



Results of the 2007 Employer Survey

Number of Respondents: N=70

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

DOTHAN		MONTGOMERY		OUTSIDE OF ALABAMA		PHENIX CITY		TROY	
N	%	N	%	N	%	N	%	N	%
22	31.9	5	7.2	1	1.4	2	2.9	39	56.5

Please indicate the type of organization for which you are responding.

Small business		Large business		State government		School system		Health care provider		Military		Non-profit service organization	
N	%	N	%	N	%	N	%	N	%	N	%	N	%
8	11.6	10	14.5	9	13	37	53.6	3	4.3	1	1.4	1	1.4

Please indicate your geographical location.

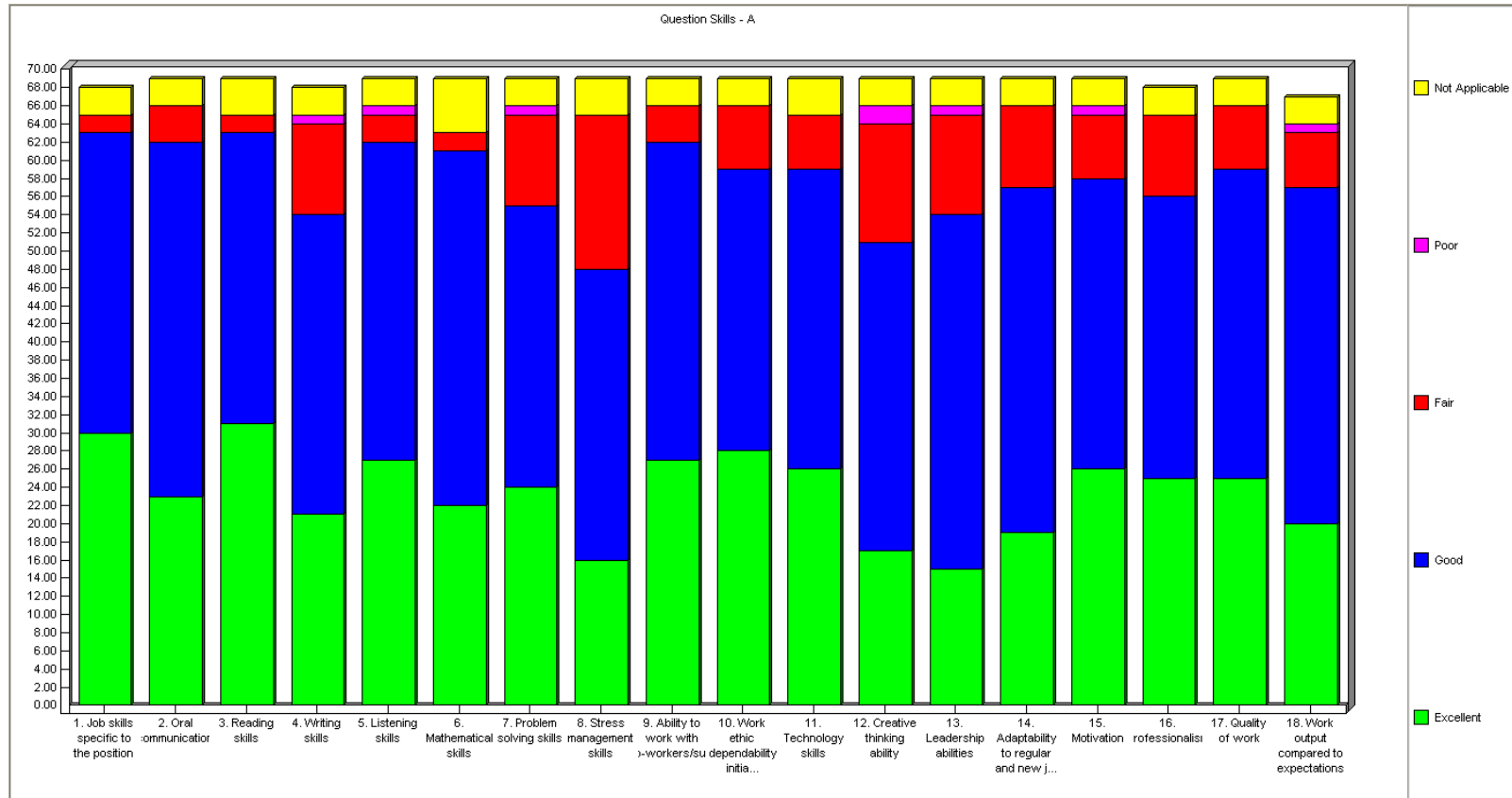
Central or Southeast Alabama		Southwest or North Alabama		Georgia		Florida		Virginia		Another US State or territory		Outside of the United States	
N	%	N	%	N	%	N	%	N	%	N	%	N	%
60	87	0	0	5	7.2	3	4.3	0	0	1	1.4	0	0

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

	Excellent		Good		Fair		Poor		Not applicable	
	N	%	N	%	N	%	N	%	N	%
Job skills specific to the position	30	43%	33	46%	2	3%	0	0%	3	4%
Oral communication	23	32%	39	55%	4	5%	0	0%	3	4%
Reading skills	31	43%	32	46%	2	3%	0	0%	4	6%
Writing skills	21	30%	33	47%	10	15%	1	1%	3	4%
Listening skills	27	38%	35	50%	3	4%	1	1%	3	4%
Mathematical skills	22	31%	39	55%	2	3%	0	0%	6	8%
Problem solving skills	24	34%	31	43%	10	14%	1	1%	3	4%
Stress management skills	16	22%	32	45%	17	24%	0	0%	4	5%
Ability to work with co-workers/supervisors	27	38%	35	50%	4	5%	0	0%	3	4%
Work ethic (dependability, initiative, diligence)	28	40%	31	44%	7	9%	0	0%	3	4%
Technology skills	26	37%	33	46%	6	8%	0	0%	4	5%
Creative thinking ability	17	24%	34	48%	13	19%	2	3%	3	4%
Leadership abilities	15	21%	39	55%	11	16%	1	1%	3	4%
Adaptability to regular and new job requirements	19	27%	38	54%	9	12%	0	0%	3	4%
Motivation	26	37%	32	45%	7	10%	1	1%	3	4%
Professionalism	25	35%	31	43%	9	13%	0	0%	3	4%
Quality of work	25	35%	34	48%	7	10%	0	0%	3	4%
Work output compared to expectations	20	28%	37	52%	6	8%	1	1%	3	4%
TOTAL (percentages excluding "not applicable")	422	36%	618	52%	129	11%	8	1%	60	

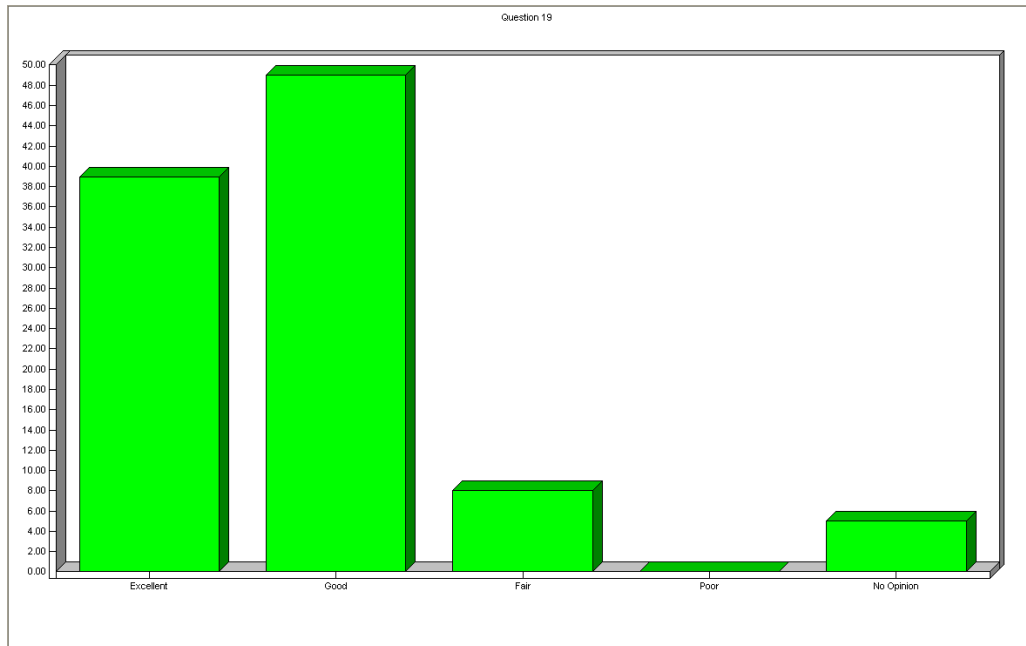
Excluding responses of "not applicable," participating employers of Troy University graduates reported 88% of skills, abilities, and educational preparation as "Good" or "Excellent."

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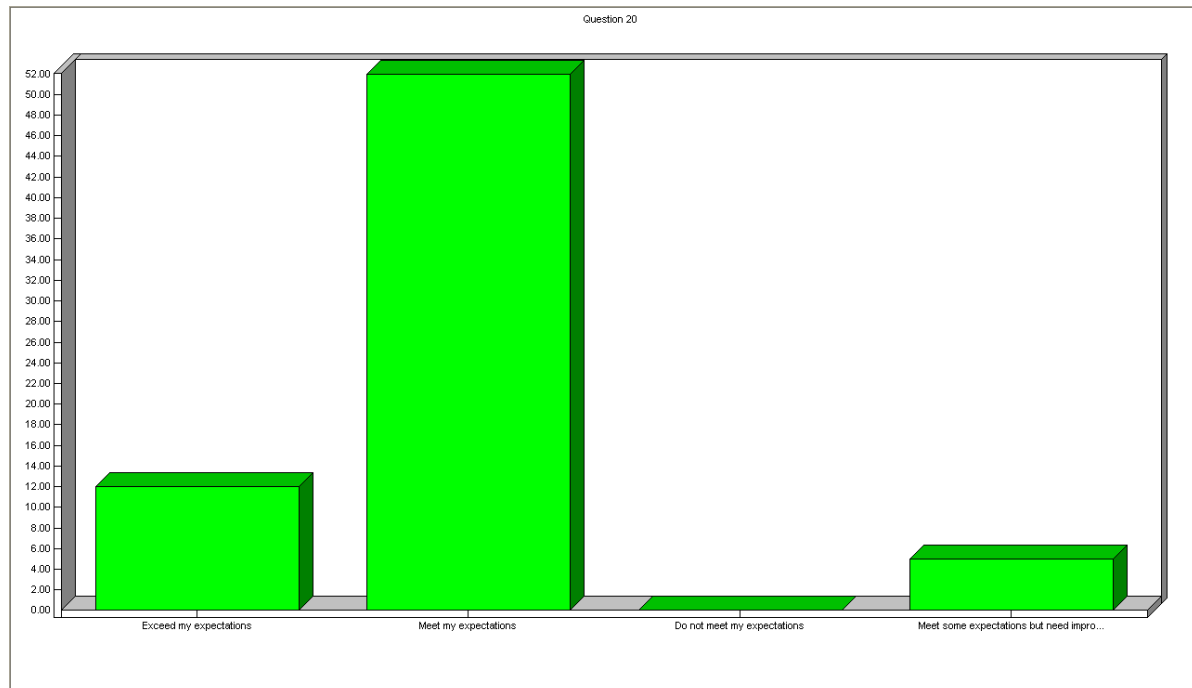
In general, how does the educational preparation of your Troy University graduates compare with that of other employees?

Choice	Count	Percentage of Sample Answering
Excellent	27	39.7%
Good	33	48.5%
Fair	5	7.4%
Poor	0	0.0%
No Opinion	3	4.4%



To what extent do your Troy University graduates possess the characteristics you expect from a university?

Choice	Count	Percent of Sample Asked
Exceed my expectations	12	17.4%
Meet my expectations	52	75.4%
Do not meet my expectations	0	0.0%
Meet some expectations but need improvements in some areas (please list)	5	7.2%

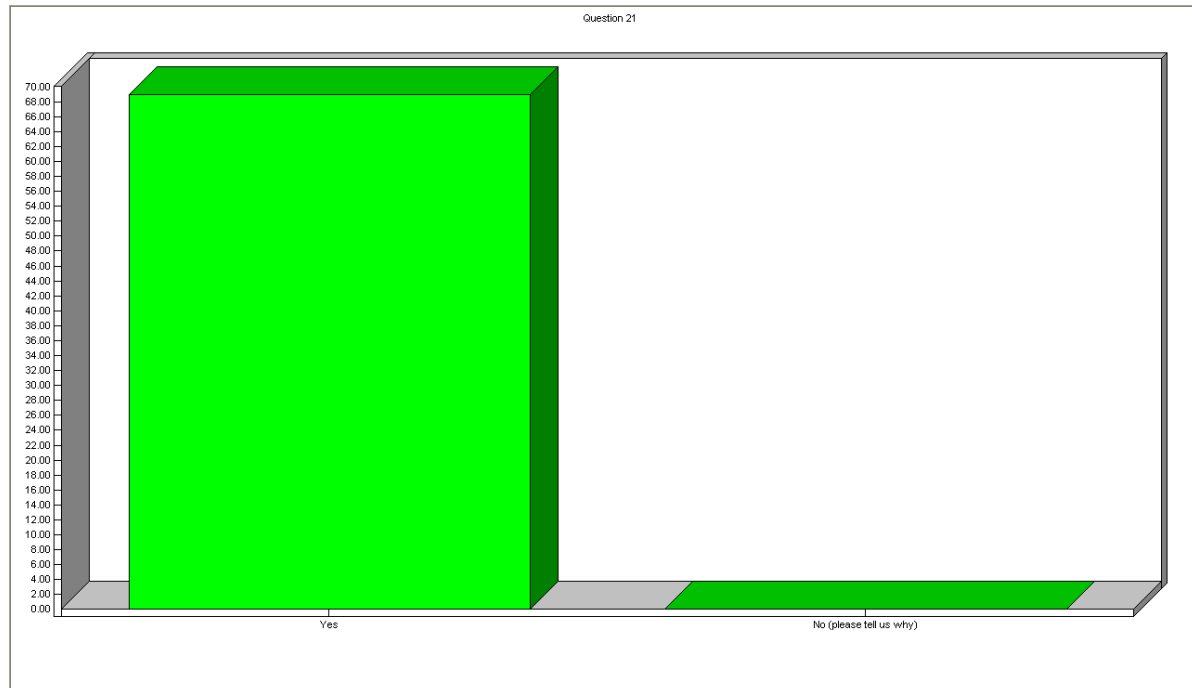


Areas listed as needing improvement:

- Passing CPA examination timely
- Writing skills; problem solving
- Classroom management
- For the past 3 years, it seems that the graduates have no idea how a public accounting firm operates. They seem to think all we are looking for is a warm body with a degree. It has been taking a lot longer for the "light" to come on.
- Critical reasoning, research capability
- Need more ARI and AMSTI training

Based on your observation of employees and your knowledge of Troy University, would you hire another TROY graduate if a position were available?

Choice	Count	Percent of Sample Asked
Yes	70	100.0%
No (please tell us why)	0	0.0%



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

- Classroom management of students
- Better business writing skills;
- Troy State graduates, as well as other college graduates need more practical experiences with classroom management.
- Geomatics need more time in the field for practical experience.
- Standards and expectations need to be set high to achieve the goals of the educational systems. Most graduates in the educational field have demonstrated strong skills, but there have been some who graduate lacking skills to be a strong teacher.
- The graduates are especially weak in tax. The last 4 we hired had no idea what the basic forms are. The other main area of weakness is that they do not seem to understand work ethics. All that we have hired, except for 1, have been extremely nice, well-mannered students and we have worked very hard to teach them to be "working" professionals as opposed to "just having a degree" and calling themselves professionals.
- Spend more time in schools before graduation. Need to have more experiences on a variety of grades.
- Reviewing the requirements for admission to the College of Education
- Provide some training in basic control surveys for construction projects.
- A longer internship and classroom management classes taught by current school administrators.
- Able to work with a computer
- Please make it mandatory for them to have hands on Professional Development in Classroom Management and Student Assessment.
- Most recent graduates only lack experience, but that limits their decision making and ability to "think out of the box."
- Integrated technology means more than using technology tools. Provide students with expectation of using ACCESS and participating as a teacher using that methodology across secondary education. Require on-line coursework for all students as a part of teacher certification requirements.
- Continue to establish high standards, including speaking and writing skills
- Knowledge of current assessments and analyzing data
- No suggestions

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

How did your organization identify the Troy University graduates you hired?

Choice	Count	Percentage of Sample Answering
Career Services Office Referral/Job Posting, etc.	17	25.4%
Referral from TROY Faculty	14	20.9%
Referral from within or outside (other than Career Services) your organization	7	10.4%
Classified ads/temporary services	4	6%
Online/website job posting	9	13.4%
Other please specify:	16	23.9%

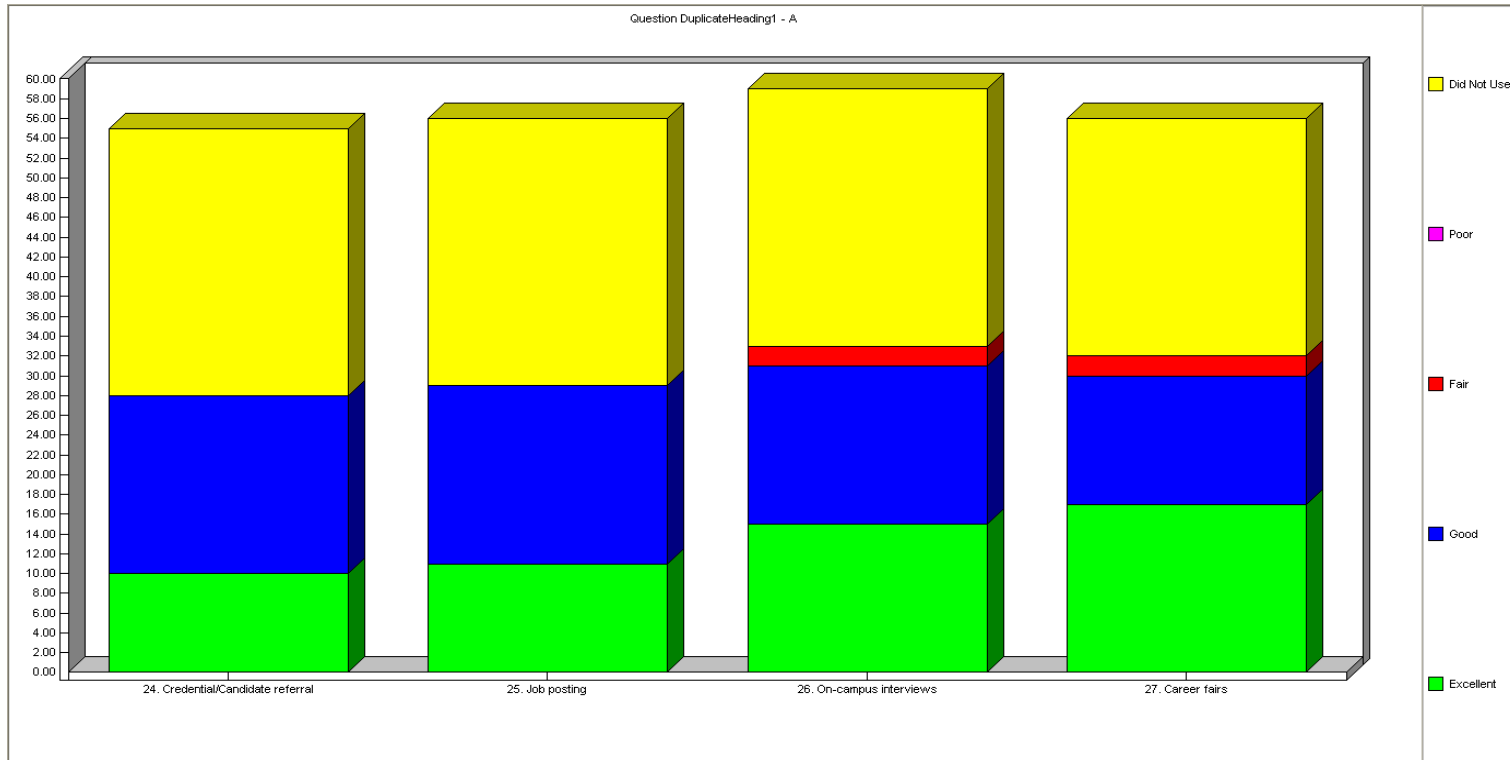
Other:

- Annual on-site interviews
- They applied for the positions posted.
- Campus recruiting
- Visiting the Geomatics Program at Troy
- Listed on resume
- Student teaching experience
- Applicants apply
- Have not hired any graduates
- Served internship
- State Personnel Department
- Departmental Recruiter
- State Employment Register
- School of Accountancy Online Resume's
- Career Fair and website job posting

Please rate the Troy University Career Services which you have used.

	Excellent		Good		Fair		Poor		Did not use	
	N	%	N	%	N	%	N	%	N	%
Credential/Candidate referral	10	14.3%	18	25.7%	0	0%	0	0%	27	38.6%
Job posting	11	15.7%	18	25.7%	0	0%	0	0%	27	38.6%
On-campus interviews	15	21.4%	16	22.9%	2	2.9%	0	0%	26	37.1%
Career fairs	17	24.3%	13	18.6%	2	2.9%	0	0%	24	34.3%
TOTAL (percentages excluding "did not use")	53	43%	65	54%	4	3%	0	0%		

97% of participating employers rated career services as "Excellent" or "Good" excluding "Did not use" responses.



How often do you notify Career Services regarding the hiring of university/college students?

Choice	Count	Percentage of Sample Answering
Always	5	7.7%
Often	9	13.8%
Sometimes	25	38.5%
Never	26	40.0%

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

Choice	Count	Percentage of Sample Answering
College of Arts & Sciences	9	13.2%
College of Education	41	60.3%
College of Communication and Fine Arts	0	0.0%
College of Health and Human Services	5	7.4%
Sorrell College of Business	13	19.1%

