



INSTITUTE OF TECHNOLOGY

Employer Survey

September 2020

Oklahoma State University Institute of Technology
Okmulgee, Oklahoma

Office of Institutional Research

Introduction

The OSUIT faculty, staff, and administration care about the level of education our graduates receive. Determining a graduate's success, as observed by a supervisor at their place of employment, is extremely valuable as the OSUIT Office of Institutional Research assesses the quality of educational services provided at OSUIT. The *OSUIT Strategic Plan* identifies employer feedback as a crucial need for administrators in making data-driven decisions. This office administered the *Employer Survey* during the 2020 summer term.

In 2020, employers reported similar levels of satisfaction with OSUIT graduates as compared to 2019 survey results. Employers stated they would hire an OSUIT graduate again, recommend OSUIT graduates to others, and recommend OSUIT to anyone interested in pursuing a degree. When asked about OSUIT graduates' skill level, highest employer satisfaction was reported in the following areas:

- Cooperation
- Integrity
- Problem Recognition
- Professionalism
- Teamwork

Method

Employer Survey forms (see Appendix C) were sent via United States Postal Service to all employers who were identified by students on the *Graduation Survey*, the *Alumni Survey*, and through the *Employment Update* link for students who graduated during the 2018-2019 academic year. The current sample included employers or identified supervisors with viable contact information in the form of a company address. If a graduate did not identify a supervisor by name, an invitation was sent to "Supervisor for <graduate name>". Each survey mailed to employers included the name of a single OSUIT graduate/employee as the focus of the employer's ratings. Out of the 116 listings provided by graduates that included addresses, 48 did not give permission to contact their employers. As a result, 68 employers were invited to complete the survey; 20 employers returned surveys for a response rate of 29.4 percent. Surveys and invitations mailed to employers also provided a link allowing them to complete the survey online; two of the respondents took advantage of completing their surveys online.

Note: Administrators, faculty, and staff in each school and program must encourage graduates to complete the *Graduation Survey*, the *Alumni Survey*, and (as needed) the *Employment Update*. Without contact information *and permission* to contact supervisors, this report cannot fully capture the critical, robust, and often positive feedback we could potentially gather from employers.

Sample Characteristics

Three-out-of-four respondents (15, 75.0%) were supervisors of OSUIT graduates, while five (25.0%) stated they were familiar with the work of the OSUIT graduate without being the graduate's actual supervisor. When asked to indicate the primary functions of their respective companies, Diesel & Heavy Equipment Repair led the list as reported in this sample with six entries. Fifteen primary functions from the survey list were identified with four additional primary functions added by respondents (Table 1).

Table 1: Primary Company Functions (duplicated: multiple answers allowed)

Answer	Count
Diesel & Heavy Equipment Repair	6
Air Conditioning & Refrigeration	3
Automotive Repair & Service	2
Electrical	2
Engineering Graphics & Design Drafting	2
3d Modeling & Animation	1
Business/Administration	1
Civil Engineering	1
Construction Management	1
Culinary Arts	1
Electrical/Electronics & Instrumentation	1
Gaming	1
Marketing/Communications	1
Nursing	1
Pipeline Integrity	1
Other primary functions (please specify)*	4
Total Responses	29

*Other primary functions (please specify)

Design build energy savings projects
 Hydraulic Component Shop
 Overall CNO construction
 Structural Engineering Drafting

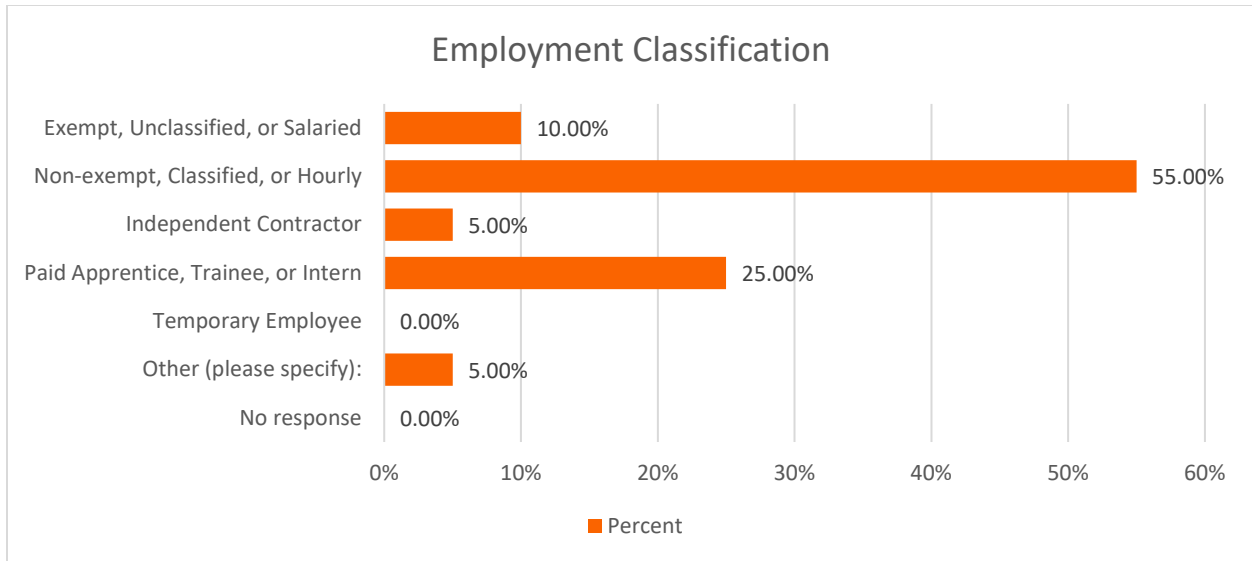
Employers reported the employment classification of the OSUIT graduates within their organizations (Table 2); 55.0 percent were hourly employees; 10.0 percent were salaried; 25.0 percent were apprentices, trainees, or interns; one (5.0%) was listed as an independent contractor, and another was listed as a “flagged technician”.

Table 2: Employment Classification

Answer	Count	Percent
Exempt, Unclassified, or Salaried	2	10.00%
Non-exempt, Classified, or Hourly	11	55.00%
Independent Contractor	1	5.00%
Paid Apprentice, Trainee, or Intern	5	25.00%
Temporary Employee	0	0.00%
Other (please specify):*	1	5.00%
No response	0	0.00%
Total	20	100.00%

*Other (please specify):

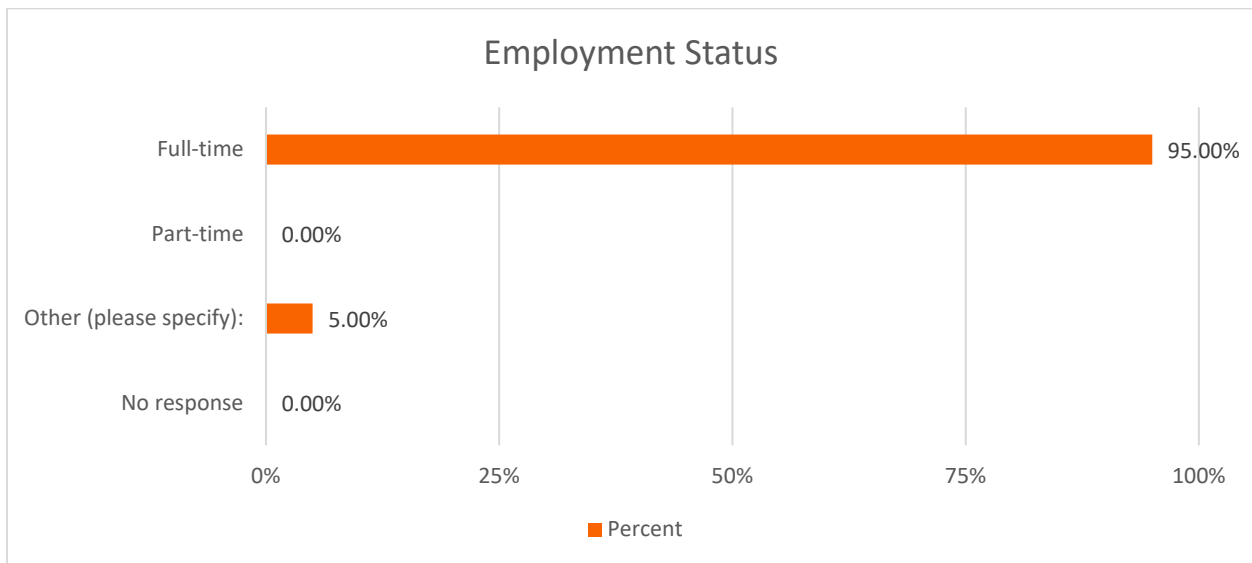
Flagged Technician



Employers reported 95.0 percent of the OSUIT graduates worked full-time (Table 3).

Table 3: Employment Status

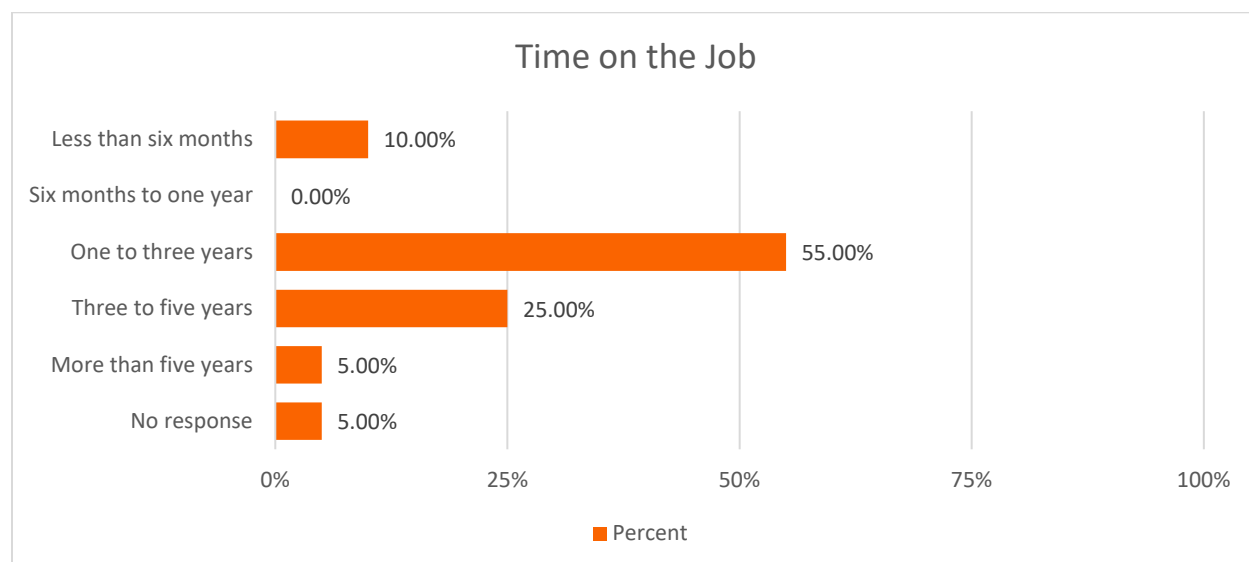
Answer	Count	Percent
Full-time	19	95.00%
Part-time	0	0.00%
Other (please specify):	1	5.00%
No response	0	0.00%
Total	20	100.00%



Concerning graduates' time on the job (Table 4), 11 (55.0%) of OSUIT graduates had been employed by the organization between one and three years, and five (25.0%) had been employed three-to-five years; two (10.0%) had less than six months on the job, and one (5.0%) had been on the job more than five years (Table 4).

Table 4: Time on the Job

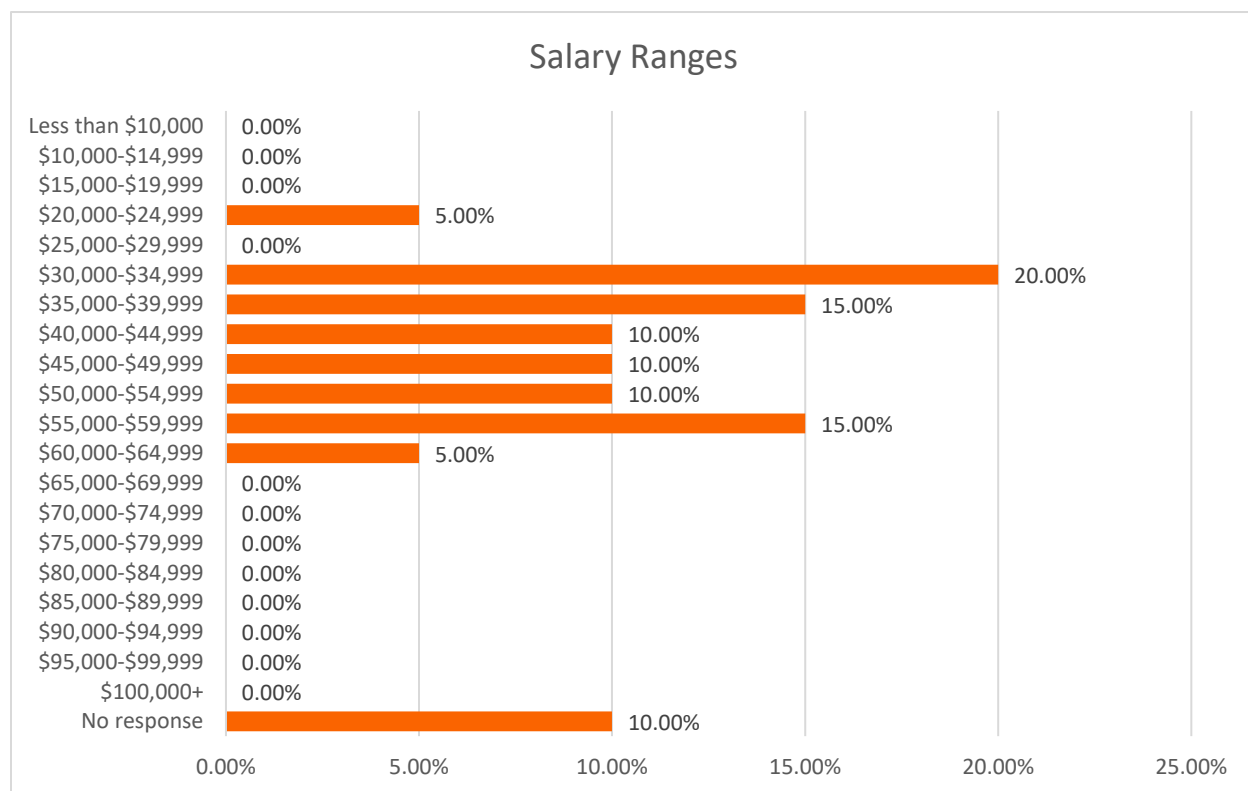
Answer	Count	Percent
Less than six months	2	10.00%
Six months to one year	0	0.00%
One to three years	11	55.00%
Three to five years	5	25.00%
More than five years	1	5.00%
No response	1	5.00%
Total	20	100.00%



Among the 18 respondents providing salary data, the median pay range was \$40,000 to \$44,999 (Table 5). Employers reported pay ranging from a low of \$20,000-\$24,999 up to the \$60,000-\$64,999 range. In the past, employers have included internship pay since some internships continue well beyond graduation. Classification for particular careers may need clarification, such as for automotive graduates who earn pay at a "flat" or "flag" rate, or other graduates earning "wait-staff" pay; these situations reflect certain challenges in gathering pay data that may need to be addressed in future versions of this survey. This office determined that including additional pay categories would negatively affect the validity of the data by allowing respondents to deviate from standards set for reporting annual pay.

Table 5: Salary Ranges

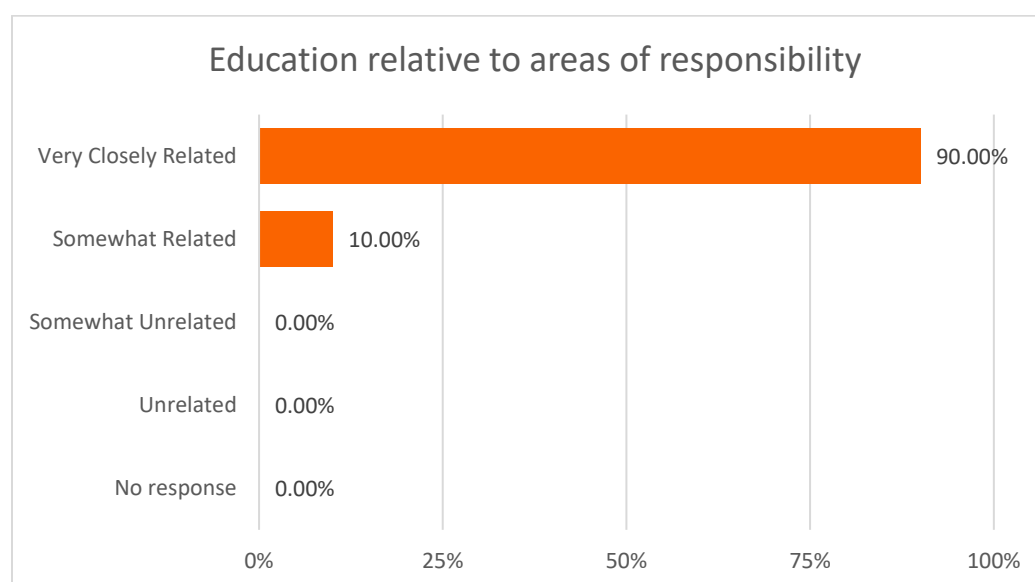
Answer	Count	Percent
Less than \$10,000	0	0.00%
\$10,000-\$14,999	0	0.00%
\$15,000-\$19,999	0	0.00%
\$20,000-\$24,999	1	5.00%
\$25,000-\$29,999	0	0.00%
\$30,000-\$34,999	4	20.00%
\$35,000-\$39,999	3	15.00%
\$40,000-\$44,999	2	10.00%
\$45,000-\$49,999	2	10.00%
\$50,000-\$54,999	2	10.00%
\$55,000-\$59,999	3	15.00%
\$60,000-\$64,999	1	5.00%
\$65,000-\$69,999	0	0.00%
\$70,000-\$74,999	0	0.00%
\$75,000-\$79,999	0	0.00%
\$80,000-\$84,999	0	0.00%
\$85,000-\$89,999	0	0.00%
\$90,000-\$94,999	0	0.00%
\$95,000-\$99,999	0	0.00%
\$100,000+	0	0.00%
No response	2	10.00%
Total	20	100.00%



In terms of how closely related the OSUIT graduates' education was to their respective jobs, employers reported the OSUIT graduates' education was "very closely related" (18, 90.0%) to their areas of responsibility within the organization; two (10.0%) reported graduates' education as "somewhat related" (Table 6).

Table 6: Education relative to areas of responsibility

Answer	Count	Percent
Very Closely Related	18	90.00%
Somewhat Related	2	10.00%
Somewhat Unrelated	0	0.00%
Unrelated	0	0.00%
No response	0	0.00%
Total	20	100.00%



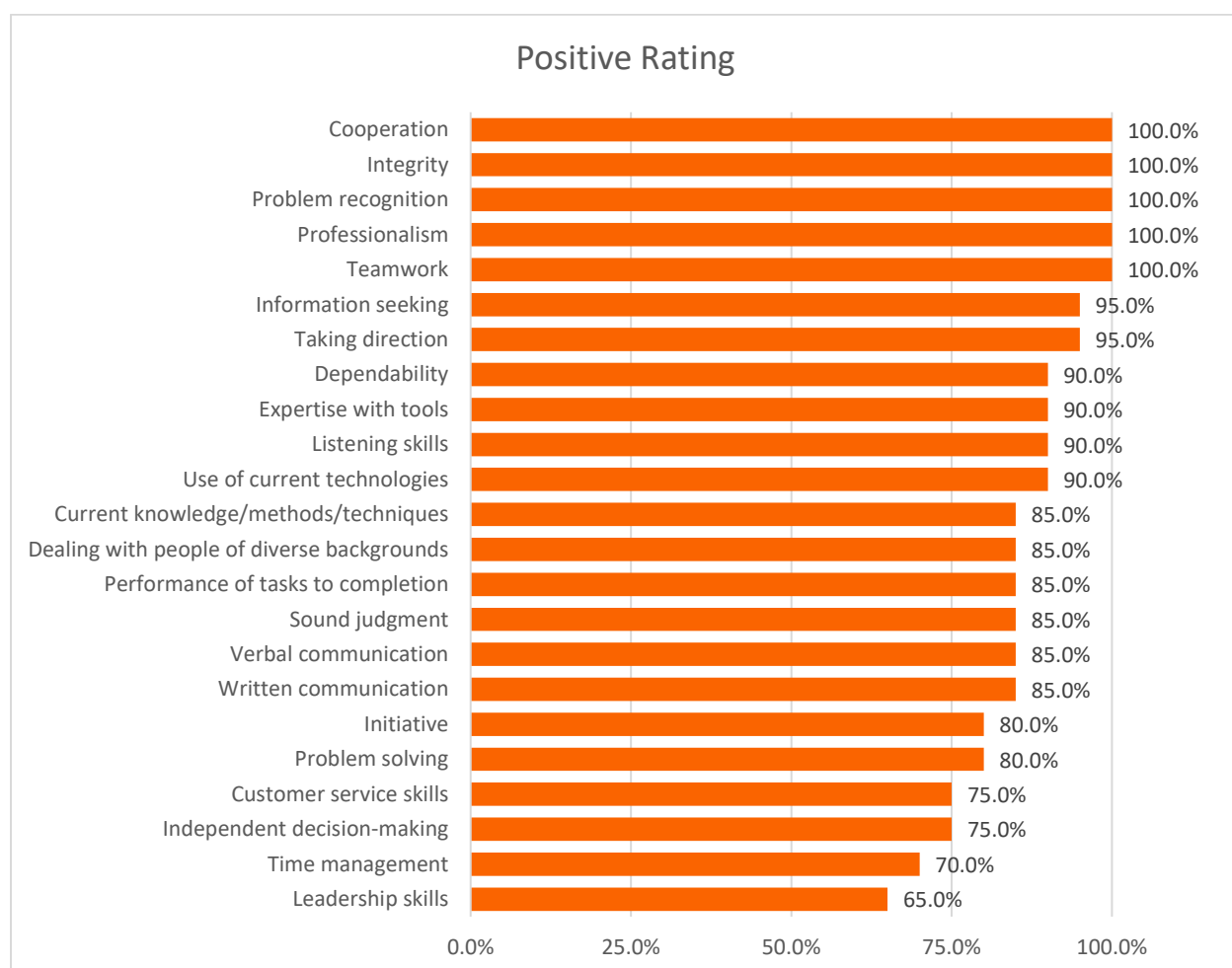
Rating Scales

Employers rated graduates on 23 skills using a five-point scale with 1 = "Not Competent", 2 = "Adequate", 3 = "Good", 4 = "Competent", and 5 = "Highly Competent". Table 7 includes summarized responses (combination of the "Good", "Competent", and "Very Competent" responses) as a percentage of all responses to yield a "Positive Rating."

Table 7: Skills ratings, highest to lowest

Item	Positive Rating
Cooperation	100.0%
Integrity	100.0%
Problem recognition	100.0%
Professionalism	100.0%
Teamwork	100.0%

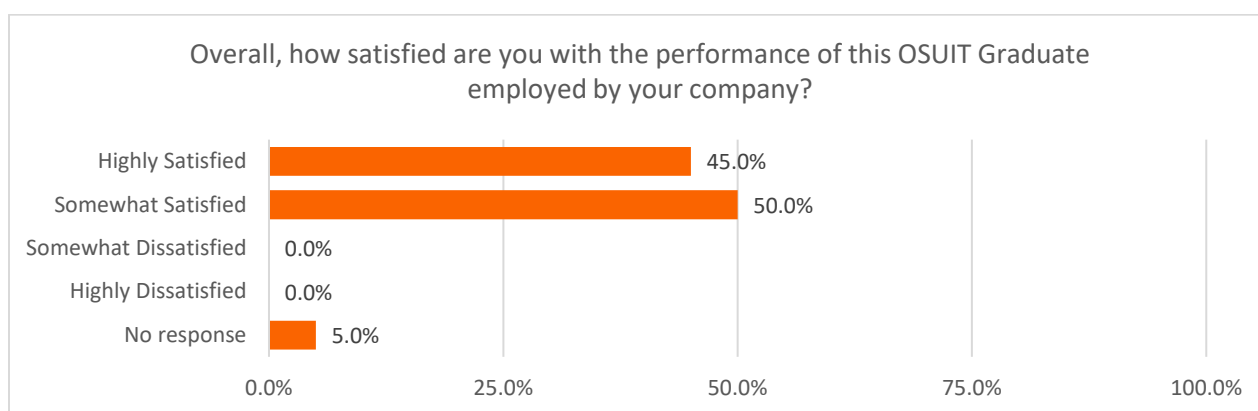
Item	Positive Rating
Information seeking	95.0%
Taking direction	95.0%
Dependability	90.0%
Expertise with tools	90.0%
Listening skills	90.0%
Use of current technologies	90.0%
Current knowledge/methods/techniques	85.0%
Dealing with people of diverse backgrounds	85.0%
Performance of tasks to completion	85.0%
Sound judgment	85.0%
Verbal communication	85.0%
Written communication	85.0%
Initiative	80.0%
Problem solving	80.0%
Customer service skills	75.0%
Independent decision-making	75.0%
Time management	70.0%
Leadership skills	65.0%



One additional item (Table 8) asks, “Overall, how satisfied are you with the performance of this OSUIT Graduate employed by your company?” and uses a four-point scale ranging from “Highly Satisfied” to “Highly Dissatisfied”.

Table 8: Overall satisfaction with performance

Answer	Count	Percent
Highly Satisfied	9	45.0%
Somewhat Satisfied	10	50.0%
Somewhat Dissatisfied	0	0.0%
Highly Dissatisfied	0	0.0%
No response	1	5.00%
Total	20	100.00%



Finally, there were four summary items utilizing a four-point scale ranging from “Strongly Agree” to “Strongly Disagree”. Table 9 includes summarized responses by combining the “Agree” and “Strongly Agree” responses. Note that employers provided responses that reflect well on the educational services provided by OSUIT even when less than satisfied with their employee.

Table 9: Summary items

Items	Strongly Agree	Agree	Disagree	Strongly Disagree	Total
I would hire an OSUIT graduate again.	14	6	0	0	20
I would recommend OSUIT graduates to others.	14	6	0	0	20
I would recommend OSUIT to anyone pursuing a degree.	12	8	0	0	20
Overall, I am satisfied with graduates from OSUIT.	11	9	0	0	20

Results

Skills Ratings. Employers reported satisfaction with the performance level of OSUIT graduates and primarily rated their competence in their jobs as “Good”, “Competent”, or “Highly Competent”. All skills

scores were at or above 65 percent. The top skills possessed by all OSUIT graduates as reported by employers were:

- Cooperation
- Integrity
- Problem Recognition
- Professionalism
- Teamwork

Using the same measure, the skills shown to have the lowest positive ratings include:

- Leadership skills (65.0%)
- Time management (70.0%)
- Customer service skills (75.0%)
- Independent decision-making (75.0%)

Skills ratings varied somewhat in 2020 from the previous year. Appendix A reports scale frequencies in detail for the 23 skills rated by employers. Following are the summarized results for the skills items as they were rated in 2019 and 2020 using the combination of the “Good”, “Competent”, and “Very Competent” responses as a percentage of all responses to yield a “Positive Rating”:

Item	2019 Positive Rating (n=29)	2020 Positive Rating (n=20)	Percent Change
Cooperation	93%	100%	+7%
Integrity	93%	100%	+7%
Professionalism	93%	100%	+7%
Problem recognition	93%	100%	+7%
Taking direction	90%	95%	+5%
Expertise with tools	86%	90%	+4%
Teamwork	97%	100%	+3%
Information seeking	93%	95%	+2%
Dependability	90%	90%	0%
Listening skills	90%	90%	0%
Dealing with people of diverse backgrounds	90%	85%	-5%
Sound judgment	93%	85%	-8%
Use of current technologies	100%	90%	-10%
Customer service skills	86%	75%	-11%
Performance of tasks to completion	97%	85%	-12%
Verbal communication	97%	85%	-12%
Current knowledge/methods/techniques	97%	85%	-12%
Written communication	97%	85%	-12%
Initiative	93%	80%	-13%
Problem solving	93%	80%	-13%
Independent decision-making	93%	75%	-18%
Time management	90%	70%	-20%
Leadership skills	86%	65%	-21%

Appendix A reports scale frequencies in detail for the 23 skills rated by employers. Note: The sample of respondents was the smallest since implementing the *Employer Survey*, and there were fewer graduates who gave permission to contact their employers this year. The smaller sample size can certainly influence the results. This office asks everyone involved in advisement to encourage graduates to complete their OSUIT *Graduation Surveys*. OSUIT Institutional Research relies on updated contact information from the *Graduation Survey* to follow up with graduates through the OSUIT *Alumni Survey*. Both the Graduation Survey and Alumni Survey, when completed appropriately, provide updated contact information leading to the successful administration of the OSUIT *Employer Survey*. Employment information not only provides data for our accreditation and accountability, but it also helps to provide funding for students through public and private sources requiring such employment outcomes data.

Summary Scale Ratings. In consideration of OSUIT's potential impact on an organization beyond that of a single employee, additional summary items were included to determine if a more enduring effect was present. Employers continue to report a willingness to hire graduates and to recommend OSUIT graduates— and OSUIT itself— to anyone interested in pursuing a degree (Table 9). Again, take into consideration the small sample size when reviewing the results.

Conclusion

The technical, cognitive, and interpersonal skills gained by our graduates, as reflected by the employers who hire them, continue to reflect the character of OSUIT's mission. Although some skills may develop best in the context of the workplace over time, skills expected in the workforce can be developed and fostered in the educational setting. Except for *Teamwork*, the highest rated skills for OSUIT graduates in 2020 were different from the top results for 2019. In the 2019 report, *Use of current technologies*, *Current knowledge/methods/techniques*, *Communication (written and verbal)*, *Performance of tasks to completion*, and *Teamwork* received highest marks from employers. This year, 2020, *Cooperation*, *Integrity*, *Problem recognition*, *Professionalism*, and *Teamwork* were listed highest among the skills developed at OSUIT. Employers reported overall satisfaction with graduates from OSUIT (100.0%) and with the performance of the OSUIT graduates in their employ (95.0%). Those supervisors or other individuals familiar with the job duties of these graduates appeared ready to recommend both OSUIT (100.0%) and its graduates (100.0%) to others. Further, these employers would hire graduates from OSUIT again (100.0%).

Also included are comparisons with four previous administrations of the *Employer Survey* (Appendix B); note that the characteristics of the respondent samples were substantially different for each administration year. For additional information regarding the gap in trend data, see *Appendix B: Comparison of Prior Results* in the *Employer Survey 2018* report on the OSUIT Institutional Research website.

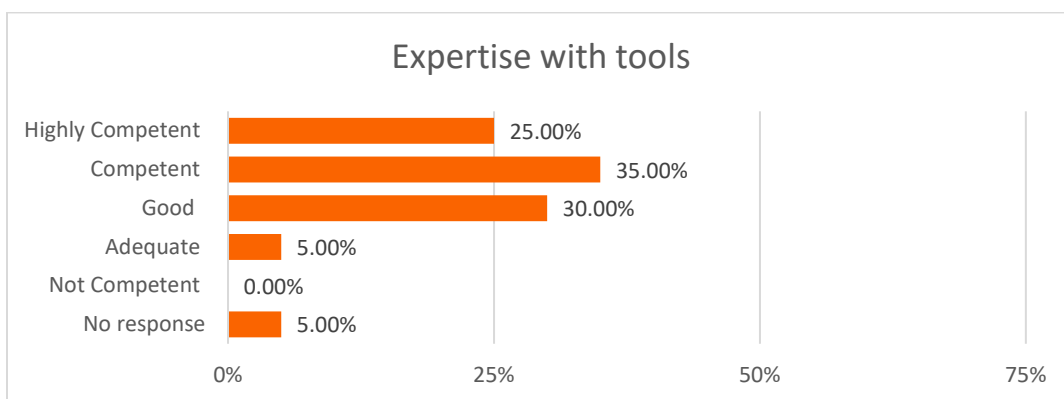
Respectfully submitted:

Curtis Miller, Analyst
OSUIT Institutional Research

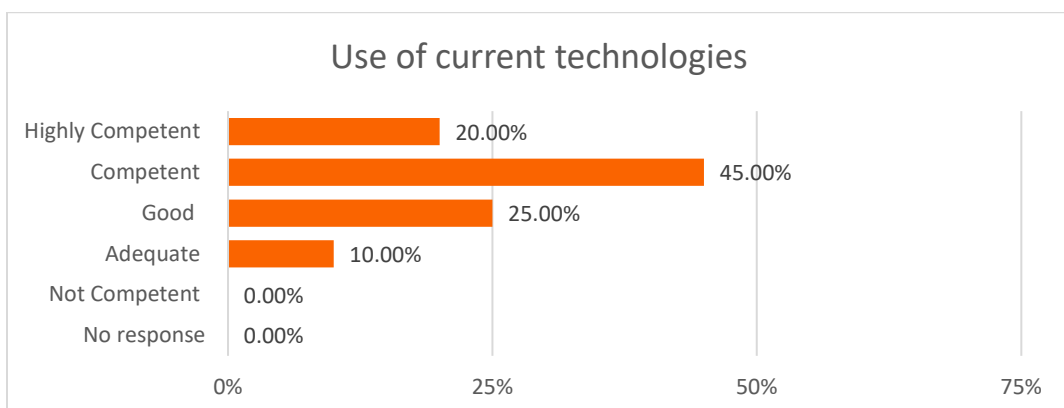
Appendix A
Employer Ratings of Employee Skills and Summary Items

Please select the rating you feel best describes the competence of the OSUIT Graduate in the areas below.

Expertise with tools	Count	Percent
Highly Competent	5	25.00%
Competent	7	35.00%
Good	6	30.00%
Adequate	1	5.00%
Not Competent	0	0.00%
No response	1	5.00%
Total	20	100.00%

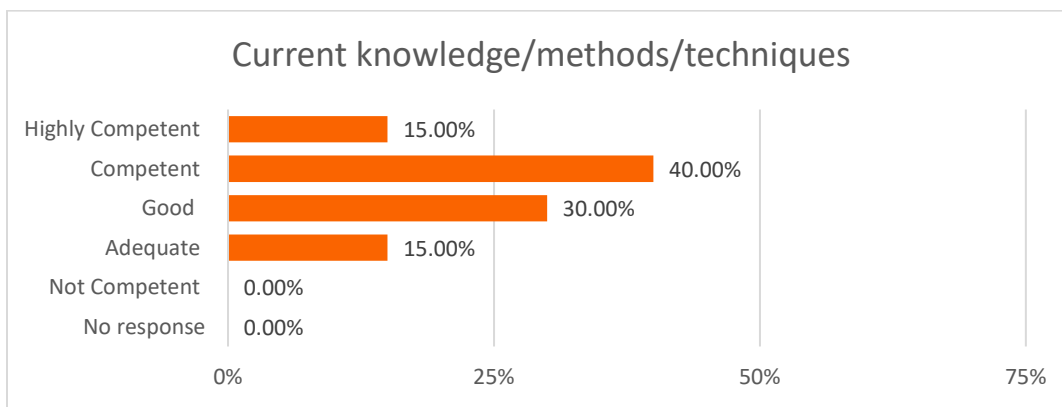


Use of current technologies	Count	Percent
Highly Competent	4	20.00%
Competent	9	45.00%
Good	5	25.00%
Adequate	2	10.00%
Not Competent	0	0.00%
No response	0	0.00%
Total	20	100.00%

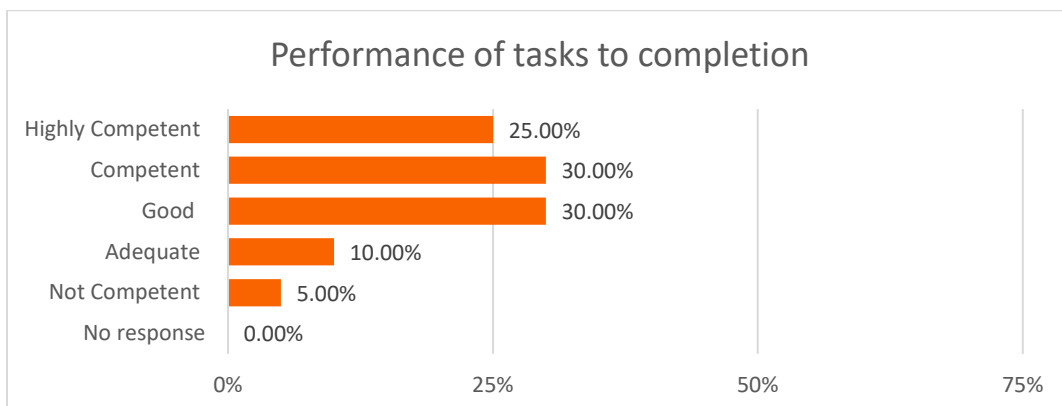


Please select the rating you feel best describes the competence of the OSUIT Graduate (continued)

Current knowledge/methods/techniques	Count	Percent
Highly Competent	3	15.00%
Competent	8	40.00%
Good	6	30.00%
Adequate	3	15.00%
Not Competent	0	0.00%
No response	0	0.00%
Total	20	100.00%

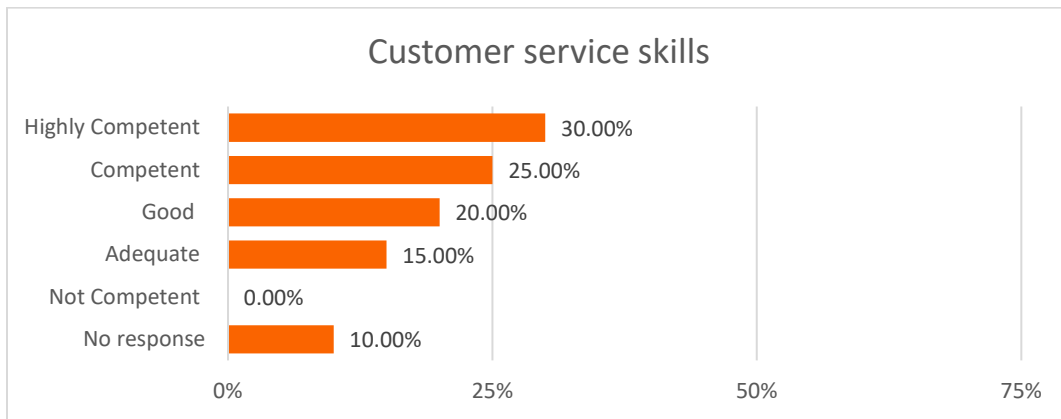


Performance of tasks to completion	Count	Percent
Highly Competent	5	25.00%
Competent	6	30.00%
Good	6	30.00%
Adequate	2	10.00%
Not Competent	1	5.00%
No response	0	0.00%
Total	20	100.00%

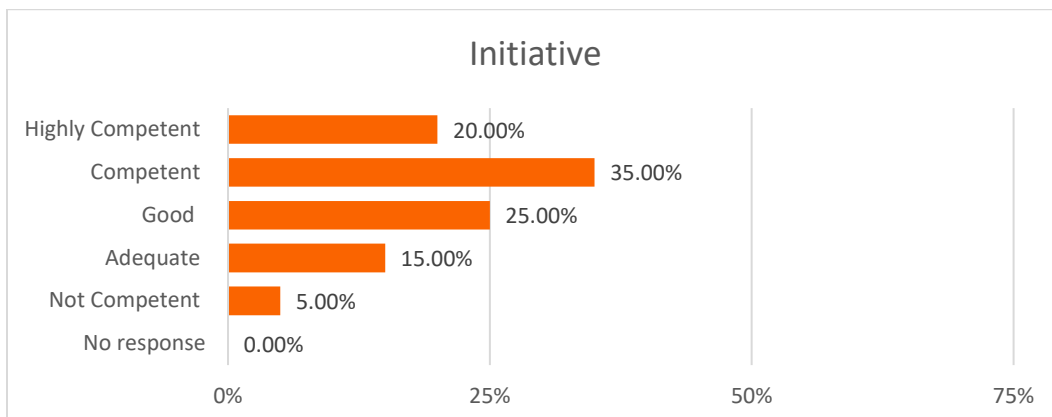


Please select the rating you feel best describes the competence of the OSUIT Graduate (continued)

Customer service skills	Count	Percent
Highly Competent	6	30.00%
Competent	5	25.00%
Good	4	20.00%
Adequate	3	15.00%
Not Competent	0	0.00%
No response	2	10.00%
Total	20	100.00%

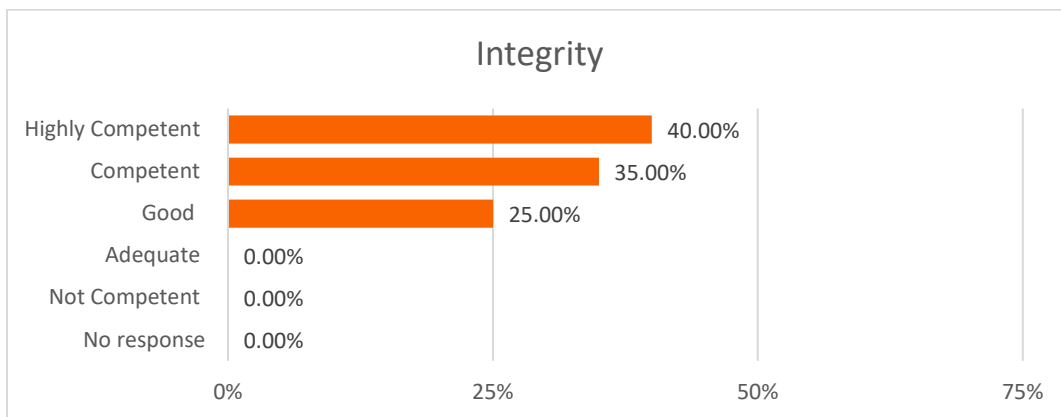


Initiative	Count	Percent
Highly Competent	4	20.00%
Competent	7	35.00%
Good	5	25.00%
Adequate	3	15.00%
Not Competent	1	5.00%
No response	0	0.00%
Total	20	100.00%

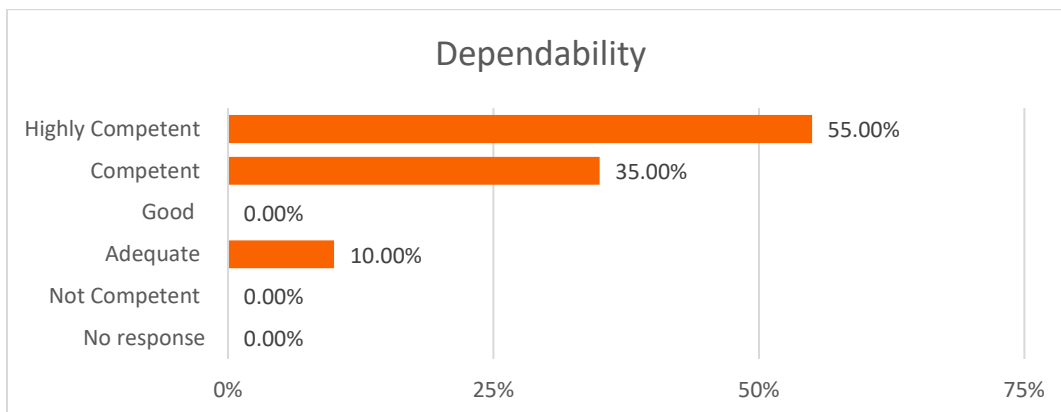


Please select the rating you feel best describes the competence of the OSUIT Graduate (continued)

Integrity	Count	Percent
Highly Competent	8	40.00%
Competent	7	35.00%
Good	5	25.00%
Adequate	0	0.00%
Not Competent	0	0.00%
No response	0	0.00%
Total	20	100.00%

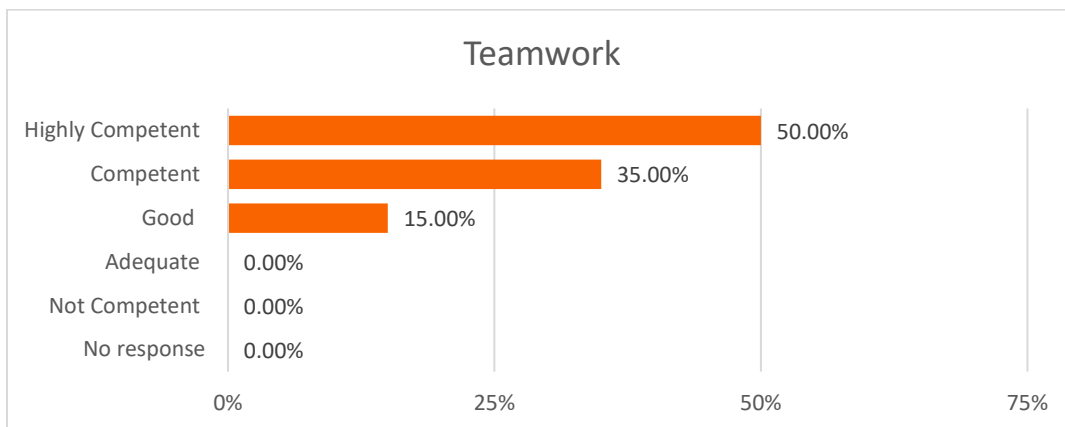


Dependability	Count	Percent
Highly Competent	11	55.00%
Competent	7	35.00%
Good	0	0.00%
Adequate	2	10.00%
Not Competent	0	0.00%
No response	0	0.00%
Total	20	100.00%

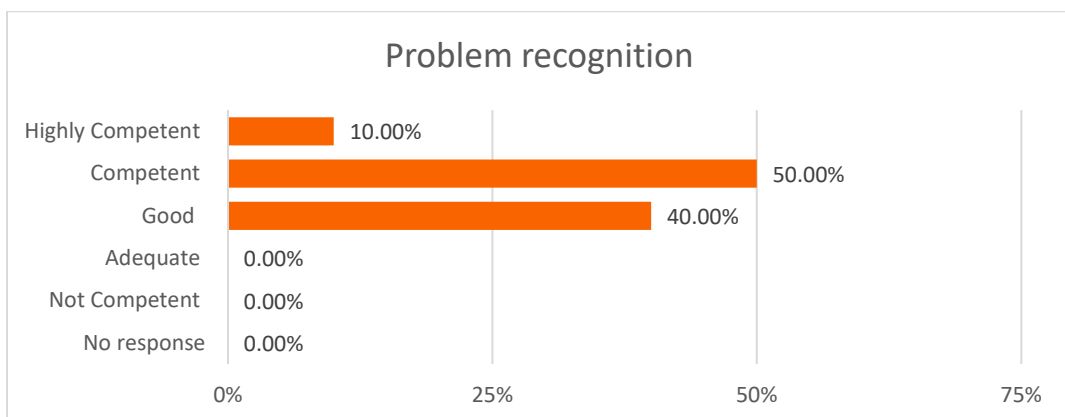


Please select the rating you feel best describes the competence of the OSUIT Graduate (continued)

Teamwork	Count	Percent
Highly Competent	10	50.00%
Competent	7	35.00%
Good	3	15.00%
Adequate	0	0.00%
Not Competent	0	0.00%
No response	0	0.00%
Total	20	100.00%

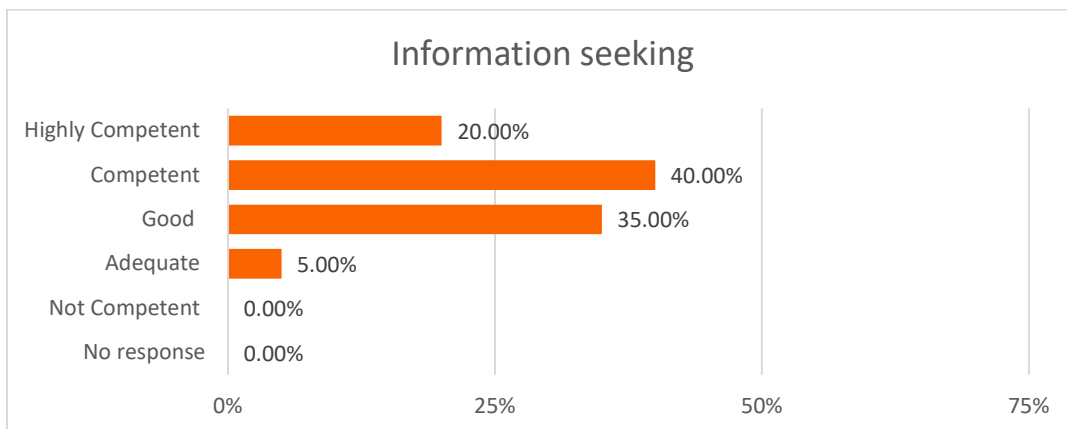


Problem recognition	Count	Percent
Highly Competent	2	10.00%
Competent	10	50.00%
Good	8	40.00%
Adequate	0	0.00%
Not Competent	0	0.00%
No response	0	0.00%
Total	20	100.00%

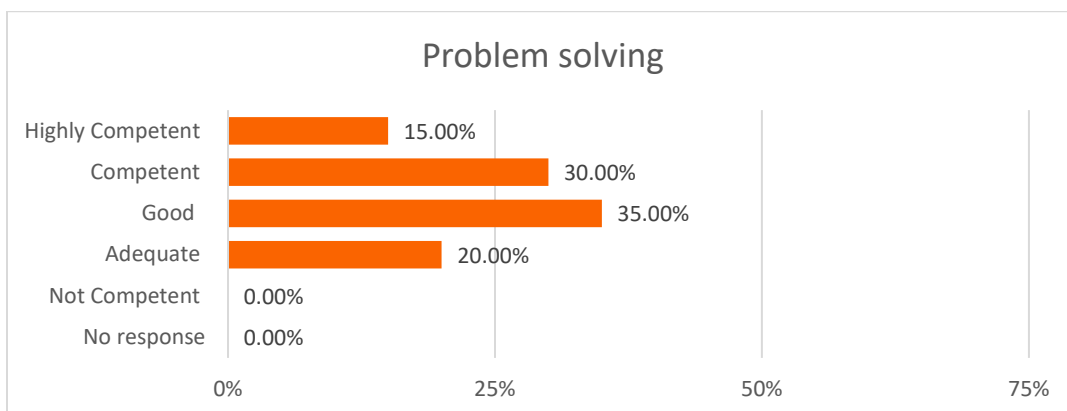


Please select the rating you feel best describes the competence of the OSUIT Graduate (continued)

Information seeking	Count	Percent
Highly Competent	4	20.00%
Competent	8	40.00%
Good	7	35.00%
Adequate	1	5.00%
Not Competent	0	0.00%
No response	0	0.00%
Total	20	100.00%

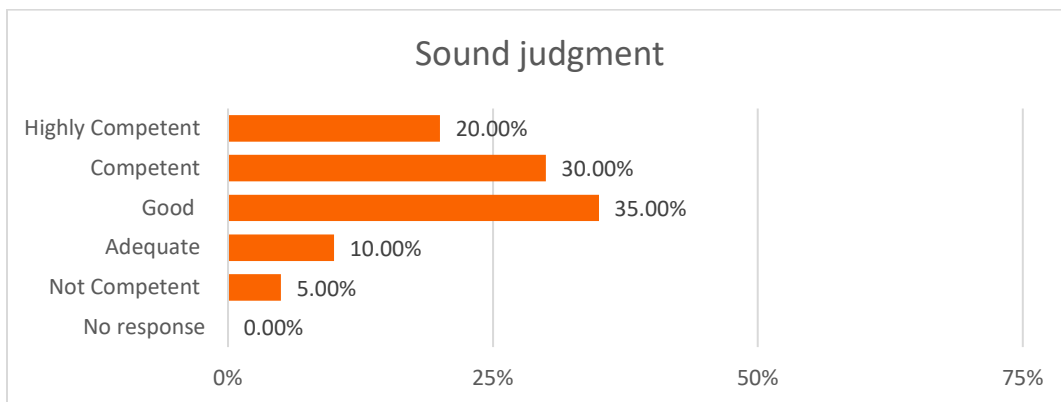


Problem solving	Count	Percent
Highly Competent	3	15.00%
Competent	6	30.00%
Good	7	35.00%
Adequate	4	20.00%
Not Competent	0	0.00%
No response	0	0.00%
Total	20	100.00%

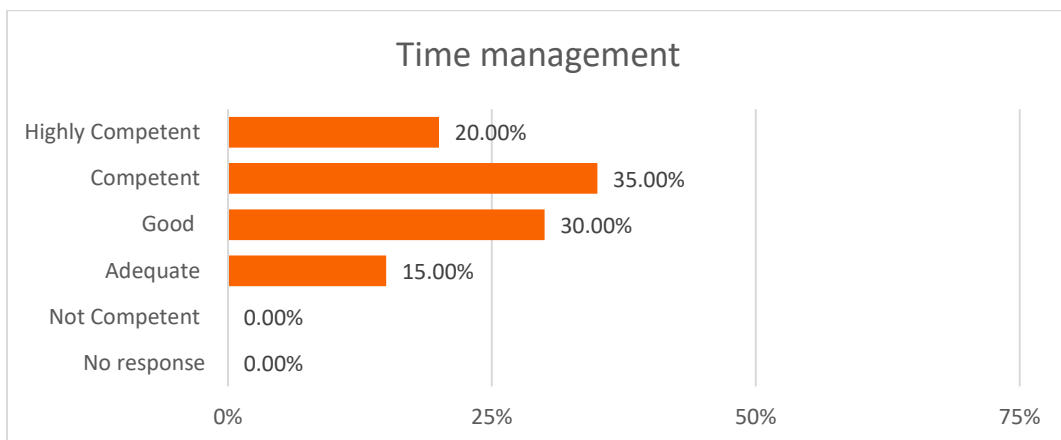


Please select the rating you feel best describes the competence of the OSUIT Graduate (continued)

Sound judgment	Count	Percent
Highly Competent	4	20.00%
Competent	6	30.00%
Good	7	35.00%
Adequate	2	10.00%
Not Competent	1	5.00%
No response	0	0.00%
Total	20	100.00%

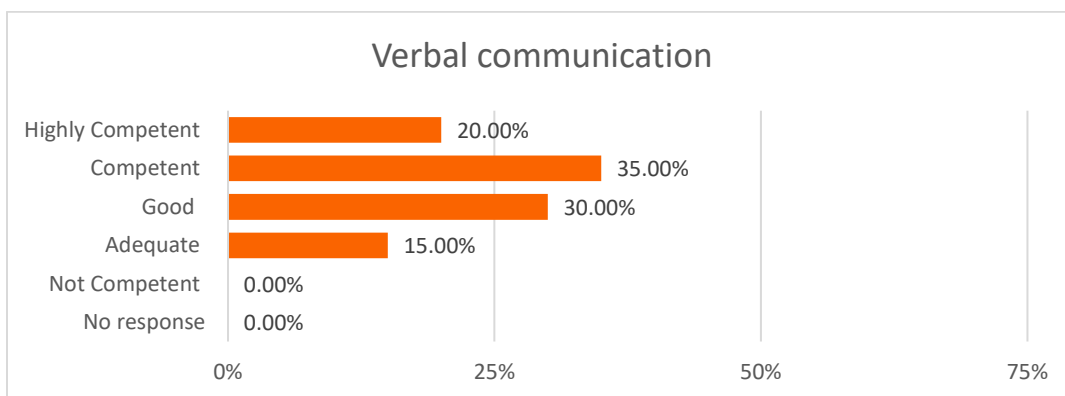


Time management	Count	Percent
Highly Competent	4	20.00%
Competent	7	35.00%
Good	6	30.00%
Adequate	3	15.00%
Not Competent	0	0.00%
No response	0	0.00%
Total	20	100.00%

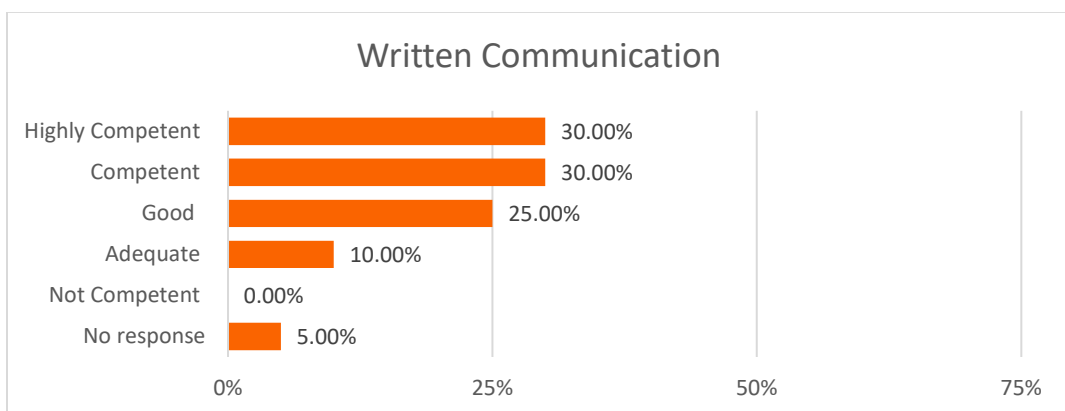


Please select the rating you feel best describes the competence of the OSUIT Graduate (continued)

Verbal communication	Count	Percent
Highly Competent	4	20.00%
Competent	7	35.00%
Good	6	30.00%
Adequate	3	15.00%
Not Competent	0	0.00%
No response	0	0.00%
Total	20	100.00%

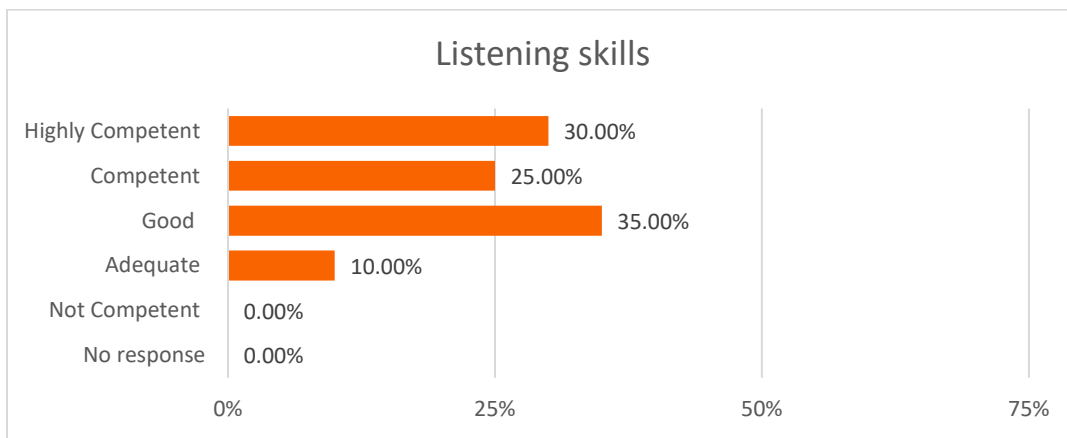


Written communication	Count	Percent
Highly Competent	6	30.00%
Competent	6	30.00%
Good	5	25.00%
Adequate	2	10.00%
Not Competent	0	0.00%
No response	1	5.00%
Total	20	100.00%

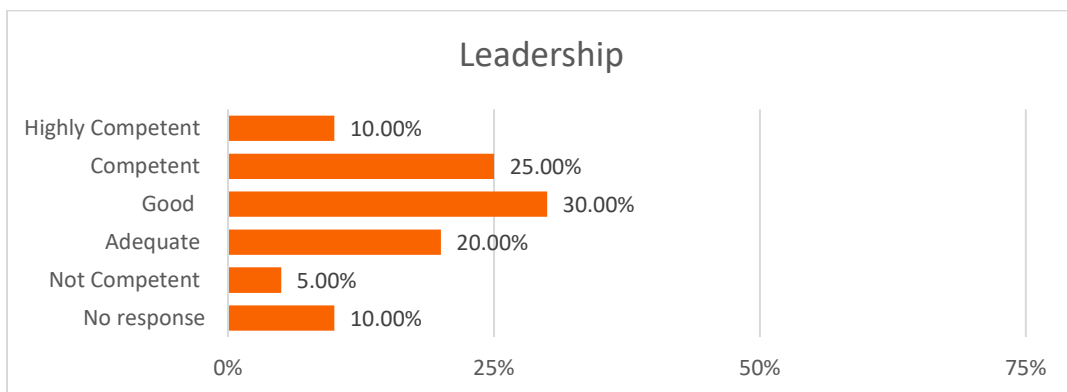


Please select the rating you feel best describes the competence of the OSUIT Graduate (continued)

Listening skills	Count	Percent
Highly Competent	6	30.00%
Competent	5	25.00%
Good	7	35.00%
Adequate	2	10.00%
Not Competent	0	0.00%
No response	0	0.00%
Total	20	100.00%

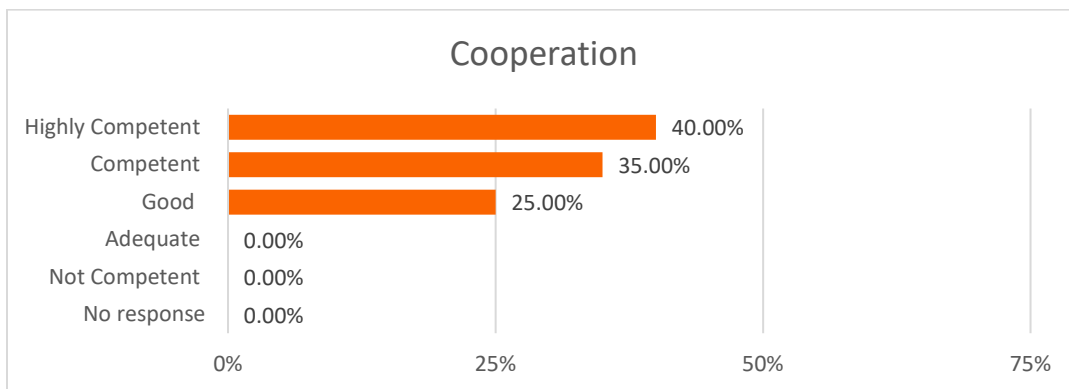


Leadership skills	Count	Percent
Highly Competent	2	10.00%
Competent	5	25.00%
Good	6	30.00%
Adequate	4	20.00%
Not Competent	1	5.00%
No response	2	10.00%
Total	20	100.00%

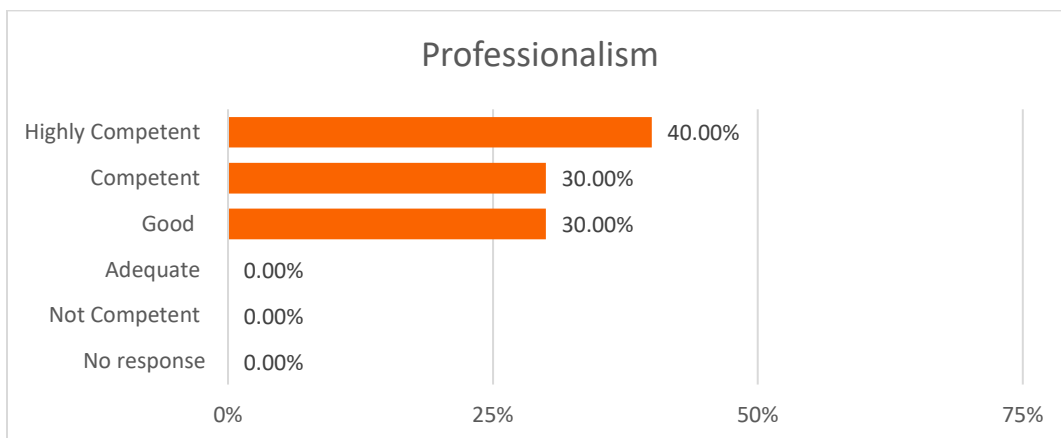


Please select the rating you feel best describes the competence of the OSUIT Graduate (continued)

Cooperation	Count	Percent
Highly Competent	8	40.00%
Competent	7	35.00%
Good	5	25.00%
Adequate	0	0.00%
Not Competent	0	0.00%
No response	0	0.00%
Total	20	100.00%

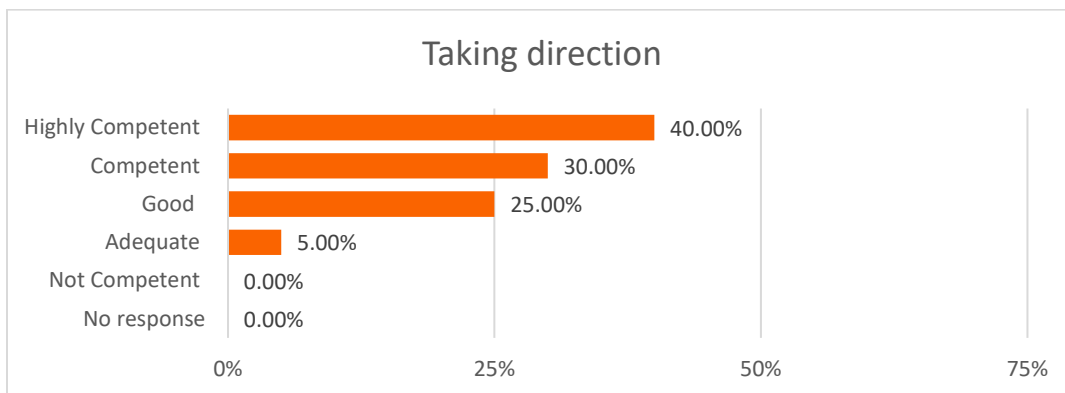


Professionalism	Count	Percent
Highly Competent	8	40.00%
Competent	6	30.00%
Good	6	30.00%
Adequate	0	0.00%
Not Competent	0	0.00%
No response	0	0.00%
Total	20	100.00%

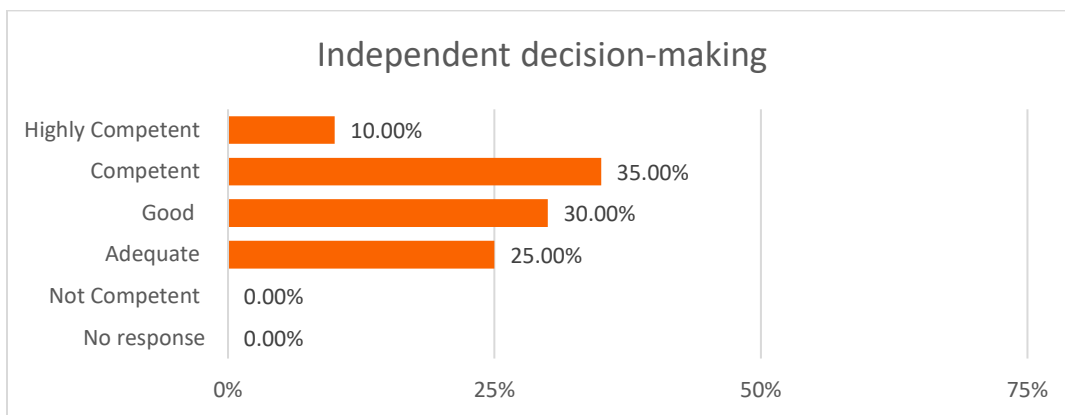


Please select the rating you feel best describes the competence of the OSUIT Graduate (continued)

Taking direction	Count	Percent
Highly Competent	8	40.00%
Competent	6	30.00%
Good	5	25.00%
Adequate	1	5.00%
Not Competent	0	0.00%
No response	0	0.00%
Total	20	100.00%

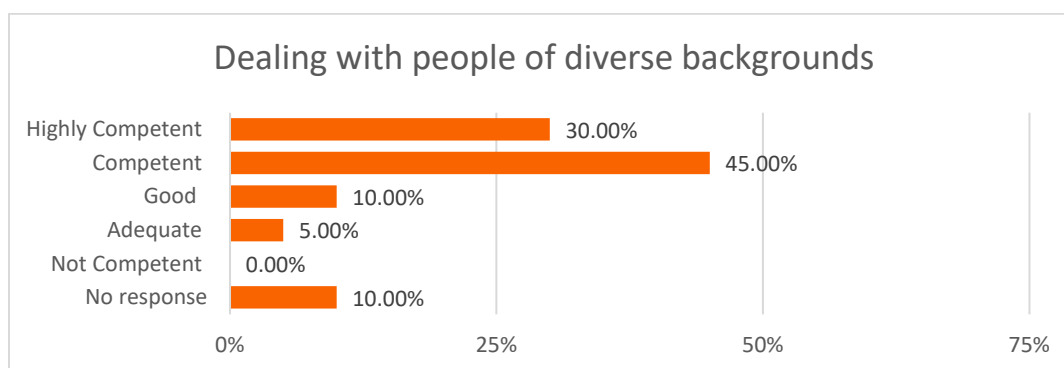


Independent decision-making	Count	Percent
Highly Competent	2	10.00%
Competent	7	35.00%
Good	6	30.00%
Adequate	5	25.00%
Not Competent	0	0.00%
No response	0	0.00%
Total	20	100.00%



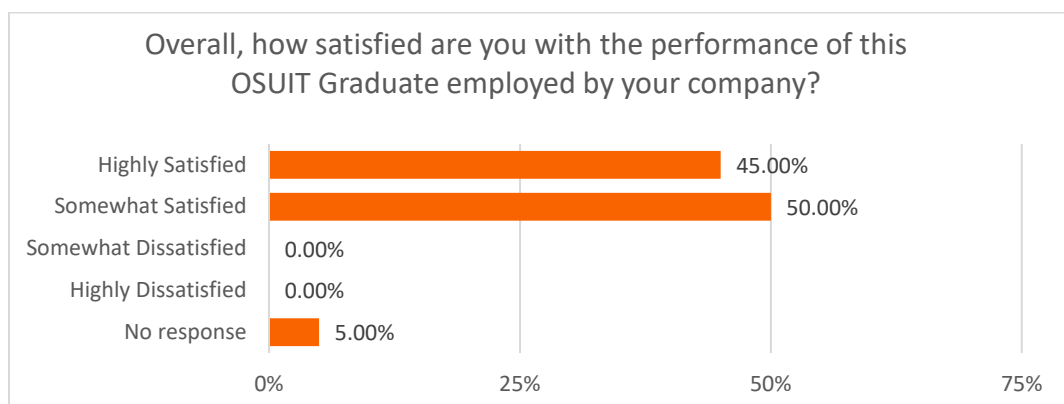
Please select the rating you feel best describes the competence of the OSUIT Graduate (continued)

Dealing with people of diverse backgrounds	Count	Percent
Highly Competent	6	30.00%
Competent	9	45.00%
Good	2	10.00%
Adequate	1	5.00%
Not Competent	0	0.00%
No response	2	10.00%
Total	20	100.00%



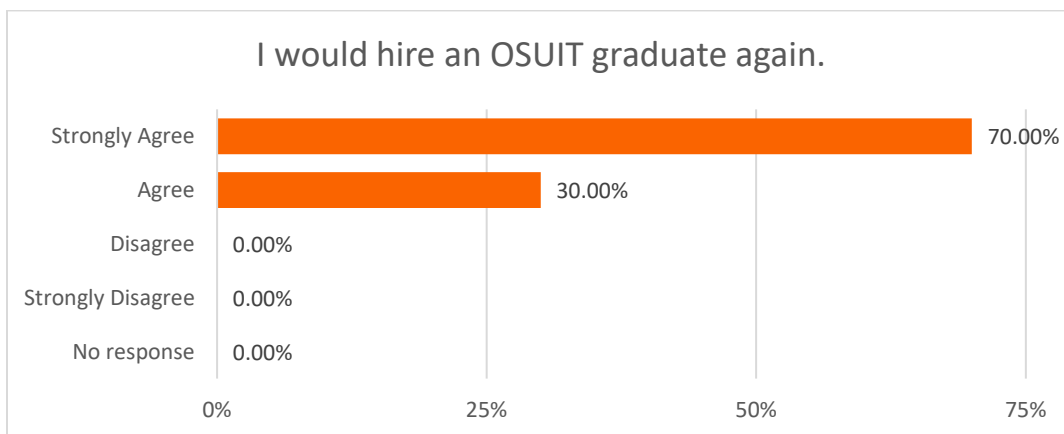
Please indicate your level of agreement with the following statements:

Overall, how satisfied are you with the performance of this OSUIT Graduate employed by your company?	Count	Percent
Highly Satisfied	9	45.00%
Somewhat Satisfied	10	50.00%
Somewhat Dissatisfied	0	0.00%
Highly Dissatisfied	0	0.00%
No response	1	5.00%
Total	20	100.00%

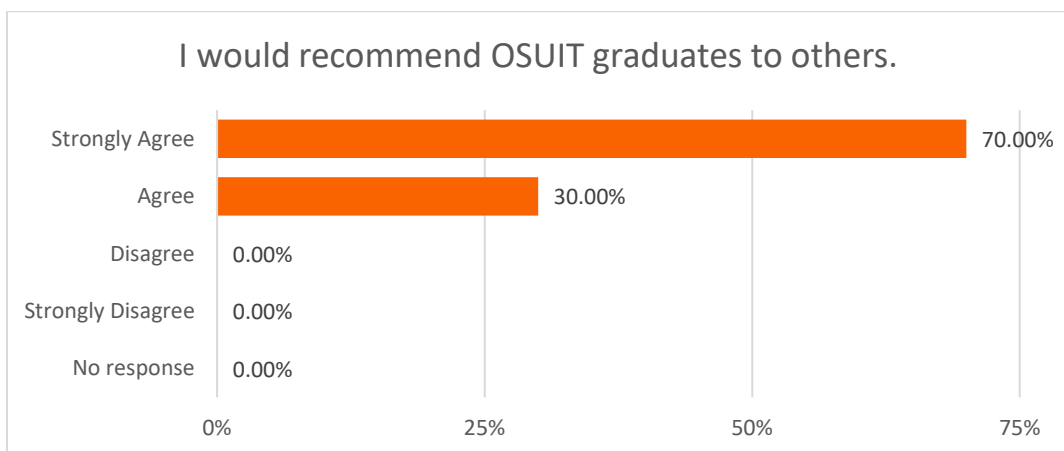


Please indicate your level of agreement with the following statements: (continued)

I would hire an OSUIT graduate again.	Count	Percent
Strongly Agree	14	70.00%
Agree	6	30.00%
Disagree	0	0.00%
Strongly Disagree	0	0.00%
No response	0	0.00%
Total	20	100.00%

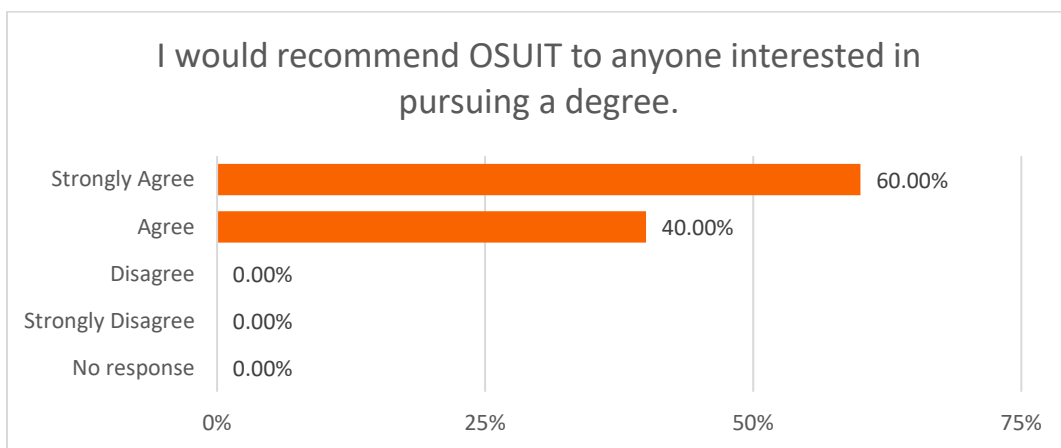


I would recommend OSUIT graduates to others.	Count	Percent
Strongly Agree	14	70.00%
Agree	6	30.00%
Disagree	0	0.00%
Strongly Disagree	0	0.00%
No response	0	0.00%
Total	20	100.00%

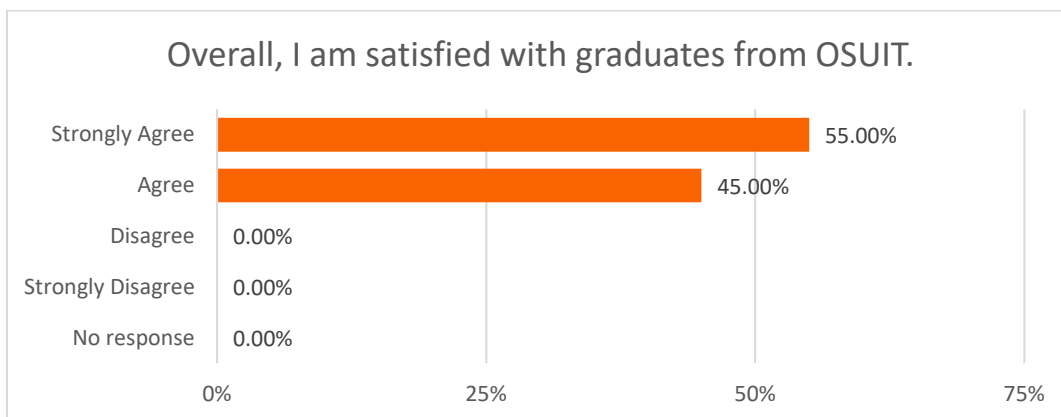


Please indicate your level of agreement with the following statements: (continued)

I would recommend OSUIT to anyone interested in pursuing a degree.	Count	Percent
Strongly Agree	12	60.00%
Agree	8	40.00%
Disagree	0	0.00%
Strongly Disagree	0	0.00%
No response	0	0.00%
Total	20	100.00%



Overall, I am satisfied with graduates from OSUIT.	Count	Percent
Strongly Agree	11	55.00%
Agree	9	45.00%
Disagree	0	0.00%
Strongly Disagree	0	0.00%
No response	0	0.00%
Total	20	100.00%



Appendix B
Comparison of Prior Results

Skills: Ratings from Past Five Employer Surveys (Percentages are a combination of responses "Good", "Competent", and "Highly Competent".)

SKILLS (alphabetical order)	2015 (n=38)	2016 (n=100)	2018 (n=70)	2019 (n=29)	2020 (n=20)
Cooperation	91.43%	95.10%	90.32%	93.10%	100.00%
Current Knowledge/Methods/Techniques	94.59%	93.70%	91.94%	96.55%	85.00%
Customer Service	94.59%	91.10%	90.01%	86.21%	75.00%
Dealing with People of Diverse Backgrounds	86.84%	94.90%	91.93%	89.66%	85.00%
Dependability	84.85%	96.30%	93.54%	89.66%	90.00%
Expertise with Tools	84.21%	97.40%	92.98%	86.21%	90.00%
Independent Decision-making	89.47%	91.30%	80.64%	93.10%	75.00%
Information Seeking	86.84%	92.60%	85.49%	93.10%	95.00%
Initiative	89.47%	95.10%	85.48%	93.10%	80.00%
Integrity	81.08%	96.30%	93.54%	93.10%	100.00%
Leadership	83.78%	86.80%	79.66%	86.21%	65.00%
Listening	86.49%	93.90%	90.17%	89.66%	90.00%
Perform Tasks to Completion	86.84%	92.50%	91.93%	96.55%	85.00%
Problem Recognition	78.38%	92.60%	80.64%	93.10%	100.00%
Problem-Solving	81.58%	92.50%	85.48%	93.10%	80.00%
Professionalism	82.86%	93.90%	90.33%	93.10%	100.00%
Sound Judgment	78.95%	92.60%	88.71%	93.10%	85.00%
Taking Direction	69.44%	96.30%	90.32%	89.66%	95.00%
Teamwork	89.47%	97.50%	95.16%	96.55%	100.00%
Time Management	84.21%	92.60%	83.87%	89.66%	70.00%
Use of Current Technologies	86.84%	96.20%	93.55%	100.00%	90.00%
Verbal Communication	96.97%	93.80%	90.32%	96.55%	85.00%
Written Communication	91.18%	93.80%	86.89%	96.55%	85.00%

Summary Scales: Ratings from Past Five Employer Surveys (Percentages are a combination of responses "Satisfied/Highly Satisfied" or "Agree/Strongly Agree")

Summary Scales	2015 (n=38)	2016 (n=100)	2018 (n=70)	2019 (n=29)	2020 (n=20)
Overall, how satisfied are you with the performance of this OSUIT Graduate employed by your company?	91.40%	93.90%	81.43%	93.10%	95.00%
I would hire an OSUIT graduate again.	97.40%	98.00%	90.00%	100.00%	100.00%
I would recommend OSUIT graduates to others.	92.10%	98.00%	87.14%	100.00%	100.00%
I would recommend OSUIT to anyone interested in pursuing a degree.	97.40%	97.90%	85.71%	100.00%	100.00%
Overall, I am satisfied with graduates from OSUIT.	94.70%	97.90%	85.71%	100.00%	100.00%

Appendix C
Employer Survey Instrument

OKLAHOMA STATE UNIVERSITY INSTITUTE OF TECHNOLOGY EMPLOYER SURVEY

Your feedback on this survey can help shape the future of education at OSUIT!

The OSUIT faculty, staff, and administration care about the level of education our graduates receive; and determining their success, as observed by a supervisor at their place of employment, is extremely valuable as we assess the quality of educational services provided at OSUIT.

You have been recognized as a previous or current supervisor by the graduate listed below, so we are asking for your input. This survey will only take five to ten minutes depending on your familiarity with our graduate.

CONFIDENTIALITY STATEMENT: All responses to this survey are strictly confidential. Your participation or responses will not be disclosed to anyone outside OSUIT's Office of Institutional Research. All responses will be reported in aggregate so that your responses will not be personally identifiable. You may choose to end your participation at any time. Contact Dr. Curtis Miller in the OSUIT Office of Institutional Research at (918) 293-5498 or send email to iar@okstate.edu with any questions or concerns you may have.

Today's date: _____ [mm/dd/yyyy]

Name of OSUIT graduate
hired by your organization? «Gradname_fl»

Graduate's current job title _____

Survey responses provided by:

Your name and job title: «Supervisor_First_Name» «Supervisor_Last_Name», «Supervisor_Job_Title»
Company/Organization name: «Company_Name»
Address 1: «Address»
City, state/province, zip: «City», «State» «Zip»

If this information is no longer accurate, please update below.

Your Name _____

Job Title _____

Company/Business Name _____

Address 1 _____

Address 2 _____

City, State/Province & Zip _____

Work relationship to graduate-- You are:

The Supervisor Not the Supervisor, but familiar with this graduate's work habits

Please indicate your primary company functions (select all that apply).

- | | | |
|---|--|--|
| <input type="checkbox"/> 3D Modeling & Animation | <input type="checkbox"/> Enterprise Management | <input type="checkbox"/> Nursing |
| <input type="checkbox"/> Air Conditioning & Refrigeration | <input type="checkbox"/> Gaming | <input type="checkbox"/> Office Information Systems |
| <input type="checkbox"/> Automotive Collision Repair | <input type="checkbox"/> Graphic/Advertising/Publishing Design | <input type="checkbox"/> Orthotics & Prosthetics |
| <input type="checkbox"/> Automotive Repair and Service | <input type="checkbox"/> High Voltage Lineman | <input type="checkbox"/> Photography/Video |
| <input type="checkbox"/> Business Administration | <input type="checkbox"/> Information Assurance and Forensics | <input type="checkbox"/> Pipeline Integrity |
| <input type="checkbox"/> Civil Engineering | <input type="checkbox"/> Information Technologies | <input type="checkbox"/> Plumbing |
| <input type="checkbox"/> Construction Management | <input type="checkbox"/> Instrumentation Engineering | <input type="checkbox"/> Post-secondary Education |
| <input type="checkbox"/> Culinary Arts | <input type="checkbox"/> Instrumentation Engineering | <input type="checkbox"/> Power Plant Operations |
| <input type="checkbox"/> Diesel & Heavy Equipment Repair | <input type="checkbox"/> Marketing/Communications | <input type="checkbox"/> Secondary Education |
| <input type="checkbox"/> Electrical | <input type="checkbox"/> Manufacturing Operations | <input type="checkbox"/> Software Development |
| <input type="checkbox"/> Electrical/Electronics & Instrumentation | <input type="checkbox"/> Multimedia/Web Design | <input type="checkbox"/> Surveying |
| <input type="checkbox"/> Elementary Education | <input type="checkbox"/> Natural Gas Compression | <input type="checkbox"/> Watchmaking & Microtechnology |
| <input type="checkbox"/> Engineering Graphics & Design Drafting | <input type="checkbox"/> Network Infrastructure | <input type="checkbox"/> Welding |
- Other (please specify) _____

Which best describes this OSUIT Graduate employed by your company?

- Exempt, Unclassified, Salaried
 Independent Contractor
 Temporary Employee
 Non-exempt, Classified, Hourly
 Paid Apprentice, Trainee, or Intern
 Other (please specify) _____

Which best describes this OSUIT Graduate employed by your company?

- Full-time
 Part-time
 Other (please specify) _____

How long has this OSUIT Graduate been employed with your company?

- Less than six months
 One to three years
 More than five years
 Six months to one year
 Three to five years

The following information is for accreditation purposes and only reported in aggregate: Personally identifiable information, either for individuals or organizations, will not be reported.

What range below reflects the average annual pay before taxes for this OSUIT Graduate?

- | | | |
|--|---|---|
| <input type="radio"/> Less than \$10,000 | <input type="radio"/> \$40,000-\$44,999 | <input type="radio"/> \$75,000-\$79,999 |
| <input type="radio"/> \$10,000-\$14,999 | <input type="radio"/> \$45,000-\$49,999 | <input type="radio"/> \$80,000-\$84,999 |
| <input type="radio"/> \$15,000-\$19,999 | <input type="radio"/> \$50,000-\$54,999 | <input type="radio"/> \$85,000-\$89,999 |
| <input type="radio"/> \$20,000-\$24,999 | <input type="radio"/> \$55,000-\$59,999 | <input type="radio"/> \$90,000-\$94,999 |
| <input type="radio"/> \$25,000-\$29,999 | <input type="radio"/> \$60,000-\$64,999 | <input type="radio"/> \$95,000-\$99,999 |
| <input type="radio"/> \$30,000-\$34,999 | <input type="radio"/> \$65,000-\$69,999 | <input type="radio"/> \$100,000 or more |
| <input type="radio"/> \$35,000-\$39,999 | <input type="radio"/> \$70,000-\$74,999 | |

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In your estimate, how well does the OSUIT Graduate's education relate to the areas of responsibility in which they work in your organization?

- Very Closely Related
 Somewhat Related
 Somewhat Unrelated
 Unrelated

Using a scale of 5="Highly Competent" to 1="Not Competent", please select the rating that you feel best describes the competence of this OSUIT graduate in the areas below. Use N/A if the topic is not applicable to your company.

	Highly Competent 5	Competent 4	Good 3	Adequate 2	Not Competent 1	N/A
Expertise with <u>tools</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use of current <u>technologies</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Current knowledge/methods/ <u>techniques</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Performance of tasks to <u>completion</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Customer service <u>skills</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Initiative</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integrity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Dependability</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Teamwork</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Problem <u>recognition</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information <u>seeking</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Problem <u>solving</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sound <u>judgment</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time <u>management</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Verbal <u>communication</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Written <u>communication</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Listening <u>skills</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership <u>skills</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Cooperation</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professionalism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Taking direction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Independent decision- <u>making</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dealing with people of diverse <u>backgrounds</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Overall, how satisfied are you with the performance of the OSUIT Graduates employed by your company?

- Highly Satisfied Somewhat Satisfied Somewhat Dissatisfied Highly Dissatisfied

Please indicate your level of agreement with the following statements:

	Strongly Agree	Agree	Disagree	Strongly Disagree
I would hire an OSUIT graduate again.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend OSUIT graduates to others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend OSUIT to anyone interested in pursuing a degree.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with graduates from OSUIT.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments/Feedback:

Thank you very much for taking the time to respond to our request for information and for your willingness to participate. **Your input is a valuable contribution to OSU Institute of Technology.** If you have any questions, please feel free to call Dr. Curtis Miller at 918.293.5498 or email him at iar@okstate.edu.

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