 94 per cent of the graduates would again attend Michigan State University and 74 per cent would again select the same major.

IV. A STUDY OF WOMEN VETERINARY GRADUATES COLLEGE OF VETERINARY MEDICINE MICHIGAN STATE UNIVERSITY

In August and September, 1965 a survey was conducted of all women veterinary graduates of Michigan State University.¹⁰ The survey was conducted through the Office of Institutional Research, Michigan State University, and the report prepared by Betty Giuliani at the request of the College of Veterinary Medicine.

The population sampling consisted of the fifty-nine living, women

¹⁰"Women Veterinary Graduates--College of Veterinary Medicine, A Follow-Up Study" (Office of Institutional Research, Michigan State University, November, 1965), p. 29 (mimeographed).

veterinary graduates of the College of Veterinary Medicine at Michigan State University. They were graduated during the period 1933-1965.

A questionnaire was sent to each of the fifty-nine members of the population sampling. Two follow-up mailings were sent to non-respondents. Usable returns were received from fifty-two graduates (88 per cent).

The study revealed, among other things, that at the time of the study twenty-four (46 per cent) of the respondents resided in Michigan. The great majority (83 per cent) would again choose Michigan State University for their academic preparation and 88 per cent would again choose Veterinary Medicine. The majority of the respondents had taken no additional professional course work since graduation. Two women received Master of Science degrees and 42 per cent had participated in institutes, workshops, or continuing education conferences. The median income for all respondents was in the \$7,501 to \$10,000 range. Seventy per cent selected the area of Business Administration as the curricular area in which they believed they needed more course work.

V. RESULTS OF A REVIEW OF ARTICLES PUBLISHED IN INDUSTRIAL SECURITY

A comprehensive perusal of issues, from Volume I, Number 1, dated October, 1957 to Volume IX, Number VI, dated December, 1965, of the periodical Industrial Security, failed to provide the writer a clear-cut definition for the term Industrial Security when considered apart from the protection of classified defense information in the hands of United States industry. Nor was there a consensus concerning the areas of responsibilities inherent within the field of Industrial Security.

CHAPTER III

HISTORICAL DEVELOPMENT OF THE INDUSTRIAL SECURITY ADMINISTRATION CURRICULUM

In this chapter the writer presents a brief summary of the historical development of the Industrial Security Administration curriculum at Michigan State University. Also included in this chapter are brief biographical sketches of each of the three professors who have been successively responsible for the development and/or subsequent modifications of the curriculum.

The School of Police Administration and Public Safety at Michigan State University was organized in 1935. In 1938 all three members of the first graduating class were awarded a Bachelor of Science degree in Police Administration and Public Safety. In 1947 one of these first graduates, Arthur F. Brandstatter, became director of the school.

In 1955 Mr. Brandstatter met with representatives from each of the "Big Three" automotive manufacturing firms, Ford, Chrysler and General Motors. These representatives reported a need within their industry for college-trained personnel in the field of security and protective services. This expressed need, coupled with personal knowledge of graduates of the School of Police Administration and Public Safety who had taken employment with private industries and businesses, prompted Brandstatter to initiate action for the development of an Industrial Security Administration curriculum at Michigan State University.¹¹

¹¹Interview with Arthur F. Brandstatter on November 17, 1965.

Mr. Brandstatter gave the responsibility of developing an Industrial Security program to Dr. Albert C. Germann, a faculty member of the School of Police Administration and Public Safety, and with that assignment, his full support and cooperation.¹²

Dr. Germann received the Bachelor's degree in Philosophy from Loyola University, Los Angeles, and the Master's and Doctoral degrees in Public Administration from the University of Southern California.

Following service as a sworn officer of the Los Angeles Police Department, he joined the faculty of the School of Police Administration and Public Safety at Michigan State University.

The Industrial Security Administration curriculum was set up by modifying the existing General Law Enforcement curriculum.¹³ The initial modifications, as were many of the subsequent curriculum modifications, were based on best guesses concerning the needs of the students in this field of study. Germann reported, "The Industrial Security program at Michigan State University was launched with the course 302, Industrial Security Administration, in Spring 1955 . . ."¹⁴ In the Winter of 1956, the course, Prevention and Control of Fire and Accidents, was offered for the first time. Germann taught these two courses and wrote the syllabi for them.

In the past, the School of Police Administration and Public Safety has reported opportunities for Industrial Security Administration

¹²Letter from Dr. Albert C. Germann, November 29, 1965.

¹³Brandstatter, op. cit.

¹⁴Germann, op. cit.

graduates in such vocational areas as the following: Plant Protection; Insurance Investigation; Retail Store Security; Private Police; Railroad, Bus and Airlines Security; and Private Detective.¹⁵ The School has also indicated that "graduates of this specialization may seek employment within a wide range of private organizations--insurance companies, banks and fiscal institutions, retail merchandising enterprises, industrial plants, and in transportation agencies, and the like."¹⁶

In 1957, Germann left Michigan State University to accept the responsibility for the development of the Police Science Program at Long Beach State College. Today he is a Professor of Police Science in the Department of Police Science, California State College at Long Beach.

On September 1, 1957, Robert Sheehan was appointed Assistant Professor of Police Administration and Public Safety at Michigan State University, and placed in charge of both the graduate and undergraduate programs in Industrial Security Administration.

Mr. Sheehan received a Master's degree from Tufts College in Medford, Massachusetts. While getting his Master's degree, he worked with the Everett Police Department, Everett, Massachusetts. He was in charge of industrial security inspection for three different New England industrial plants prior to entry in the United States Army in

¹⁵"Your Future in Police Administration and Public Safety" (undated bulletin of Michigan State University), p. 3.

¹⁶Ibid., p. 12.

1955. He served as a Special Agent in the Counter Intelligence Corps until his release from active duty in 1957.

In 1960, Sheehan left Michigan State University to become Professor and Chairman of the Department of Law Enforcement and Security at Northeastern University, Boston, Massachusetts.

On September 1, 1960, Dr. Leon Weaver was appointed Professor of Police Administration and Public Safety at Michigan State University, and placed in charge of both the graduate and undergraduate programs in Industrial Security Administration, a position he has occupied to date.

Dr. Weaver received the Bachelor's degree in Education and the Master's and Doctoral degrees in Political Science from the University of Illinois.

He has a very extensive and varied employment background. It includes teaching and administration in the Illinois public schools and service in various Government positions dealing with industrial disaster control and defense. He was Chief of Instruction of the Office of Civil and Defense Mobilization Staff College. He has also served as Emergency Planning Consultant in the Office of Civil and Defense Mobilization Industry Office, and as special lecturer and curriculum advisor for the Office of Civil and Defense Mobilization Industry Defense courses. He has served major United States companies in a consulting capacity on industrial disaster control and defense plans.

Dr. Weaver is listed in: Directory, American Political Science

Association; Who's Who in the Midwest; Who's Who in American Education; American Men of Science (Social Sciences); and Contemporary Authors.

It was under Weaver's direction that the first Master's degree in Industrial Security Administration from Michigan State University was awarded in the summer of 1963.

Until 1964 Industrial Security Administration was one of six major areas of study available in the School of Police Administration and Public Safety. During the 1964 Fall Term, implementation was made of a new undergraduate program in the School. The major areas of study were decreased from six to three, one of which is Security Administration, formerly identified as Industrial Security Administration. All students majoring in this field are required to take the police administration core program of six police administration courses and a one-term field service training program. Professor Frank D. Day of the School of Police Administration and Public Safety reported the development of this new program as follows: "After approximately four years of intensive study of the undergraduate curricula and future societal needs, a faculty committee presented recommendations which the faculty accepted, with some changes, during the 1964 Winter Term."¹⁷ In recent years there has been an increased emphasis on so-called "academic" courses in the Industrial Security Administration curriculum and some

¹⁷Frank D. Day, "Administration of Criminal Justice: An Educational Design in Higher Education," The Journal of Criminal Law, Criminology and Police Science, Vol. LVI, No. IV (December, 1965), p. 541.

corresponding diminution in emphasis on so-called "vocational" courses (such as courses in Fingerprinting, Retail Security, Criminal Investigation, and the like).

In reviewing the historical development of the Industrial Security Administration curriculum, it should be apparent that its establishment was based on best guesses, as were many of the subsequent modifications, concerning the needs of the students in this field of study. The original curriculum was essentially designed to prepare the graduate for employment in a rather restricted vocational area, primarily plant protection in the automotive and related manufacturing industries. In time, aided by the subsequent changes of the major professor, preparedness of the graduate for employment was broadened to include other industries and vocational fields. Implementation of the new undergraduate program in 1964 resulted in an educational program designed to provide the graduate with a professional education to prepare him for an optimum number of careers in public and private agencies. The changing of the curriculum's title from Industrial Security Administration to Security Administration reflects this evolution.

CHAPTER IV

RESULTS OF THE QUESTIONNAIRE

In this chapter the writer will present the results of the questionnaire. Of the one hundred sixty-seven questionnaires sent to the members of the universe, one hundred twenty (72 per cent) usable replies were received in sufficient time to be included in this analysis.¹⁸ However, due to a coding error, one reply was not reported in all of the responses. Five replies were received too late to be included in the analysis, one incomplete questionnaire was returned by a graduate, and the United States Post Office returned three questionnaires to the writer because of bad addresses. This resulted in a net response, exclusive of bad addresses, of 77 per cent being obtained.

The graduates were asked to describe their present employment position as either being in the Industrial Security field, in a field related to Industrial Security, or in a field unrelated to Industrial Security. They were not provided any assistance by the writer in this definitive effort, in the form of definitions or criteria. Completely subjective classifications were made by the respondents and as a result, two men with similar jobs and/or responsibilities may have described their jobs as being in different fields. This occurred most frequently with respondents who are employed with retail sales firms, automotive manufacturers and federal agencies. Consequently, the reader should

¹⁸See Appendix C, pp74-109, for tables of basic data compiled from these replies.

bear this in mind when considering that data derived from the segregation of responses according to employment field; that is, the responses of the respondents employed in the Industrial Security field are presented together as are the responses from those employed in fields related to Industrial Security and the like.

I. BACKGROUND INFORMATION

The present section summarizes the characteristics of the graduates in terms of age, sex and residence.

Age. The median age for the group was approximately 28 and the mean age was 28.9, with a range of years from 22 to 46.

Sex. All respondents are male with one exception; she is the only female graduate of Michigan State University who majored in Industrial Security Administration.

Residence. At the time of the study, fifty-six (46.7 per cent) of the respondents resided in Michigan. Twenty-two of the Industrial Security Administration graduates residing in Michigan have never been employed in the Industrial Security or related field.

II. FURTHER EDUCATION AFTER GRADUATION

The majority of respondents have taken no additional course work of any kind since graduation. Of those who have, only thirty-seven (30.8 per cent) have enrolled in degree programs.

Additional degrees received. Master's degrees were earned by ten (8.4 per cent) of the respondents, while one earned a doctorate

of law degree and one earned a Bachelor of Foreign Trade degree.

III. EVALUATION OF EDUCATIONAL EXPERIENCES

To determine their degree of satisfaction with undergraduate experiences in the School of Police Administration and Public Safety, the graduates were asked a series of questions about preparation for advanced study, leadership responsibilities, professional activities, and job responsibilities.

The majority of the respondents who evaluated their undergraduate preparation gave a satisfactory rating for their general background of liberal education. Only three (6.1 per cent) rated their general background of liberal education as unsatisfactory. Concerning their undergraduate preparation in natural science, social science, and humanities the majority of the respondents gave a satisfactory rating. In an evaluation of their preparation in specialized courses directly related to the field of later study, only seven (15.9 per cent) evaluated their undergraduate preparation as unsatisfactory.

When asked how well their undergraduate training had prepared them for advanced study, approximately one-third of the group responded that they had no basis for judgement or did not answer the question. Over half of the respondents felt that they were either extremely well or adequately prepared for advanced study.

In comparing their pre-graduate or pre-professional training with that of other students at their graduate or professional school, none of the respondents felt that their training was poorer than that of

the other students.

Over three-fourths (80 per cent) of the respondents indicated that their college major had prepared them either extremely well or adequately for their employment positions. A grouping of responses by employment background revealed that of the eighty respondents who had had employment in the Industrial Security or related field, fourteen (17.5 per cent) indicated that this preparation was inadequate. Only three (7.5 per cent) of the forty respondents who had never been employed in the Industrial Security or related field felt that the preparation was inadequate.

Approximately 20 per cent of the respondents who had had employment in the Industrial Security and/or related fields felt compelled to comment on their college major. Received were such comments as the following (figures in parenthesis indicate year of graduation):

(1963) It is my sincere feeling that graduates of the Industrial Security curriculum do not, at the time of graduation, have sufficient working knowledge of the Industrial Security Manual for Safeguarding Classified Information. Nor do they have a background of Industrial Security Administration from a standpoint of a company that is involved in classified contracts. I feel the school has fallen quite short of its objectives in this area.

(1964) I personally feel that my degree in Industrial Security Administration was a major selling point in obtaining my present position as Safety Engineer with G. M. I do not feel that I am adequately prepared in the field of Industrial Security to assume any responsible position in the field that one would assume I would be most knowledgeable--Plant Protection or Industrial Security. More administrative and organizational theory courses in I. S. specifically are needed at the present undergraduate level. The one course that I had in Industrial Security Administration was totally inadequate preparation as far as I was concerned.

(1960) I would like to state that the Industrial Security courses at State were far too general to be of much use. A course in investigative techniques for detection and apprehension of employee thieves and a course including inventory control would be of great value.

(1965) Greater emphasis should be placed on actual techniques in the I. S. field. There is too much emphasis on theory. More concentration in the DOD (Department of Defense) and AEC (Atomic Energy Commission) would be helpful since there are so many government contracts in the I. S. field.

(1962) It is my considered opinion, based upon past experience, that the Industrial Security curriculum at MSU should be revised to reflect more accurately the needs of growth type industries. Moreover, in my opinion, emphasis should be placed on the proprietary aspects of the security function (i.e., security measures designed to safeguard a company's proprietary interests and, in turn, their competitive advantage) at the college level.

However, not all comments received were critical of the program. One 1957 graduate, employed as an insurance adjuster, who indicated that he had never been employed in the Industrial Security or related field, commented:

I feel as if the Police Administration course taught me several things that were and are used in my present work. I also feel as if I received a good solid background from the field program. I am constantly using skills learned in school. I still need to know how to investigate, speak to all forms of law enforcement people Police Ad. taught a good background to my present job.

Another favorable comment was received from the first graduate (August, 1956) who classified his present position as in a field related to Industrial Security. He commented:

During my military service I was a special agent with OSI in the USAF, and had this training and experience prior to my Industrial Security course work. I have had to interpolate a bit on some of these questions because of this factor, and because of the specialized

field I entered after graduation. The course work at MSU did not specifically apply to my work as a polygraph examiner, but it did contribute to my general insight into potential applications and problem areas that I might later encounter as an examiner. It also helped me in the unforeseen establishment of our second company which deals exclusively in retail security services.

Preparations for assumption of responsibilities involved in their jobs was reported to be adequate or better by more than three-fourths of the respondents. Little difference in the evaluations of their preparation for their first job and their present job was reported by the respondents.

Preparation for leadership on the job was thought to be at least adequate by more than three-fourths (88 per cent) of the respondents. Less than three-fourths (73 per cent) felt the same way about their preparation for participation in professional activities outside their jobs.

More than three-fourths of the respondents reported they were as well or better prepared to assume their job responsibilities as were their colleagues who were trained elsewhere.

Only little more than half (57.98 per cent) of the respondents indicated that they would choose to major in Industrial Security Administration again, but only four (3.4 per cent) said they would not attend Michigan State University again. A grouping of responses by employment background revealed that the largest number of respondents who indicated they would not choose to major in Industrial Security Administration again were those who are employed in non-Industrial Security fields. However, one-fourth (29.4 per cent) of the respondents

who are employed in the Industrial Security or related field indicated they would not choose Industrial Security Administration again. The majority of the respondents who would choose some other major selected Business Administration as their most popular choice.

IV. EVALUATION OF FIELD SERVICE TRAINING EXPERIENCES

When asked if they had participated in Field Service Training while attending Michigan State University, twelve (10 per cent) respondents replied "No," and of the affirmative responses, only one respondent had taken Field Service Training as a graduate student. Three (2.5 per cent) of the respondents had three school quarters of Field Service Training, seventy-four (62.2 per cent) respondents participated for two quarters, and twenty-nine (24.4 per cent) respondents participated for only one quarter. Less than half (47.06 per cent) of the respondents indicated that participation in Field Service Training was a very valuable contribution to their educational development. More than one-third (36.97 per cent) reported the contribution to be of some value. Only eight (6.7 per cent) respondents felt that the participation was of little value to their educational development. More than half of the respondents (63.9 per cent) indicated that participation in Field Service Training had some value in the fortification and/or modification of their career objectives. Only one-fourth (26.05 per cent) of the respondents indicated that this participation was of little or no value in the modification and/or fortification of their career objectives.

About the same evaluation was reported by the respondents for the value of Field Service Training participation in the development of a feeling of confidence in their ability to perform daily routines that confronted them on their first job after graduation from Michigan State University.

When asked how long they felt that Field Service Training should be at the undergraduate level, the majority of the respondents (84.88 per cent) reported either one or two school quarters. Concerning the length of training at the graduate level, the majority (58.82 per cent) of the respondents indicated none at all or for one school quarter. Although one hundred eleven respondents expressed their feelings concerning how long Field Service Training should be at the graduate level, only one of them had actually participated in this training at the graduate level. Several respondents commented that discretion in the assignment of agencies was of more importance in evaluating the training, than was the consideration of duration.

V. EVALUATIONS OF AREAS OF COLLEGE STUDY

To determine their degree of satisfaction with the amount of course work taken in various areas of college study, the graduates were asked to indicate their preferences for the amount of course work in thirteen areas of study.

More than half of the respondents indicated that they had had the right amount of course work in Mathematics, English, Humanities, Natural Science, Political Science, Police Administration, and

Insurance. More than half of the respondents indicated that they would like to have had more courses in Criminal Law, Business Law, General Business, Industrial Security Administration, Personnel Management, and Psychology. The only area of study within which a significant number of respondents, twenty-five (21.01 per cent), indicated that they would liked to have had fewer courses was Police Administration.

VI. EVALUATIONS OF COURSES TAUGHT WITHIN THE SCHOOL OF POLICE ADMINISTRATION AND PUBLIC SAFETY

To determine their evaluations of the courses taught within the School of Police Administration and Public Safety, the graduates were asked to evaluate (in light of their own experiences) each course as to its importance or value to the educational development of a student who is majoring in Industrial Security Administration.

In each case, more than half of the respondents consider the following courses to be essential to the educational development of an Industrial Security Administration student:

Introduction to Law Enforcement and Public Safety

Criminal Investigation

Administrative Concepts in Law Enforcement and
Public Safety

Internal Security in a Democracy

Industrial Security Administration

Retail Security

Police Administration

Interrogation and Case Preparation

Criminal Law

Industrial Fire Protection, Disaster Control, and
Defense Programs

Evidence and Criminal Procedure

More than half of the respondents consider the Highway Traffic Administration and the Administration of Correctional Institutions courses to be of little or no value to the educational development of an Industrial Security Administration student. Several respondents commented on the value of courses and/or subjects not specifically mentioned. Comments such as the following were received (year in parenthesis indicates year of graduation):

(1956) I would highly recommend that any student interested in Industrial Security and/or Safety expose themselves (sic) to as many engineering courses as they possibly can.

(1960) Hayes, one point: fire prevention and control for Industrial Security cannot be stressed enough academically. It is a science in and of itself. Hydraulics in fire fighting alone could easily consume one term and is extremely necessary for anyone directing or supervising a pumper at the scene of a major fire. A greater knowledge of fire (prevention and control) would open untold opportunities for MSU grads in I. S.

(1962) . . . it appears from my experience that much more must be done in education in the area of industries performing Department of Defense classified contracts. This is a large and extremely complicated field and should be considered in the sense of nuts and bolts application along with administrative concepts. A student accepting or seeking a position in the capacity of a Security administrator or manager must have a thorough knowledge of the Department of Defense's Industrial Security Manual.

VII. EMPLOYMENT EXPERIENCES AFTER GRADUATION FROM MICHIGAN STATE UNIVERSITY

Upon graduation. The graduates were asked, "What did you first do after graduation from Michigan State University with a Bachelor of Science degree in Industrial Security Administration?" The question was not applicable to three of the respondents who had received only a Master of Science degree in Industrial Security Administration. Of the other one hundred sixteen respondents, eight (6.9 per cent) became graduate students, twenty-two either continued military service or entered the military, fifty-eight (50 per cent) took a job in the Industrial Security or related field and the other twenty-eight (24.14 per cent) took a job in a field unrelated to Industrial Security.

Obtaining first job. The greatest number of respondents, fifty-six (47.06 per cent) reported that they had obtained their first full-time job after graduation by direct application. Twenty-four (20.17 per cent) utilized the services of the Michigan State University Placement Bureau to obtain their first position. The School of Police Administration and Public Safety was instrumental in obtaining jobs for six (5.04 per cent) of the respondents and University faculty members aided five (4.2 per cent) others. Twenty-six (21.85 per cent) of the graduates reported other means of obtaining their first job, the majority of whom either continued or entered military service.

Present employment position. The graduates were asked to identify their present position and then to describe this position as either being in the Industrial Security field, in a field related to Industrial

Security, or in a field unrelated to Industrial Security. As previously discussed at the beginning of this chapter, this classification was subjectively made by the respondent without any form of aid or criteria being supplied by the writer. Thirty-four (28.57 per cent) identified their position as one in the Industrial Security field and thirty-six (30.25 per cent) identified in a field related to Industrial Security. The other forty-nine (41.18 per cent) respondents identified their jobs in fields unrelated to Industrial Security. The greatest number of such respondents in any one field is nineteen (15.97 per cent) in insurance firms. The next greatest number of such respondents in any one field is seventeen (14.29 per cent) in the U. S. Armed Forces.

The position titles and/or jobs of the respondents are considerable in number and quite varied. The respondents employed with insurance firms had such titles or positions as: Salesman; Claims Adjuster; Field Claims Manager; Agency Coordinator; State Claims Manager; Assistant Subrogation Manager; and Arson Investigator. Those respondents in the U. S. Armed Forces had ranks or grades from Yeoman Second Class (E-5) to Lieutenant Colonel (O-5). Respondents reporting employment with manufacturing firms had such positions as: Machinist; Supervisor of Labor Relations; Labor Relations Representative; Industrial Relations Analyst; Fire Protection Officer; Supervisor--Security, Fire and Safety; Supervisor, Security Services; Safety Engineer; Facility Security Officer; Inspector (Safety Department); Manager--Corporation Security; Patrolman, Plant Protection; Sergeant, Plant Protection; and General Manager. Those respondents employed with retail sales firms

reported such positions as: Merchandise Manager; Security Superintendent; Security Manager; Security Operator; Protection Administrative Specialist; and Senior Investigator.

Respondents presently employed as salesmen were selling such diversified products as greeting cards and pipe valves. Those respondents who are currently students are studying in such fields as: Pre-Medicine; Law; Ministry; International Marketing; and Security Administration. Respondents employed with colleges and universities had such positions as: Graduate Assistant; Associate Professor; Public Safety Officer; and Director of Public Safety. Some respondents are employed as investigators, field representatives, and special agents with such Federal agencies as U. S. Public Health Service; U. S. Secret Service; U. S. Customs Service; Atomic Energy Commission; and with the Federal Bureau of Narcotics. One respondent is the Personnel Director for the St. Louis, Missouri Police Department; one is a civilian pilot; and three of the respondents are polygraph examiners.

There was no apparent single standard used by the respondents when describing their present positions as being in the Industrial Security field, in a field related to Industrial Security, or in a field unrelated to Industrial Security. It appears that the duties performed and the type of employers were significant factors for some of the respondents in making the determination. One respondent, an insurance adjuster, commented, "I have classified my position as related because I have many of the same duties and, in many cases, have done more than my Industrial Security counterpart in the investigation of

fires, thefts, and accidents." Yet many other insurance adjusters classified their positions as being in a field unrelated to Industrial Security. Another respondent who is employed as a Security Officer (Staff Inspector) with the U. S. Atomic Energy Commission classified his position as one in the Industrial Security field and commented as follows: "It may be misleading in your survey as to whether I'm in Industrial Security or related to Industrial Security. Government security programs, as you may know, has (sic) nothing to do with plant protection per se. We are, of course, within a phase of Industrial Security in that we administer and inspect private industry's security programs in relation to their government contracts." A military respondent stated, ". . . and half of this time has been devoted to instructing in Physical Security or as a security officer for an Infantry Division in the Military Police Corps; so I am actually in the field in a manner of speaking." He had not selected any of the three choices available to describe his position, but had added a fourth description-- Law and Security (Physical) Instructor-Army School Europe. As a result of this violation of coding, his responses are not included in all of the analyses.

Job satisfaction. The graduates appeared satisfied with their present jobs; forty-five (37.82 per cent) were "thoroughly satisfied, no desire to change" and an additional sixty-four (53.78 per cent) were "satisfied, but would consider a change." All of the respondents employed in the Industrial Security field are satisfied with their present jobs; eleven (33.33 per cent) were "thoroughly satisfied, no

desire to change" and the other twenty-two (66.67 per cent) were "satisfied, but would consider a change."

Income. The graduates were asked to indicate their annual entrance salary for their first job after graduation from Michigan State University.¹⁹ The median entrance salary for all respondents was less than \$6,000 per annum. Respondents presently employed in the Industrial Security field had a median annual entrance salary for their first job in the \$6,000-\$6,999 range. The majority of respondents employed in fields related and unrelated to Industrial Security had entrance salaries of less than \$6,000.

The median present annual income as reported by all respondents is in the \$8,000-\$8,999 range. The respondents employed in the Industrial Security field reported a median annual income in the \$9,000 to \$9,999 range, and seven (20.59 per cent) of these respondents reported an annual income of \$12,000 and over. The lowest median annual income range reported by any one group was by the respondents employed in fields related to Industrial Security.

Two-thirds of the respondents employed with a Federal agency reported an annual income of \$10,000 or more, and half of the respondents employed with a manufacturing firm (other than automotive)

¹⁹When considering incomes, one should be aware of the fact that eight of the respondents were members of the U. S. Armed Forces at the time they were students and consequently, their reported entrance salaries for their first job after graduation from Michigan State University were considerably higher than were the salaries of those respondents who did not become employed until after graduation. Also, several of the respondents had employment experiences in the Industrial Security field prior to graduation and, as a result, had a higher entrance salary than did those respondents without experience at the time of graduation.

reported similar incomes. The respondents in the United States Armed Forces reported the lowest median annual income, \$7,000.

VIII. RESPONSIBILITIES INVOLVED IN THE INDUSTRIAL SECURITY AND RELATED FIELDS

All graduates who had had employment in the Industrial Security or related field were requested to review a listing of areas of responsibility and indicate those areas or responsibility that were included in their most recent job in the Industrial Security or related field. Eighty graduates indicated responses for this section. More than three-fourths (78.8 per cent) of the respondents indicated the area of responsibility for Investigations--Applicant, Employee and Case (Incident). More than half of the respondents indicated that the following areas of responsibility were included in their most recent job in the Industrial Security or related field: fire prevention and protection; safeguarding of private and proprietary information; guard controls--control of entrance and exit; enforcement of rules and regulations, and maintaining of order; emergency planning and disaster control (fire, explosion, natural disasters, strikes, demonstrations, bomb threats, sabotage, enemy attack, etc.); and security indoctrination and training--all levels of the organization.

IX. REASONS GIVEN FOR NOT TAKING EMPLOYMENT IN THE INDUSTRIAL SECURITY OR RELATED FIELDS

Forty (33.33 per cent) respondents reported that they had not had employment in either the Industrial Security or in related fields.

The respondents gave open-end responses for the reasons that they had not had such employment and the writer categorized these responses into one of the four following reasons:

- (1) Lack of employment opportunities.
- (2) Military service.
- (3) Better pay and/or other opportunities in other fields.
- (4) Other reasons.

Using these categories, thirteen (32.5 per cent) of the respondents indicated lack of employment opportunities and nine (22.5 per cent) respondents reported better pay and/or other opportunities in other fields, as reasons why they had never had employment in the Industrial Security or related fields. Eight (20 per cent) respondents cited military service as the reason they had not had such employment.

The majority of the respondents reporting lack of employment opportunities or better pay and/or other opportunities in other fields as reasons why they had never had employment in the Industrial Security or related fields, were graduated from Michigan State University prior to 1962. The comments of some of these respondents were as follows (year of graduation indicated): (1961) "There were apparently no positions open where I applied. I had an offer from Douglas Aircraft Company one month after I started with my present employer." (1960) "There were not enough companies offering a good Industrial Security program. There were not enough opportunities in this field." (1960) "I applied for several jobs in the field at the time of my graduation but did not get any of them. I feel the primary reason for my not

getting one of these jobs was my 1A draft classification." (1957)

"The opportunities of employment in the field of I. S. at a desirable wage were not available. I don't think the I. S. unit of the college

was very helpful in locating jobs at that time." (1958) "I made several applications in the I. S. field and Retail Security field.

I feel the primary reason was (sic) for not being accepted was for low academic record or lack of experience or both." (1957) "Gener-

ally poorer pay to start--slower advancement in I. S. and lack of

lateral entry on high levels." (1957) "At the time (1957), I applied their (sic) were no positions available. No company knew of the School.

Their first impression over-qualified in education and under-qualified in experiences." (1958) "When I graduated in 1958, as I look back,

it seems to me that Industrial Security jobs as such were few and far between." (1958) "I found a great disparity between what was stated

at MSU regarding opportunities than actually existed. This may be attributable to the Head of the I. S. Section when I was a student."

(1961) "At the time of graduation the possible rise in the Industrial Security field did not seem to (sic) favorable to me." (1959) "In

1959 I had the feeling few jobs were available. People in charge of the School offered little help. I felt my lack of service time and

age were a problem." (1960) "Upon graduation in 1960, only one job was offered in the field--GM-Flint. 6 days a week--subject to layoff-

management training--three offers from East Coast--these were from 120 resumes plus numerous interviews . . ."

X. THE COMPOSITE INDUSTRIAL SECURITY
ADMINISTRATION RESPONDENT

Is it possible to draw a composite picture of the Industrial Security Administration graduate? It is obvious, first of all, that the "typical graduate" is a young male. He probably lives outside of Michigan.

Chances are that he has not taken additional course work since graduation from Michigan State University, but if he has, he is generally satisfied with his academic preparation for this additional course work. If he subsequently attended a graduate or professional school, he feels that his pre-graduate or pre-professional training is as good as that had by other students at his graduate or professional school.

Although he believes that his college major adequately prepared him for his present employment position and assumptions of the responsibilities involved in this job, he is not truly satisfied with his college major. If he had it to do over again, he might not choose to major in Industrial Security Administration but would probably choose to major in Business Administration. However, he would definitely choose to attend Michigan State University again.

He isn't really sure just what the Industrial Security or related fields are, but by his own classification he probably is not employed in the Industrial Security field per se, but may be employed in a related field. Regardless of the nature of his employment, he has job satisfaction and an annual income in the \$8,000 to \$8,999 range. If employed in the Industrial Security or related field, his duties

probably include the following areas of responsibility:

- Investigations--Applicant, Employee, Case (Incident).
- Fire prevention and protection.
- Safeguarding of private and proprietary information.
- Guard Controls--control of entrance and exits; enforcement of rules and regulations, and maintaining of order.
- Emergency Planning and Disaster Control (fire, explosion, natural disasters, strikes, demonstrations, bomb threats, sabotage, enemy attack, etc.).
- Security indoctrination and training--all levels of the organization.

He would like to have taken more courses in the following areas of study:

- Criminal Law.
- Business Law.
- General Business.
- Industrial Security Administration.
- Personnel Management.
- Psychology.

He believes that he had the right amount of course work in these areas of study:

- Mathematics.
- English.
- Humanities.
- Natural Science.
- Political Science.
- Police Administration.

Insurance.

In light of his own experiences, the respondent believes that the following courses are essential to the educational development of a student majoring in Industrial Security Administration:

Introduction to Law Enforcement and Public Safety.

Criminal Investigation.

Administrative Concepts in Law Enforcement and Public Safety.

Internal Security in a Democracy.

Industrial Security Administration.

Retail Security.

Police Administration.

Interrogation and Case Preparation.

Criminal Law.

Industrial Fire Protection, Disaster Control and Defense Programs.

Evidence and Criminal Procedure.

He believes that the Highway Traffic Administration and the Administration of Correctional Institutions courses to be of little value to the educational development of an Industrial Security Administration student.

If he was graduated prior to 1962, and is not employed in the Industrial Security or related field, it is probably because of a lack of employment opportunities and/or because of better pay or other opportunities in other fields of employment. If he was graduated subsequent to 1962, and has not had employment in the Industrial Security or related field, it is probably because of service in the

U. S. Armed Forces.

The graduate had participated in the Field Service Training program for two school quarters as an undergraduate student and he believes that this participation was of some value to his educational development. Furthermore, he believes that participation in this training had value in the fortification and/or modification of his career objectives, and was of value in the development of a feeling of confidence in his ability to perform daily routines that confronted him on his first job after graduation from Michigan State University. He believes that at the undergraduate level, field service training should be either one or two school quarters in duration. However, at the graduate level, he feels there should either be no field service training or, if any, of only one school quarter's duration.

CHAPTER V

THE INDUSTRIAL SECURITY ADMINISTRATION GRADUATE IN COMPARISON WITH SOME OTHER COLLEGE GRADUATES

In this chapter the writer compares some of the results of this study with selected data from the studies discussed in Chapter II of this study.

The median age of 28.9 years for the respondents of this study is considerably younger than the median age of 32.5 years of the Michigan State University Alumni Study, and the median of 36.9 years for the respondents in the Time Study. With the younger population, it follows that they have had more limited experiences than did the older respondents of the other studies.

The Michigan taxpayer receives a comparatively favorable return in future services for tax monies expended for the education of Industrial Security Administration graduates. Approximately the same percentage (46.7 per cent) of Industrial Security Administration graduates reside in Michigan, as do women Veterinary graduates (46 per cent). This percentage compares favorably with the percentage of Medical Technologists (53 per cent) and Michigan State University Alumni Study respondents (57.9 per cent) who reside in Michigan. The youthfulness of the Industrial Security Administration respondent may account for his degree of mobility.

The typical Industrial Security Administration graduate apparently does not feel a need to continue his schooling after graduation. This feeling is similar to that of the Medical Technologists. Less than

half of this study's respondents continued their schooling after graduation, in contrast to the 58 per cent of the Michigan State University Alumni Study respondents who took additional course work following graduation.

The Industrial Security Administration graduate felt that his college major had adequately prepared him for his employment position. His feelings in this matter are akin to those of the Medical Technologists and the Michigan State University Alumni Study respondents in that more than three-fourths of the respondents shared this feeling.

The Industrial Security Administration graduate is not as well pleased with his college major as were the respondents of the other studies. Thirty per cent of the respondents of the Michigan State University Alumni Study and 30 per cent of the Time Study respondents who had majored in social science reported that they would choose another college major if they had it to do over again. In the more restricted curriculum of Veterinary Medicine, only 12 per cent of the women Veterinary graduates studied would have chosen a new major, and in the somewhat less restricted curriculum of Medical Technology, 26 per cent of the medical technologist's respondents indicated that they would choose a new major. However, almost half (42.02 per cent) of the Industrial Security Administration respondents indicated that they would choose a new major if they had it to do over. Like the Time Study respondents, the majority of the respondents selected Business Administration as the most popular choice for a new major.

The respondents of this study are more satisfied with their Alma

More than the respondents of the other studies mentioned, despite the higher percentage of dissatisfaction with their college major. The vast majority (96.64 per cent) of the Industrial Security Administration respondents indicated that they would again attend Michigan State University. Eighty-three per cent of the women Veterinary graduates, 94 per cent of the Medical Technologists, and but 80 per cent of the Michigan State University Alumni Study respondents reported they would again choose to attend Michigan State University. The Time Study reflected that 78 per cent of the graduates of Midwest colleges would return to the same college.

The median income of this study's respondents was in the \$8,000 to \$8,999 range, whereas the model income reported for the women Veterinary graduates was in the \$7,501 to \$10,000 range. The Time Study revealed that the value of the college degree increased with age; that is, the older the graduate, the higher the income. This finding is present in this study. The median income reported by age groups for the respondents of this study are as follows: under thirty years of age, in the \$7,000-\$7,999 range; from thirty to thirty-nine years of age, in the \$10,000-\$11,999 range; and in the forty to forty-nine years of age group, in the \$12,000 and over range.

Our respondents enjoy job satisfaction. In fact, a greater percentage (91.6 per cent) of Industrial Security Administration respondents indicated that they were satisfied with their present jobs than did respondents of the Michigan State University Alumni Study (78 per cent).

In summarizing the results of the comparisons, it appears that the primary difference in the Industrial Security Administration respondents and those of the other studies is that although these Industrial Security Administration respondents feel that their college major adequately prepared them for their present employment positions, and although they express a high degree of job satisfaction, they might not again choose the same major, although they would return to the same university if they had it to do over again.

CHAPTER VI

FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

In this chapter the writer has included some of the more important findings, conclusions and his recommendations resulting from the study.

I. FINDINGS

Two-thirds of the respondents have indicated an employment history including jobs in the Industrial Security or related field. The majority of the respondents believe that their academic training had adequately prepared them for their present employment position, regardless of its nature, and they expressed a high degree of job satisfaction. Yet, only slightly more than half (59.98 per cent) of the respondents would again choose to major in Industrial Security Administration, if they had it to do over again. Consideration of the results of the Time Study and the Michigan State University Alumni Study would give cause for one to expect that at least 30 per cent of the Industrial Security Administration respondents would not choose the same college major, if they had it to do over again. However, since 41 per cent of the respondents indicated that they would not again choose to major in Industrial Security Administration, it appears that the respondents of this study are not as well satisfied with their college major as are the respondents of some other studies involving college graduates. This apparent dissatisfaction with the curriculum cannot be equated with dissatisfaction with the University, because almost all of the respondents (94 per

cent) would choose to return to Michigan State University if they had it to do over again. Nor can the dissatisfaction be attributed solely to the respondents who are employed in the non-Industrial Security fields, because more than one-fourth (29.4 per cent) of the respondents employed in the Industrial Security field indicated that they would not again choose to major in Industrial Security Administration if they had it to do over again. However, 63.27 per cent of the respondents in the non-Industrial Security field indicated that they would not again choose the same college major. It should be noted that more than one-third (34.69 per cent) of the non-Industrial Security employed respondents are employed with insurance firms. Respondents employed by insurance companies constituted almost one-third (30 per cent) of those respondents who indicated that they would not again choose to major in Industrial Security Administration, if they had it to do over again. Consideration of the expressed satisfaction by the respondents for their academic preparation for present employment positions, wherein a high degree of job satisfaction is reported on the one hand, and the respondent's general rejection of the curriculum on the other hand, is indicative of ambivalence on the part of the respondents concerning their academic major.

Those respondents who indicated that they would not again choose to major in Industrial Security Administration, most frequently mentioned the field of Business Administration as a better choice.

The majority of the respondents indicated that a number of the so-called "vocational" courses (such as Criminal Investigation, Retail

Security, Interrogation and Case Preparation, and Evidence and Criminal Procedure), were considered to be essential for the educational development of a student majoring in Industrial Security Administration.

Those respondents who indicated an employment background in the Industrial Security or related field tended to be more critical of the curriculum for failing to prepare them for their positions, than did those respondents who had never been employed in the Industrial Security or related field. Of the respondents with the Industrial Security or related field employment history, 17.5 per cent of these respondents indicated that their college major had inadequately prepared them for their positions, but only 7.5 per cent of the respondents who had never been employed in the Industrial Security or related field gave the same evaluation for the Industrial Security Administration curriculum as it concerned their employment positions.

II. CONCLUSIONS

On the basis of this study, the writer makes the following conclusions. The typical Industrial Security Administration graduate has received an education which has adequately prepared him for employment in a variety of vocations. The extent of the vocational adaptability of this education apparently has continuously improved since the curriculum was established. The transition of the curriculum from a relatively limited vocationally-oriented one to a less vocationally-oriented and more academically-oriented one, is in keeping with a

dynamic need for safety and security in a myriad of industrial, commercial, financial, and governmental agencies. It is further concluded that the apparent ambivalence of the respondents concerning their academic major results, in part, from a problem of semantics and the resulting inability of the respondent to identify his position in relationship to Industrial Security.

The problem in semantics is that Industrial Security means different things to different people. Two of the possible causes for this apparent problem in semantics are:

(1) Since World War II the United States Government has has had an Industrial Defense program. Within this program, Industrial Security is defined as that portion of internal security which is concerned with the protection of classified defense information in the hands of United States industry.²⁰ Internal security relates to the prevention of action against United States resources, industries, and institutions; and the protection of life and property in the event of a domestic emergency by the employment of all measures, in peace or war, other than military defense.²¹ To people familiar with this program, the term Industrial Security means the protection of classified defense information in the hands of U. S. industry.

(2) The earlier Industrial Security Administration graduates

²⁰Army Regulation 320-5, Headquarters, Department of the Army, February, 1963.

²¹Ibid.

of Michigan State University, and others familiar with the Industrial Security Administration curriculum in its formative years, tend to conceptualize the Industrial Security field in relationship to plant protection in such industries as the automotive manufacturing and related industries.

Awareness of the Government's Industrial Defense program and/or the earlier connotations of the Industrial Security Administration curriculum, resulted in difficulty and/or inability on the part of some graduates to identify their employment with the field of Industrial Security. An excellent example of this is expressed in the comments of a 1958 graduate, who is employed as a Security Officer with the U. S. Atomic Energy Commission. He commented:

It may be misleading in your survey as to whether I'm in Industrial Security or related to Industrial Security. Government security program, as you may know, has (sic) nothing to do with plant protection per se. We are, of course, within a phase of Industrial Security in that we administer and inspect private industry's security programs in relation to their government contracts.

III. RECOMMENDATIONS

Based upon the findings and conclusions of the writer, the following recommendations are made.

It is recommended that all students majoring in Security Administration be encouraged to select Business Administration as a minor field of academic study.

In addition, it is recommended that the faculty of the School of Police Administration and Public Safety consider the possibility of

developing one academic course concerned with those vocational or tool requirements of practitioners within the field of security that are not dealt with in existing courses of instruction. This course could include such areas as report writing, investigative techniques, fingerprinting, observation and identification of suspects and subjects, courtroom appearances, use of the polygraph and other special investigative techniques, and the like. The course could require a large amount of laboratory work and outside reading assignments, and it could also be extended into the Field Service Training program with requirements for a variety of written assignments. Such a course would have application to all students in the School of Police Administration and Public Safety, and might aid in satisfying the expressed desires for vocational-type preparation as a part of the academic background.

It is further recommended that the term Industrial Security be used only in the governmental context; that is, the protection of classified defense information in the hands of United States industry, and that the term Security Field be used to describe the entire field or area of protection. A suggested definition for the term Security Administration is offered as follows:

Security Administration is the direction, management and/or execution of those functions or services performed to protect the personnel, information, equipment, property, and other tangible and intangible assets of an organization.

The use of adjectives would identify specialized areas within the Security Field, such as Retail Security, Communication Security, Transportation Security, Cargo Security, Document Security, Plant Security,

Physical Security, Insurance Security, Industrial Security, and the like. It is believed that use of this kind of terminology would serve to minimize the problem of semantics and would facilitate the identification of one's employment position with the Security Field and with his academic major.

The present study of the Industrial Security Administration graduates of Michigan State University makes no pretension to be more than a preliminary and tentative exploratory study. But as such, it raises vital questions that can be answered only by more studies, extensive and intensive, on special aspects of the problem of educating students in the dynamic field of Security Administration.

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APPENDIX A

Residence address: _____

Since graduating from MSU, if you have taken further course work or studied for an advanced degree, indicate with a code "1" in the code blank column to the right for each answer that applies to you. If you have not taken further course work or studied for an advanced degree, omit the questions on this page and go on to Part 2 on page 2.

- What degree did you receive?**

- Referring to your post-graduate studies and further course work, rate your MSU undergraduate preparation using the following code:

- | | | |
|--|-------|------|
| General background of liberal education | _____ | (26) |
| Preparation in natural science | _____ | (27) |
| Preparation in social science | _____ | (28) |
| Preparation in humanities | _____ | (29) |
| Preparation in specialized courses directly re-
lated to field of study | _____ | (30) |

How would you compare your pre-graduate or pre-professional training with that of other students at your graduate or professional school?

IBM
Code No.

- Code: 1 Much better than other's preparation
2 Better than other's preparation
3 About equal to other's preparation
4 Poorer than other's preparation . . . ____ (31)

PART 2: This section concerns your post-college employment experiences. Indicate your answers with the appropriate code number in the code column blank to the right.

What did you first do after graduation from MSU with a BS degree in Industrial Security Administration?

- Code: 1 Does not apply to me. Received only a MS in IS Admin.
2 Became a graduate student
3 Continued my military service
4 Entered military service
5 Took a job in the Industrial Security field
6 Took a job in a field related to Industrial Security
7 Took a job in a field unrelated to IS. . ____ (32)

How did you obtain your first full-time job after leaving MSU? (Indicate only the most important one)

- Code: 1 Direct application
2 University Placement Office
3 School of Police Administration and Public Safety
4 Through University faculty member
5 Other, specify _____ . . . ____ (33)

What is the name and address of your employer? _____

Which of the following best describes your present position?

- Code: 1 Not employed
2 US Armed Forces
3 Insurance firm
4 Retail sales firm
5 Automotive manufacturer
6 Manufacturer (other than auto)
7 Federal agency
8 State or municipal agency
9 Other, _____ . . ____ (34)

Which one of the following best describes your present position?

- Code: 1 In the Industrial Security field
2 In a field related to Industrial Security
3 In a field unrelated to Industrial Security ____ (35)

How well pleased are you with your present positions? Code IBM No.

Code: 1 Thoroughly satisfied, no desire to change
 2 Satisfied, but would consider a change
 3 Somewhat dissatisfied, would like a change
 4 Thoroughly dissatisfied
 5 Am not working (36)

Using the scale below, indicate your annual entrance salary for your first job after graduation from MSU (37)

Code: 1 Nothing 5 \$8,000 - \$8,999
 2 Less than \$6,000 6 \$9,000 - \$9,999
 3 \$6,000 - \$6,999 7 \$10,000 - \$11,999
 4 \$7,000 - \$7,999 8 \$12,000 and over

Using the scale above, indicate your approximate annual income now (38)

Please complete the appropriate spaces below to indicate your employment history since leaving MSU. Under the applicable sub-heading of Type of Position, indicate the type of position held. Please be specific so the responses can be accurately classified; for example, salesman, patrolman, detective, safety engineer, etc.

Type of Position	Years from - to	Reason for leaving
<u>Military Service:</u>		
<u>Industrial Security or related field:</u>		
<u>Field unrelated to Industrial Security:</u>		

PART 3: This section refers to your enrollment in the School of Police Administration and Public Safety. Answer all the questions using the code column blank to the right.

If you had to do it over again, would you choose to major in Industrial Security Administration again? Code IBM No.

Code: 1 Yes
 2 No, I would major in _____ (39)

If you had it to do over again, would you attend MSU again? Code IBM No.

Code: 1 Yes 3 Yes, probably
 2 No 4 I don't know
 If no, why not? _____ (40)

Did you participate in Field Service Training while at MSU? IBM
Code No.

- Code: 1 No, I did not
 2 Yes, for one quarter as an undergraduate student
 3 Yes, for one quarter as a graduate student
 4 Yes, for two quarters as an undergraduate student
 5 Yes, for three quarters as an undergrad. student
_____ (41)

Use the following code to answer the next three questions:

- Code: 1 Not applicable to me 4 Of little value
 2 Very valuable 5 Of no value
 3 Of some value

What contribution did your participation in Field Service Training make to your educational development? . . . _____ (42)

What contribution did your participation in Field Service Training make in the fortification and/or modification of your career objectives? _____ (43)

What contribution did your participation in Field Service Training make to the development of a feeling of confidence in your ability to perform daily routines that confronted you on your first job after graduation from MSU? . . _____ (44)

Using the code below, indicate how long you feel Field Service Training should be at the undergraduate level . . . _____ (45)

- Code: 1 None at all 4 Three quarters
 2 One quarter 5 Four or more quarters
 3 Two quarters

Using the code above, indicate how long you feel Field Service Training should be at the graduate level _____ (46)

PART 4: This section concerns areas of college study. Use the following code to indicate your comment concerning each area of study:

- Code: 1 Would liked to have had more courses in this area
 2 Would liked to have had fewer courses in this area
 3 Had the right amount of course work in this area

Mathematics	_____	(47)
English	_____	(48)
Criminal Law	_____	(49)
Business Law	_____	(50)
General Business	_____	(51)
Humanities	_____	(52)
Natural Science	_____	(53)
Political Science	_____	(54)
Police Administration	_____	(55)
Industrial Security Administration	_____	(56)
Personnel Management	_____	(57)

	<u>Code</u>	<u>IBM No.</u>
Psychology	_____	(58)
Insurance	_____	(59)

PART 5: This section concerns the courses taught within the School of Police Administration and Public Safety. Use the following code to evaluate (in light of your own experiences) each course as to its importance or value to the educational development of a student who is majoring in Industrial Security Administration:

- Code: 1 Essential
 2 Not essential, but "nice to have"
 3 Of little or no value

Introduction to Law Enforcement and Public Safety . .	_____	(60)
Criminal Investigation	_____	(61)
Administrative Concepts in Law Enforcement and Public Safety	_____	(62)
Internal Security in a Democracy (control of "subversive organizations")	_____	(63)
Industrial Security Administration	_____	(64)
Retail Security	_____	(65)
Police Administration (prin. of police admin., orgns., etc.)	_____	(66)
Interrogation and Case Preparation	_____	(67)
Police Science Laboratory	_____	(68)
Highway Traffic Administration	_____	(69)
Criminal Law	_____	(70)
The Police and Community Relations	_____	(71)
Delinquency Prevention and Control	_____	(72)
Correctional Philosophy, Theory and Practice	_____	(73)
Probation and Parole	_____	(74)
Industrial Fire Protection, Disaster Control, and Defense Programs	_____	(75)
Case Studies in Law Enforcement and Public Safety. .	_____	(76)
Case Analysis in Prevention Programs (delinquent youth)	_____	(77)
Administration of Correctional Institutes	_____	(78)
Evidence and Criminal Procedure	_____	(79)
Organization and Administration of Delinquency Prevention Programs	_____	(80)

PART 6: Answer the questions on this page ONLY if you have had employment in the Industrial Security or related field. If you have never been so employed, discard this page and answer the questions in Part 7.

Please answer the following questions with respect to your experiences at MSU in your academic major of Industrial Security Administration using the following code:

1 Extremely well	3 Inadequately	IBM
2 Adequately	4 Cannot say	<u>Code</u> <u>No.</u>

How well do you feel your college major prepared you for your position(s) in the Industrial Security or related field? _____ (15)

How well were you prepared to assume the responsibilities involved in your first Industrial Security (or related) job after graduation? _____ (16)

How well were you prepared to assume the responsibilities involved in your present job? _____ (17)

How well were you prepared for advanced study? . . . _____ (18)

How well prepared were you to assume leadership responsibilities on the job? _____ (19)

How well prepared were you to participate in professional activities outside your job? _____ (20)

How well prepared were you to assume your job responsibilities in comparison with your colleagues trained elsewhere? _____ (21)

Indicate with a code "1" in the code blank opposite each area of responsibility that your most recent job in the Industrial Security or related field included. Be sure to indicate all that apply.

Investigations - Applicant, Employee and Case (incident)	_____	(22)
Fire prevention and protection	_____	(23)
Safeguarding of Private and Proprietary Info. . .	_____	(24)
Safeguarding of Classified Defense Information .	_____	(25)
Guard Controls - Control of Entrance and Exit; Enforcement of rules and regulations; and maintaining of order	_____	(26)
Emergency Planning and Disaster Control (fire, explosion, natural disasters, strikes, demonstrations, bomb threats, sabotage, enemy attack, etc.)	_____	(27)

PART 6 (cont.)

	<u>Code</u>	<u>IBM No.</u>
Security Indoctrination and Training - All levels of the organization	_____	(28)
Administration of Government security laws, regulations and requirements so as to assure effective and complete compliance	_____	(29)
Supervision of more than two but less than ten security people	_____	(30)
Supervision of more than eleven security people	_____	(31)
Accident prevention and safety programs	_____	(32)
Labor and/or industrial relations	_____	(33)
Retail security duties	_____	(34)

IF YOU WISH TO EXPAND OR ELABORATE ON ANY OF YOUR ANSWERS PLEASE DO SO ON THE REVERSE SIDE OF THIS SHEET. Your comments, additional views and recommendations are also welcomed. Please return only the five pages of the questionnaire that you have answered questions on in the stamped, self-addressed envelope. Thank you for your cooperation.²²

²²In original form, the questionnaire consisted of six pages. However, in order to comply with spacing and format requirements for final typing, it was necessary to put material on eight pages.

PART 7: Answer the questions on this page ONLY if you have never had employment in the Industrial Security or related field. If you answered the questions in Part 6, discard this page. However, if you did not answer the questions in Part 6, then discard it and answer the questions in Part 7.

IBM
Code No.

Please answer the following questions with respect to your experiences at MSU in your academic major of Industrial Security Administration using the following code:

- | | |
|------------------|----------------|
| 1 Extremely well | 3 Inadequately |
| 2 Adequately | 4 Cannot say |

How well do you feel your college major prepared you for your position(s) in a field unrelated to Industrial Security? ____ (15)

How well were you prepared to assume the responsibilities involved in your first job after graduation? ____ (16)

How well were you prepared to assume the responsibilities involved in your present job? ____ (17)

How well were you prepared for advanced study? . . . ____ (18)

How well prepared were you to assume leadership responsibilities on the job? ____ (19)

How well prepared were you to participate in professional activities outside your job? ____ (20)

How well prepared were you to assume your job responsibilities in comparison with your colleagues trained elsewhere? ____ (21)

Please give the reasons why you have never been employed in either the Industrial Security field or a field related to Industrial Security:

IF YOU WISH TO EXPAND OR ELABORATE ON ANY OF YOUR ANSWERS PLEASE DO SO ON THE REVERSE SIDE OF THIS SHEET. Your comments, additional views and recommendations are also welcomed. Using the stamped, self-addressed envelope, return only the five pages of the questionnaire that you have answered questions on. Thank you for your cooperation.

APPENDIX B

7 December 1965

I am presently conducting research for the purpose of writing a thesis for a Master of Science degree in Industrial Security Administration from Michigan State University. This research consists of a survey of experiences, activities and views of all Industrial Security Administration graduates of MSU.

Records of the School of Police Administration and Public Safety reflect that you are one of the one hundred and sixty-nine graduates of MSU who majored in Industrial Security Administration.²³ This questionnaire represents an attempt to elicit information from the only available source - YOU.

The investment of only a few minutes will be necessary to share vital information of your experiences, activities and views concerning your educational and employment background. Please take the necessary time to complete the enclosed questionnaire and return it to me prior to 15 December 1965. A stamped, self-addressed envelope is enclosed for your convenience.

Your assistance in this endeavor will make a distinct contribution to original research concerning you, the Industrial Security Administration graduate of MSU. Your cooperation is not only appreciated - it is the essential ingredient for the success of this study.

As a token of my appreciation for your cooperation, I will send you a complete roster of MSU's Industrial Security Administration graduates with their current addresses. Thank you in advance.

Yours truly,

Hayes C. Larkins
School of Police Administration and Public Safety
Michigan State University

Inclosures

²³Reference the figure one hundred and sixty-nine, it was subsequently determined that two graduates were in fact Law Enforcement majors.

19 December 1965

Your prompt completion and return of the questionnaire recently sent to you is greatly appreciated.

Your copy of the roster of all Industrial Security Administration graduates will be mailed to you sometime in February.

Best wishes to you during the coming year.

Thank you again.

19 December 1965

Approximately one week ago you received a copy of a questionnaire being sent to all Industrial Security Administration graduates. The response from our classmates has been good, but to complete the study, I need your help.

If you haven't yet completed the questionnaire, would you take a few minutes now to complete and return it to me?

Best wishes to you during the coming year.

10 January 1966

As you know, I am conducting a study of the Industrial Security Administration graduates of Michigan State University. At the present time, I have received replies from more than half (approximately 56%) of the graduates. The information they have given me makes it possible for me to begin to evaluate their personal evaluations of their educational experiences and their reactions as to how adequate and/or inadequate they felt in meeting the professional experiences they have encountered since graduation. To complete this study, I need your help.

Enclosed is a copy of the questionnaire and a stamped, addressed envelope. In the event that you have already completed the questionnaire and it is now in the mail, please disregard this copy. Otherwise, would you complete this copy as soon as possible and return it to me? I would like to include in this project the responses of all Industrial Security Administration graduates.

Thank you again.

Hayes C. Larkins
409 South Cochran
Charlotte, Michigan

Incls.
as

APPENDIX C

TABLE 1 - Age of Respondents

What is your age?		Years of Age																		
Present Job Field	N	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	42	44	46	
		N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	
Industrial Security Field	1	2	3	2	1	5	3	4	2	3	2	1	-	1	2	1	1	1	-	
Field Related to Industrial Security	1	5	3	3	5	1	3	2	1	-	-	2	3	3	3	-	-	-	1	
Field Non-Related to Industrial Security	1	2	4	3	4	7	6	3	3	4	2	4	4	-	2	-	-	-	-	
N - 119	3	9	10	8	10	13	12	9	6	7	4	7	7	4	7	1	1	1	1	
Mean Age - 28.9 years																				

TABLE 11 - Present Residence of Respondents Reported by Employment

Employment History Includes	In Michigan N	Outside Michigan N	Totals N
Employment History Includes Employment In:			
 In Michigan %			
 Totals N			
The Industrial Security or Related Field	34	46	80
Only Fields Unrelated to Industrial Security	22	18	40
TOTALS	56	64	120

TABLE III - Post-Graduate Study and Course Work

Since graduating from MSU, if you have taken further course work or studied for an advanced degree, indicate with a Code "1" in the code blank column to the right for each answer that applies to you.								
	Present Job Field						Total	
	Ind. Sec. Field		Ind. Sec. Related		Non-Ind. Sec.			
	N	%	N	%	N	%	N	%
Course work for purely personal reasons	5	15.15	3	8.57	6	12.0	14	11.67
Special training institutes or workshops	7	21.21	7	19.44	8	16.33	22	18.33
Courses to enrich my professional background (non-degree)	8	24.24	10	27.02	8	16.33	26	21.67
Study for Master's degree	8	24.24	11	30.56	5	10.20	25	20.83
Study for Doctor's degree	-	-	1	-	2	-	3	2.5
Study for Professional degree	1	-	1	-	7	14.29	9	7.5

TABLE IV - Additional Academic Degrees Received

What degree did you receive?	Present Job Field			
	Industrial Security N	Industrial Security Related N	Non-Industrial Security N	Total N
Master's	4	3	3	10
Law (J. D.)			1	1
Other (Bachelor of Foreign Trade)			1	1

TABLE V - Evaluation of Michigan State University Undergraduate Preparation for Post-Graduate Studies and Further Course Work

Referring to your post-graduate studies and further course work, rate your MSU undergraduate preparation.

<u>Concerning general background of liberal education</u>								
Present Job Field	No. Ans.		Sat.		Un-Sat.		Can't Say	
	N	%	N	%	N	%	N	%
Industrial Security	19	57.58	13	38.24	-	-	2	6.06
Ind. Sec. Related	17	47.22	17	47.22	-	-	2	5.4
Non-Ind. Sec.	29	59.18	16	32.65	3	6.12	1	2.04
N = 119								
<u>Concerning preparation in Natural Science</u>								
Industrial Security	19	57.58	11	32.35	1	3.03	3	9.09
Ind. Sec. Related	17	47.22	14	38.89	1	2.78	4	11.11
Non-Ind. Sec.	29	59.18	10	20.41	3	6.12	7	14.29
N = 119								
<u>Concerning preparation in Social Science</u>								
Industrial Security	19	57.58	14	41.18	-	-	1	3.03
Ind. Sec. Related	17	47.22	16	44.44	-	-	3	8.33
Non-Ind. Sec.	29	59.18	18	36.73	1	2.04	1	2.04
N = 119								
<u>Concerning preparation in Humanities</u>								
Industrial Security	19	57.58	13	38.24	-	-	2	6.06
Ind. Sec. Related	17	47.22	15	41.67	-	-	4	11.11
Non-Ind. Sec.	29	59.18	17	34.69	-	-	3	6.12
N = 119								
<u>Concerning preparation in specialized courses directly related to field of study</u>								
Industrial Security	19	57.58	11	32.35	4	12.12	-	-
Ind. Sec. Related	17	47.22	16	44.44	1	2.78	2	5.56
Non-Ind. Sec.	29	59.18	10	20.41	2	4.08	8	16.33
N = 119								

	<u>Present Job Field</u>					
	Ind. Sec.		Ind. Sec. Related		Non-Ind. Sec.	
	N	%	N	%	N	%
Much better than other's preparation	-	-	2	5.56	1	2.13
Better than other's preparation	4	12.9	6	16.67	4	8.51
About equal to other's preparation	9	29.03	10	27.78	13	27.66
Poorer than other's preparation	-	-	-	-	-	-
No answer	19	61.29	18	50.0	29	61.7
N = 115						

TABLE VII - First Activity After Graduation

What did you <u>first</u> do after graduation from MSU with a BS Degree in Industrial Security Administration?									
	Present Job Field								
	Ind. Sec. Field		Ind. Sec. Related		Non-Ind. Sec.		Total		
	N	%	N	%	N	%	N	%	
Does not apply to me. Received only a MS in Ind. Sec. Admin.	-	-	1	-	2	4.08	3	2.52	
Became a graduate student	4	11.76	1	-	3	6.12	8	6.72	
Continued my military service	1	-	6	16.67	1	-	8	6.72	
Entered military service	1	-	7	19.44	6	12.24	14	11.76	
Took a job in the Ind. Sec. Field	25	75.76	4	11.11	10	20.41	39	32.77	
Took a job in a field related to Ind. Sec.	-	-	15	41.67	4	8.16	19	15.97	
Took a job in a field unrelated to Ind. Sec.	3	9.09	2	5.56	23	46.94	28	23.53	

N = 119

How did you obtain your first full-time job after leaving MSU? (Indicate <u>only</u> the most important one.)								
	Present Job Field							
	Ind. Sec.		Ind. Sec. Related		Non-Ind. Sec.		Total	
	N	%	N	%	N	%	N	%
Direct application	20	60.61	12	33.33	24	48.98	56	47.06
University Placement Bureau	7	21.21	8	22.22	9	18.37	24	20.17
School of Police Admin. and Public Safety	-	-	5	13.89	1	-	6	5.04
Through University faculty member	-	-	1	-	4	8.16	5	4.2
Other	6	18.18	10	27.78	10	20.41	26	21.85
No answer	-	-	-	-	-	-	2	-
N = 119								

TABLE IX - Present Employer Reported by Present Job Field

Which of the following best describes your present position?								
Present Position	Present Job Field							
	Ind. N	Sec. %	Ind. N	Sec. %	Related %	Non-Ind. N	Sec. %	Total N %
Not employed	1	-	-	-	-	1	-	2 -
U.S. Armed Forces	1	-	9	25.0		7	14.29	17 14.29
Insurance firm	-	-	2	5.56		17	34.69	19 15.97
Retail sales firm	7	20.59	7	19.44		2	4.08	16 13.45
Automotive manufacturer	7	20.59	4	11.11		1	-	12 10.08
Manufacturer (other than auto)	2	5.88	-	-		4	8.16	6 5.04
Federal agency	2	5.88	4	11.11		3	6.12	9 7.56
State or municipal agency	-	-	3	8.33		5	10.20	8 6.72
Other	14	41.18	7	19.44		9	18.37	30 25.21
TOTALS	34		36			49		119

TABLE X - Present Employer as Reported by Age Groups

Which of the following best describes your present position?									
	Under 30 years of age		30-39 years of age		40-49 years of age		Total		
	N	%	N	%	N	%	N	%	
Not employed	2	2.67	-	-	-	-	2	1.67	
U. S. Armed Forces	11	14.67	6	14.29	1	-	18	15.0	
Insurance firm	11	14.67	8	19.05	-	-	19	15.83	
Retail sales firm	12	16.0	4	9.52	-	-	16	13.33	
Automotive manufacturer	9	12.0	2	4.76	1	-	12	10.0	
Manufacturer (other than auto)	5	6.67	1	2.38	-	-	6	5.0	
Federal agency	3	4.0	5	11.9	1	-	9	7.5	
State or municipal agency	3	4.0	5	11.9	-	-	8	6.67	
Other	19	25.33	11	26.19	-	-	30	25.0	
TOTALS	75	100.0	42	100.0	3	100.0	120	100.0	

TABLE XI - Present Job Field as Reported by Age Groups

Which one of the following best describes your present position?						
	Under 30 years of age		30-39 years of age		40-49 years of age	
	N	%	N	%	N	%
Total						
	N	%	N	%	N	%
In the Industrial Security field	21	28.38	11	26.19	2	66.67
					34	28.57
In a field related to Industrial Security	23	31.08	12	28.57	1	33.33
					36	30.25
In a field unrelated to Industrial Security	30	40.54	19	45.24	-	-
					49	41.18
TOTALS	74	100.0	42	100.0	3	100.0
					119	100.0

TABLE XII - Degree of Job Satisfaction as Reported by Job Fields

How well pleased are you with your present position?								
	<u>Present Job Field</u>							
	Ind. N	Sec. %	Ind. N	Sec. %	Non-Ind. N	Sec. %	Total N	Total %
Thoroughly satisfied, no desire to change	11	32.35	12	33.33	22	44.9	45	37.82
Satisfied, but would consider a change	22	64.70	20	55.56	22	44.9	64	53.78
Somewhat dissatisfied, would like a change	-	-	3	8.33	2	4.08	5	4.20
Thoroughly dissatisfied	-	-	1	-	-	-	1	-
Am not working	1	-	-	-	3	6.12	4	3.36
N = 119								

TABLE XIII - Degree of Job Satisfaction as Reported by Age Groups

How well pleased are you with your present position?	Under 30		30-39		40-49		Total	
	N	%	N	%	N	%	N	%
Thoroughly satisfied, no desire to change	27	36.0	16	38.1	2	66.67	45	37.5
Satisfied, but would consider a change	40	53.33	24	57.14	1	33.33	65	54.17
Somewhat dissatisfied, would like a change	4	5.33	1	-	-	-	5	4.17
Thoroughly dissatisfied	-	-	1	-	-	-	1	-
Am not working	4	5.33	-	-	-	-	4	3.33
TOTALS	75	100.0	42	100.0	3	100.0	120	100.0

TABLE XIV - Annual Entrance Salary for First Job After Graduation as Reported by First Activity After Graduation

What did you first do after graduation from MSU with a BS degree in Ind. Sec. Admin.?	Annual Entrance Salary										No Answer N
	Nothing N	Less than \$6,000 N	\$6,000 to \$6,999 N	\$7,000 to \$7,999 N	\$8,000 to \$8,999 N	\$9,000 to \$9,999 N	\$10,000 to \$11,999 N	\$12,000 and over N			
N/A. Received only a MS in I. S. Admin.			1	1			1				
Became a graduate student	2	1	1	2	1					1	
Continued my military service		2	2	1		2		1			
Entered military service		9	3	1						2	
Took a job in the I. S. field		16	15	4	3	1					
Took a job in a field related to I. S.		12	6		1						
Took a job in a field unrelated to I. S.		25	1	2							

TABLE XV - Annual Entrance Salary for First Job After Graduation as Reported by Present Job Field

Present Job Field	<u>Annual Entrance Salary</u>															No Answer N %
	Nothing N %	Less than \$6,000 N %	\$6,000 to \$6,999 N %		\$7,000 to \$7,999 N %		\$8,000 to \$8,999 N %		\$9,000 to \$9,999 N %		\$10,000 to \$11,999 N %		\$12,000 and over N %			
Ind. Sec.	1	-	13	28.24	9	26.47	5	14.7	4	11.76	1	-	-	1	-	-
Ind. Sec. Related	-	-	20	55.56	12	33.33	1	-	1	-	1	-	-	-	-	1
Non-Ind. Sec.	2	-	31	63.27	8	16.33	5	10.20	-	-	1	-	1	-	-	1
TOTALS	3	2.52	64	53.78	29	24.37	11	9.24	5	4.2	3	2.52	1	-	1	-
N = 119																

Using the scale above, indicate your approximate annual income now.

	<u>Present Job Field</u>							
	Ind. N	Sec. %	Ind. N	Sec. %	Non-Ind. N	Sec. %	Total N	Total %
Nothing	1	-	-	-	3	6.12	4	3.36
Less than \$6,000	-	-	8	22.22	6	12.24	14	11.76
\$6,000-\$6,999	3	8.82	7	19.44	4	8.16	14	11.76
\$7,000-\$7,999	4	11.76	4	11.11	12	24.49	20	16.81
\$8,000-\$8,999	7	20.59	6	16.67	5	10.20	18	15.13
\$9,000-\$9,999	7	20.59	2	5.56	5	10.20	14	11.76
\$10,000-\$11,999	5	14.70	7	19.44	9	18.37	21	17.65
\$12,000 and over	7	20.59	2	5.56	5	10.20	14	11.76

N = 119

TABLE XVII - Present Annual Income as Reported by Age Groups

Present approximate annual income						
	Under 30 years of age		30-39 years of age		40-49 years of age	
	N	%	N	%	N	%
Nothing	4	5.33	-	-	-	4 3.33
Less than \$6,000	13	17.33	1	-	-	14 11.67
\$6,000-\$6,999	12	16.0	2	4.76	-	14 11.67
\$7,000-\$7,999	16	21.33	4	9.52	-	20 16.67
\$8,000-\$8,999	13	17.33	6	14.29	-	19 15.83
\$9,000-\$9,999	9	12.0	5	11.9	-	14 11.67
\$10,000-\$11,999	3	4.0	17	40.48	1	33.33 21 17.5
\$12,000 and over	5	6.67	7	16.67	2	66.67 14 11.67
TOTALS	75	100.0	42	100.0	3	100.0 120 100.0

TABLE XIX - Preference for Majoring in Industrial Security Administration as Indicated by Age Groups

If you had it to do over again, would you choose to major in Industrial Security Administration again?									
	Under 30 years of age			30-39 years of age			40-49 years of age		
	N	%		N	%		N	%	Total N %
Yes	43	57.33		24	57.14		3	100.0	70 58.33
No	31	41.33		18	42.86		-	-	49 40.83
No answer	1	-		-	-		-	-	1 -
TOTALS	75			42			3		120

TABLE XXI - Attitudes of Respondents, by Age Groups, Concerning Attendance at MSU Again.

If you had it to do over again, would you attend MSU again?									
	Under 30 years of age			30-39 years of age			40-49 years of age		
	N	%		N	%		N	%	TOTALS
Yes	65	86.67		29	69.05		2	66.67	96 80.0
No	2	2.67		2	4.76		-	-	4 3.33
Yes, probably	7	9.33		10	23.81		-	-	17 14.17
I don't know	1	-		1	-		1	-	3 2.5
TOTALS	75	100.0		42	100.0		3	100.0	120 100.0

TABLE XXII - Responses Concerning Participation in Field Service Training

Did you participate in Field Service Training while at MSU?								
	<u>Present Job Field</u>							
	Ind. Sec.		Ind. Sec. Related		Non-Ind. Sec.		Total	
	N	%	N	%	N	%	N	%
No, I did not	1	-	8	22.22	3	6.12	12	10.08
Yes, for one quarter as an undergraduate student	6	17.64	12	33.33	11	22.45	29	24.37
Yes, for one quarter as a graduate student	-	-	1	-	-	-	1	-
Yes, for two quarters as an undergraduate student	25	73.53	15	41.67	34	69.39	74	62.18
Yes, for three quarters as an undergraduate student	2	5.88	-	-	1	-	3	2.52
N = 119								

TABLE XXIII - Value of Field Service Training Participation to Educational Development as Indicated by Job Fields

	<u>Present Job Field</u>							
	Ind.	Sec.	Ind.	Sec.	Non-Ind.		Total	
	N	%	N	%	N	%	N	%
N/A to me	1	-	8	22.22	2	4.08	11	9.24
Very valuable	16	47.06	15	41.67	25	51.02	56	47.06
Of some value	14	41.18	11	30.56	19	38.78	44	36.97
Of little value	3	8.82	2	5.56	3	6.12	8	6.72
Of no value	-	-	-	-	-	-	-	-
N = 119								

	Present Job Field							
	Ind. Sec.		Ind. Sec. Related		Non-Ind. Sec.		Total	
	N	%	N	%	N	%	N	%
N/A to me	1	-	8	22.22	3	6.12	12	10.08
Very valuable	14	41.18	11	30.56	23	46.94	48	40.34
Of some value	9	26.47	8	22.22	11	22.45	28	23.53
Of little value	9	26.47	6	16.67	10	20.41	25	21.01
Of no value	1	-	3	8.33	2	4.08	6	5.04
N = 119								

	Present Job Field							
	Ind. Sec.		Ind. Sec. Related		Non-Ind. Sec.		Total	
	N	%	N	%	N	%	N	%
N/A to me	1	-	9	25.0	3	6.12	13	10.92
Very valuable	10	29.4	7	19.44	12	24.49	29	24.37
Of some value	15	44.12	8	22.22	21	42.86	44	36.97
Of little value	4	11.76	5	13.89	9	18.37	18	15.13
Of no value	4	11.76	7	19.44	4	8.16	15	12.61

N = 119

TABLE XXVI - Recommendations for Length of Field Service Training at the Undergraduate and Graduate Levels

Present Job Field	Level of Training	No Answer N	Answer %	Number of School Quarters										Totals	
				None		One		Two		Three		Four or More			
				N	%	N	%	N	%	N	%	N	%	N	%
Ind. Sec. field	Under- graduate	-	-	3	8.82	12	35.29	16	47.06	3	8.82	-	-	34	
	Graduate	2	5.88	10	29.4	10	29.4	6	17.64	4	11.76	2	5.88	34	
Ind. Sec. related field	Under- graduate	1	-	1	-	17	47.22	15	41.67	1	-	1	-	36	
	Graduate	2	5.56	13	36.11	11	30.56	6	16.67	4	11.11	-	-	36	
Non-Ind. Sec. field	Under- graduate	1	-	2	4.08	18	36.73	23	46.94	5	10.20	-	-	49	
	Graduate	4	8.16	9	18.37	17	34.69	9	18.37	6	12.24	4	8.16	49	
Totals	Under- graduate	2	1.68	6	5.04	47	39.50	54	45.38	9	7.56	1	-	119	
	Graduate	8	6.72	32	26.89	38	31.93	21	17.65	14	11.76	6	5.04	119	

TABLE XXVII - Comments Concerning Amount of Course Work Taken in Various Areas of College Study

This section concerns areas of college study. Use the following code to indicate your comment concerning each area of study:

- Code: 1 Would liked to have had more courses in this area.
 2 Would liked to have had fewer courses in this area.
 3 Had the right amount of course work in this area.

		No Answer		1		2		3	
		N	%	N	%	N	%	N	%
Mathematics	(N=119)	4	3.36	36	30.25	5	4.20	74	62.18
English	(N=119)	2	1.68	40	33.61	3	2.52	74	62.18
Criminal Law	(N=119)	2	1.68	66	55.46	3	2.52	48	40.34
Business Law	(N=119)	3	2.54	80	67.80	8	6.78	27	22.88
General Bus.	(N=119)	2	1.68	71	59.66	7	5.88	39	32.77
Humanities	(N=119)	2	1.68	21	17.65	10	8.40	86	72.27
Natural Sci.	(N=119)	2	1.68	10	8.40	15	12.61	92	77.31
Political Sci.	(N=119)	2	1.68	42	35.29	11	9.24	64	53.78
Police Admin.	(N=119)	2	1.68	23	19.33	25	21.01	69	57.98
Ind. Sec. Admin.	(N=119)	2	1.68	73	61.34	5	4.20	39	32.77
Personnel Man- agement	(N=118)	2	1.69	85	72.03	2	1.69	29	24.58
Psychology	(N=119)	2	1.68	60	50.42	7	5.88	50	42.02
Insurance	(N=118)	3	2.54	38	32.20	14	11.86	63	53.39

TABLE XXVIII - Evaluations of Courses Taught Within the School of Police Administration and Public Safety

Title of Course		Code: 1 Essential					
		No Answer	1	2	3		
		N	N	N	N	%	%
Introd. to Law Enforcement and Public Safety	(N=119)	2	1.68	70	58.82	32	26.89
						15	12.61
Criminal Investigation	(N=119)	2	1.68	102	85.71	14	11.76
						1	-
Admin. Concepts in Law Enforcement and Public Safety	(N=119)	3	2.52	70	58.82	30	25.21
						16	13.45
Industrial Security Administration	(N=119)	1	-	104	87.39	8	6.72
						6	5.04
Retail Security	(N=118)	5	4.24	72	61.02	33	27.97
						8	6.78
Police Admin. (Principles of Admin. and organizations)	(N=119)	1	-	61	51.26	43	36.13
						14	11.76
Interrogation and Case Preparation	(N=119)	2	1.68	100	84.03	13	10.92
						4	3.36
Police Science Laboratory	(N=118)	7	5.93	34	28.81	55	46.61
						22	18.64
Highway Traffic Administration	(N=119)	3	2.52	8	6.72	42	35.29
						66	55.46
Criminal Law	(N=119)	1	-	107	89.92	10	8.40
						1	-

TABLE XXVIII - continued.

Title of Course	No Answer		1		2		3	
	N	%	N	%	N	%	N	%
The Police and Community Relations(N=118)	5	4.24	53	44.92	47	39.83	13	11.02
Delinquency Prevention and Control(N=119)	4	3.36	29	24.37	52	43.70	34	28.57
Correctional Philosophy, Theory and Practice (N=118)	7	5.93	15	12.71	45	38.14	51	43.22
Probation and Parole (N=118)	7	5.93	9	7.63	51	43.22	51	43.22
Ind. Fire Protection,Disaster Control, etc. (N=118)	1	-	98	83.05	15	12.71	4	3.39
Case Studies in Law Enforcement and Public Safety (N=118)	6	5.08	40	33.90	51	43.22	21	17.80
Case Analysis in Prevention Programs (delinquent youth) (N=118)	8	6.78	6	5.08	52	44.07	52	44.07
Admin. of Correctional Instit. (N=119)	9	7.56	3	2.52	43	36.13	64	53.78
Evidence and Criminal Procedure (N=119)	3	2.52	95	79.83	17	14.29	4	3.36
Org. and Admin. of Delinquency Prevention Programs (N=118)	8	6.78	11	9.32	43	36.44	56	47.46
Internal Security in a Democracy (N=118)	6	5.08	76	64.41	27	22.88	9	7.63

TABLE XXIX - Evaluations of Industrial Security Administration Curriculum by Respondents
With an Employment Background in Industrial Security or Related Field

Please answer the following questions with respect to your experiences at MSU in your academic major of Industrial Security Administration, using the following code:

Code: 1 Extremely well 3 Inadequately
2 Adequately 4 Cannot say

	No Answer		1		2		3		4		Totals	
	N	%	N	%	N	%	N	%	N	%	N	%
How well do you feel your college major prepared you for your position(s) in the I.S. or related field?	-	-	16	20.0	49	61.3	14	17.5	1	-	80	
How well were you prepared to assume the responsibilities involved in your first I.S. (or related) job after graduation?	1	-	23	28.8	48	60.0	7	8.8	1	-	80	
How well were you prepared to assume the responsibilities involved in your present job?	2	2.5	21	26.3	42	52.5	8	10.0	7	8.8	80	
How well were you prepared for advanced study?	3	3.8	7	8.8	36	45.0	11	13.8	23	28.8	80	
How well prepared were you to assume leadership responsibilities on the job?	1	-	19	23.8	51	63.8	4	5.0	5	6.3	80	
How well prepared were you to participate in professional activities outside your job?	1	-	14	17.5	46	57.5	5	6.3	14	17.5	80	

TABLE XXIX - continued

	No Answer		1		2		3		4		Totals
	N	%	N	%	N	%	N	%	N	%	
How well prepared were you to assume your job responsibilities in comparison with your colleagues trained elsewhere?	2	2.5	36	45.0	26	32.5	2	2.5	14	17.5	80

TABLE XXX - Areas of Responsibility Included in Most Recent Job in the Industrial Security Field as Reported by Eighty Respondents

Areas of Responsibility	N	%
Investigations--Applicant, Employee and Case (Incident)	63	78.8
Fire Prevention and Protection	43	53.8
Safeguarding of Private and Proprietary Information	50	62.5
Safeguarding of Classified Defense Information	37	46.3
Guard Controls--Control of Entrance and Exit; Enforcement of rules and regulations; and maintaining of order	56	70.0
Emergency Planning and Disaster Control (fire, explosion, natural disasters, strikes, demonstrations, bomb threats, sabotage, enemy attack, etc.)	46	57.5
Security Indoctrination and Training--all levels of the organization	50	62.5
Administration of Government security laws, regulations and requirements so as to assure effective and complete compliance	32	40.0
Supervision of more than two but less than ten security people	16	20.0
Supervision of more than eleven security people	28	35.0
Accident prevention and safety programs	31	38.8
Labor and/or industrial relations	25	31.3
Retail security duties	21	26.3

TABLE XXXI - Evaluations of Industrial Security Administration Curriculum Concerning Preparation for Non-Industrial Security Postgraduate Activities

Please answer the following questions with respect to your experiences at MSU in your academic major of Industrial Security Administration, using the following code:

Code: 1 Extremely well 3 Inadequately
2 Adequately 4 Cannot say

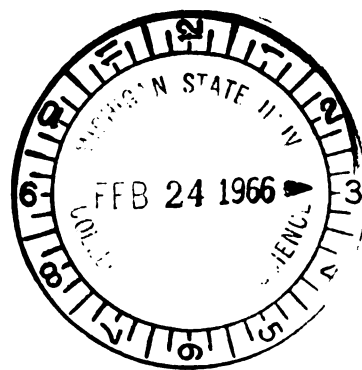
	No Answer		1		2		3		4		Totals	
	N	%	N	%	N	%	N	%	N	%	N	%
How well do you feel your college major prepared you for your position(s) in a field unrelated to I.S.?	-	-	4	10.0	28	70.0	3	7.5	5	12.5	40	
How well were you prepared to assume the responsibilities involved in your first job after graduation?	-	-	5	12.5	27	67.5	5	12.5	3	7.5	40	
How well were you prepared to assume the responsibilities involved in your present job?	1	-	8	20.0	25	62.5	4	10.0	2	5.0	40	
How well were you prepared for advanced study?	1	-	3	7.5	18	45.0	6	15.0	12	30.0	40	
How well prepared were you to assume leadership responsibilities on the job?	-	-	9	22.5	27	67.5	-	-	4	10.0	40	
How well prepared were you to participate in professional activities outside your job?	-	-	5	12.5	23	57.5	6	15.0	6	15.0	40	

TABLE XXXI - continued

	No Answer		1		2		3		4		Totals
	N	%	N	%	N	%	N	%	N	%	N
How well prepared were you to assume your job responsibilities in comparison with your colleagues trained elsewhere?	-	-	13	32.5	19	47.5	1	-	7	17.5	40

**TABLE XXXII - Reasons Why Forty Respondents Have Never Been Employed
In Either the Industrial Security Field or a Field
Related to Industrial Security**

	Number	Per Cent
Lack of employment opportunities	12	30.0
Military service	8	20.0
Better pay and other opportunities in an unrelated field	9	22.5
Other reasons	10	25.0
No answer	1	-
TOTAL	40	100.0



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