

Please select the primary campus/location from which you might employ Troy University.

TROY		DOTHAN		MONTGOMERY	
N	%	N	%	N	%
68	76%	8	9%	13	15%

SECTION 1: When you fill a position in your organization with someone who has a college degree, which of the following are essential, important, useful, or not useful?

Essential, Important, Useful or Not Useful	Essential		Important		Useful		Not Useful	
	N	%	N	%	N	%	N	%
1. Job know-how (skills specific to the position)**	51	59%	22	25%	13	15%	1	1%
2. Reading Skills	78	88%	11	12%	0	0%	0	0%
3. Writing Skills	69	78%	17	19%	3	3%	0	0%
4. Communication Skills	17	18%	2	2%	71	80%	0	0%
5. Mathematical Skills	34	38%	37	42%	15	17%	3	3%
6. Research Skills**	21	24%	35	40%	29	33%	3	3%
7. Courses in the major(s) related to your organization**	48	55%	22	25%	17	19%	1	1%
8. Application of professional ethics in decision-making	69	78%	13	15%	7	8%	1	1%
9. Ability to work with co-workers/supervisors	70	79%	13	15%	6	7%	0	0%
10. Work ethic: (punctuality, initiative, diligence)	75	84%	14	16%	0	0%	0	0%
11. Knowledge of philosophy of your organization**	13	15%	43	49%	28	32%	4	5%
12. Knowledge of your operational functions**	15	17%	35	40%	32	36%	6	7%
13. Knowledge of your management principles**	18	20%	29	33%	35	40%	6	7%
14. Knowledge of legal aspects/government regulations**	23	26%	25	29%	35	40%	4	5%
15. An advanced degree such as the MBA, MSN, or M.Ed. **	8	9%	21	24%	41	47%	18	20%
16. Internship, co-op, or field experience**	24	28%	25	29%	32	37%	6	7%
17. Involvement in professional associations**	8	9%	16	19%	47	55%	15	17%
18. Technology skills**	33	38%	33	38%	21	24%	1	1%
19. High grade point average	2	2%	34	38%	43	48%	8	9%
20. Travel-both domestic and foreign**	6	8%	4	5%	39	51%	28	36%
21. Life-long learning interest and capability	Exceed my expectations		Meet my expectations		Meet some expectations but need improvements in some areas		Do not meet my expectations	
	N	%	N	%	N	%	N	%
	27	30%	28	31%	27	30%	7	8%

\*\*These percentages are based on those respondents who used the programs and services.

22. Please list any other abilities, skills, competencies, and traits you expect in college graduates which you employ:

- ❖ Initiative, willingness to accept responsibility for their decisions/actions.
- ❖ Ability to adapt as needed.
- ❖ Willingness to learn; flexibility; willing to work; appearance.

- ❖ We expect candidates to interview well.
- ❖ High character, responsible, organized.
- ❖ We hire nursing students.
- ❖ Classroom management.
- ❖ How to dress and groom for work.
- ❖ Ability to develop appropriate rapport with students.
- ❖ Professionalism, maturity, desire to work, commitment to work, loyalty to organization.
- ❖ Previous work experience.

**SECTION II: Please rate the skills, abilities, and educational preparation of the Troy University graduate(s) you have employed.**

Skills, Abilities, and Educational Preparation	Excellent		Good		Fair		Poor	
	N	%	N	%	N	%	N	%
23. Job skills specific to the position**	22	31%	40	56%	9	13%	0	0%
24. Oral communication**	19	26%	49	67%	5	7%	0	0%
25. Reading skills**	24	33%	46	63%	3	4%	0	0%
26. Writing skills**	20	27%	43	59%	10	14%	0	0%
27. Listening skills**	20	27%	46	63%	7	10%	0	0%
28. Mathematical skills**	13	19%	43	61%	14	20%	0	0%
29. Problem solving skills**	11	15%	51	70%	11	15%	0	0%
30. Stress management skills**	11	15%	41	58%	17	24%	2	3%
31. Ability to work with co-workers/supervisors**	26	36%	43	59%	4	5%	0	0%
32. Work ethic (dependability, initiative, diligence) **	24	33%	40	55%	9	12%	0	0%
33. Technology skills**	17	24%	47	65%	6	8%	1	1%
34. Creative thinking ability**	14	18%	41	53%	17	22%	1	1%
35. Leadership abilities**	13	18%	45	63%	12	17%	1	1%
36. Adaptability to regular and new job requirements**	13	18%	49	67%	10	14%	1	1%
37. Motivation**	18	25%	44	60%	11	15%	0	0%
38. Professionalism**	20	27%	43	59%	10	14%	0	0%
39. Quality of work**	15	21%	48	66%	10	14%	0	0%
40. Work output compared to expectations**	10	14%	54	74%	9	12%	0	0%
41. In general, how does the educational preparation of your Troy University graduates compare with that of other employees? **	13	18%	53	73%	10	8%	0	0%

**\*\*These percentages are based on those respondents who used the programs and services.**

42. To what extent do your Troy University graduates possess the characteristics you expect from a college?	Exceed my expectations	Meet my expectations	Meet some expectations but need improvements in some areas	Do not meet my expectations
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					(please list) PLEASE SEE BELOW.			
	N	%	N	%	N	%	N	%
	10	11%	68	76%	12	13%	0	0%

- ❖ Drive, responsibility, willingness to commit 100% to the organization.
- ❖ None have been hired – only 1 or 2 have applied.
- ❖ Areas that need improvement are technology training and general business aptitude. Our company struggles today with less educated or older workers and management who do not or will not learn new technology. They must be able to solve problems.
- ❖ They are individuals and have a diverse work knowledge and drive.
- ❖ The writing ability of graduates is very low and far below what I expect from a master's level graduate.

43. Based on your observation of employees and our knowledge of Troy University, would you hire another TROY graduate if a position were available? (If no, please tell us why) PLEASE SEE BELOW.								
			Yes		NO			
			N	%	N	%		
			88	99%	1	1%		

- ❖ They do not respond to phone calls when you are trying to reach them for setting up interviews. They also do not update their resumes. This is a real problem as I don't have a lot of time chasing people down with bad phone numbers.

**44. Please provide any suggestions for improving abilities, skills, competencies, and other traits of Troy University graduates:**

- ❖ Students with real world experience make the best candidates for employers. Veterans are the best as they are knowledgeable and willing to work. The high school to college kid with no exposure to the workplace except fast food takes too long to train.
- ❖ Encourage them to apply in our system even though we are 150 miles north.
- ❖ Focus on English grammar in BSW program.
- ❖ Schools such as TSUD have to generate graduates that can make the hard decisions and represent the companies they work for without being conflicted by friends and relatives. Graduates also need to understand that education alone does nothing in the business world for them.
- ❖ Make sure teachers are HQT.
- ❖ Business is national as well as global – candidates need to be well rounded.
- ❖ Need stronger work ethic to get the job done and do it perfectly.
- ❖ Students should be held to a higher standard for written communications – including how to use the “spell check” feature on their word processing systems.
- ❖ Make a business writing class a requirement.
- ❖ We have not been successful in recruitment efforts.
- ❖ Not successful in recruitment efforts.

SECTION III: Please respond to the items regarding Career Services of Troy University.

45. How did your organization identify the Troy University graduates you hired?											
Career Services Offices Referral/Job Posting, etc		Referral from TROY faculty		Referral from within or outside (other than Career Services) your organization		Classified ads/temporary services		Online/website job posting		Other, please specify. PLEASE SEE BELOW.	
N	%	N	%	N	%	N	%	N	%	N	%
24	27%	10	11%	15	17%	2	2%	10	11%	28	31%

- ❖ None have been hired under my tenure.
- ❖ State personnel department
- ❖ Job fair
- ❖ Career fair; walk-ins
- ❖ Database
- ❖ Local school posting
- ❖ Educational assistance provided to existing employees. Have not hired very many graduates.
- ❖ Online; walk-ins; through their clinicals/preceptorships
- ❖ Recruiting
- ❖ Knew individuals in other settings
- ❖ Transcript and resume review

Career Services	Excellent		Good		Fair		Poor	
	N	%	N	%	N	%	N	%
46. Credential/Candidate referral**	5	12%	32	78%	4	10%	0	0%
47. Job posting**	5	11%	37	80%	4	9%	0	0%
48. On-campus interviews**	8	21%	27	69%	3	8%	1	3%
49. Career fairs**	15	27%	35	63%	5	9%	1	2%
50. How often do you notify Career Services regarding the hiring of university/college students?								
	Always		Often		Sometimes		Never	
	N	%	N	%	N	%	N	%
	5	6%	18	20%	26	29%	40	45%

SECTION IV: Please mark the school or college from which you employ most of your college graduates.

College of Arts and Sciences		College of Education		College of Communication and Fine Arts		College of Health and Human Services		Sorrell College of Business	
N	%	N	%	N	%	N	%	N	%
12	13%	45	51%	6	7%	6	7%	20	22%

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