



INSTITUTE OF TECHNOLOGY

Employer Survey

September 2019

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 2019 summer semester.

In 2019, employers reported higher levels of satisfaction with OSUIT graduates over the 2018 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:

- Use of current technologies
- Current knowledge/methods/techniques
- Written and verbal communication
- Performance of tasks to completion
- 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* (previously the *Graduate Exit Interview*), the *Alumni Survey*, and through the *Employment Update* link for students who graduated during the 2017-2018 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 179 listings provided by graduates that included addresses, 52 did not give permission to contact their employers. As a result, 127 employers were invited to complete the survey; 29 employers returned surveys for a response rate of 22.8 percent. Surveys and invitations mailed to employers also provided a link allowing them to complete the survey online; none 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*, *Alumni Survey*, and (as needed) the *Employment Update*. Without contact information *and permission* to contact supervisors, this report cannot completely capture the critical, robust, and often positive feedback we could potentially gather from more of our graduates' employers.

Sample Characteristics

Most respondents (23, 79.3%) were supervisors of OSUIT graduates, while five (17.2%) stated they were familiar with the work of the OSUIT graduate without being the graduate's actual supervisor; one (3.4%) did not report their relationship to the graduate. When asked to indicate the primary functions of their respective companies, both *Air Conditioning and Refrigeration* and *Electrical (Construction)* led the list as reported in this sample followed by *Diesel & Heavy Equipment* and *High Voltage Lineman* (Table 1).

Table 1: Primary Company Functions

Answer	Count	Percent
3d Modeling & Animation	1	1.72%
Air Conditioning & Refrigeration	6	10.34%
Automotive Collision Repair	1	1.72%
Automotive Repair & Service	3	5.17%
Business/Administration	0	0.00%
Civil Engineering	2	3.45%
Construction Management	3	5.17%
Culinary Arts	4	6.90%
Diesel & Heavy Equipment Repair	5	8.62%
Electrical	6	10.34%
Electrical/Electronics & Instrumentation	1	1.72%
Elementary Education	0	0.00%
Engineering Graphics & Design Drafting	1	1.72%
Enterprise Management	0	0.00%
Gaming	1	1.72%
Graphic/Advertising/Publishing Design	0	0.00%
High Voltage Lineman	5	8.62%
Information Assurance & Forensics	0	0.00%
Information Technologies	2	3.45%
Instrumentation Engineering	1	1.72%
Marketing/Communications	0	0.00%
Manufacturing Operations	1	1.72%
Multimedia/Web Design	0	0.00%
Natural Gas Compression	1	1.72%
Network Infrastructure	0	0.00%
Nursing	3	5.17%
Office Information Systems	0	0.00%
Orthotics & Prosthetics	0	0.00%
Photography/Video	0	0.00%
Pipeline Integrity	3	5.17%
Plumbing	3	5.17%
Post-secondary Education	1	1.72%
Power Plant Operations	2	3.45%
Secondary Education	0	0.00%
Surveying	1	1.72%
Watchmaking	0	0.00%
Welding	1	1.72%
Total	58	100.00%

Multiple responses allowed; total based on number of responses.

Other primary functions (please specify):

healthcare provider

I&E (electrical and instrumentation)

Natural Gas Generators

Ready Mix Concrete

Row clearing, substation

Employers reported the employment classification of the OSUIT graduates within their organizations (Table 2); 69.0 percent were hourly employees; 17.2 percent were salaried; 10.3 percent were apprentices, trainees, or interns; one (3.4%) was listed as a temporary employee. Employers reported 96.6 percent of the OSUIT graduates worked full-time (Table 3).

Table 2: Employment Classification

Answer	Count	Percent
Exempt, Unclassified, or Salaried	5	17.24%
Non-exempt, Classified, or Hourly	20	68.97%
Independent Contractor	0	0.00%
Paid Apprentice, Trainee, or Intern	3	10.34%
Temporary Employee	1	3.45%
Other (please specify):	0	0.00%
No response	0	0.00%
Total	29	100.00%

Table 3: Employment Status

Answer	Count	Percent
Full-time	28	96.55%
Part-time	1	3.45%
Other (please specify):	0	0.00%
No response	0	0.00%
Total	29	100.00%

Concerning graduates' time on the job (Table 4), 27 (93.1%) of OSUIT graduates had been employed by the organization between one and three years, and one (3.4%) had been employed for more than three years; one (3.4%) provided no response.

Table 4: Tenure

Answer	Count	Percent
Less than six months	0	0.00%
Six months to one year	0	0.00%
One to three years	27	93.10%
Three to five years	1	3.45%
More than five years	0	0.00%
No response	1	3.45%
Total	29	100.00%

Among the 29 respondents providing salary data, the median pay range was \$50,000 to \$54,999 (Table 5). Employers reported pay ranging from a low of less than \$10,000 (part-time employees only) up to the \$80,000-\$84,999 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 will seek recommendations from the appropriate administrators regarding best methods for categorizing pay data when revising the Employment Classification section of the *Employer Survey*.

Table 5: Salary

Answer	Count		Percent
Less than \$10,000	1		3.45%
\$10,000-\$14,999	0		0.00%
\$15,000-\$19,999	0		0.00%
\$20,000-\$24,999	1		3.45%
\$25,000-\$29,999	5		17.24%
\$30,000-\$34,999	0		0.00%
\$35,000-\$39,999	0		0.00%
\$40,000-\$44,999	1		3.45%
\$45,000-\$49,999	4		13.79%
\$50,000-\$54,999	4		13.79%
\$55,000-\$59,999	2		6.90%
\$60,000-\$64,999	2		6.90%
\$65,000-\$69,999	2		6.90%
\$70,000-\$74,999	4		13.79%
\$75,000-\$79,999	0		0.00%
\$80,000-\$84,999	2		6.90%
\$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	1		3.45%
Total	29		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” (24, 82.8%) to their areas of responsibility within the organization; five (17.2%) reported graduates’ education as “somewhat related” (Table 6).

Table 6: Education relative to areas of responsibility

Answer	Count	Percent
Very Closely Related	24	82.76%
Somewhat Related	5	17.24%
Somewhat Unrelated	0	0.00%
Unrelated	0	0.00%
No response	0	0.00%
Total	29	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	Percent
Use of current technologies		100.00%
Current knowledge/methods/techniques		96.55%
Written communication		96.55%
Performance of tasks to completion		96.55%
Teamwork		96.55%
Verbal communication		96.55%
Problem recognition		93.10%
Cooperation		93.10%
Independent decision-making		93.10%
Information seeking		93.10%
Initiative		93.10%
Integrity		93.10%
Problem solving		93.10%
Professionalism		93.10%
Sound judgment		93.10%
Dealing with people of diverse backgrounds		89.66%
Dependability		89.66%
Listening skills		89.66%
Taking direction		89.66%
Time management		89.66%
Customer service skills		86.21%
Expertise with tools		86.21%
Leadership skills		86.21%

One additional item (Table 8) reflects employers' satisfaction with the OSUIT graduate's performance in their organizations using a four-point scale ranging from "Highly Satisfied" to "Highly Dissatisfied" (see Appendix A).

Table 8: Overall, how satisfied are you with the performance of this OSUIT Graduate employed by your company?

Answer	Count	Percent
Highly Satisfied	21	72.41%
Somewhat Satisfied	6	20.69%
Somewhat Dissatisfied	1	3.45%
Highly Dissatisfied	1	3.45%
No response	0	0.00%
Total	29	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	Total	Percent
I would hire an OSUIT graduate again.	22	7	29	100.00%
I would recommend OSUIT graduates to others.	21	8	29	100.00%
I would recommend OSUIT to anyone pursuing a degree.	22	7	29	100.00%
Overall, I am satisfied with graduates from OSUIT.	20	9	29	100.00%

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. The top skill possessed by OSUIT graduates as reported by employers was *Use of current technologies* followed by a five-way tie between *Current knowledge/methods/techniques*, *Written communication*, *Performance of tasks to completion*, *Teamwork*, and *Verbal communication*. All skills scores were above 85 percent.

However, if only the scale ratings of 4 = “Competent” and 5 = “Highly Competent” are included in the analysis, lowest ratings were found for the following skills:

- Leadership (62.1%)
- Customer service (69.0%)
- Independent decision-making (72.4%)
- Time management (72.4%)

Most skills ratings increased in 2019 over the previous year. However, the sample of respondents was the smallest since implementing the *Employer Survey*, and there were fewer graduates giving permission to contact their employers. The smaller sample size can certainly have an effect on the results. The fact that so many graduates failed to give permission to contact their supervisors likely made an impact on the results. This office asks everyone who advises students to encourage graduates to complete their *Graduation and Alumni Surveys* and, for employed graduates, to permit contact with supervisors so we can gather feedback through the *Employer Survey*. The current sample seems to be generally more positive about the quality of students and their relevant skill sets than the respondent sample for the 2018 report, but this may be an artifact of the small sample size.

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. However, some skills may develop best in the context of the workplace over time. The highest rated strengths for OSUIT graduates as identified by these employers included *Use of Current Technologies (100%)*, *Current knowledge/methods/techniques (96.6%)*, *Written & verbal communication (96.6%)*, *Performance of tasks to completion (96.6%)*, and *Teamwork (96.6%)*. Employers also reported being satisfied with the OSUIT graduate in their employ (93.1%). Those supervisors or other individuals familiar with the job duties of these graduates appeared ready to recommend both OSUIT (100%) and its graduates (100%) to others. Further, these employers would hire graduates from OSUIT again (100%).

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, see *Appendix B: Comparison of Prior Results* in the *Employer Survey 2018* report on the OSUIT Institutional Research website.

Submitted by:

Curtis Miller, Analyst
OSUIT Office of 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

Answer	Count	Percent
Highly Competent	13	44.83%
Competent	10	34.48%
Good	2	6.90%
Adequate	1	3.45%
Not Competent	0	0.00%
No response	3	10.34%
Total	29	100.00%

Use of current technologies

Answer	Count	Percent
Highly Competent	11	37.93%
Competent	14	48.28%
Good	4	13.79%
Adequate	0	0.00%
Not Competent	0	0.00%
No response	0	0.00%
Total	29	100.00%

Current knowledge/methods/techniques

Answer	Count	Percent
Highly Competent	10	34.48%
Competent	15	51.72%
Good	3	10.34%
Adequate	1	3.45%
Not Competent	0	0.00%
No response	0	0.00%
Total	29	100.00%

Performance of tasks to completion

Answer	Count	Percent
Highly Competent	17	58.62%
Competent	8	27.59%
Good	3	10.34%
Adequate	1	3.45%
Not Competent	0	0.00%
No response	0	0.00%
Total	29	100.00%

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

Customer service skills

Answer	Count	Percent
Highly Competent	9	31.03%
Competent	11	37.93%
Good	5	17.24%
Adequate	3	10.34%
Not Competent	0	0.00%
No response	1	3.45%
Total	29	100.00%

Initiative

Answer	Count	Percent
Highly Competent	16	55.17%
Competent	6	20.69%
Good	5	17.24%
Adequate	2	6.90%
Not Competent	0	0.00%
No response	0	0.00%
Total	29	100.00%

Integrity

Answer	Count	Percent
Highly Competent	16	55.17%
Competent	10	34.48%
Good	1	3.45%
Adequate	2	6.90%
Not Competent	0	0.00%
No response	0	0.00%
Total	29	100.00%

Dependability

Answer	Count	Percent
Highly Competent	16	55.17%
Competent	7	24.14%
Good	3	10.34%
Adequate	3	10.34%
Not Competent	0	0.00%
No response	0	0.00%
Total	29	100.00%

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

Teamwork

Answer	Count	Percent
Highly Competent	19	65.52%
Competent	9	31.03%
Good	0	0.00%
Adequate	1	3.45%
Not Competent	0	0.00%
No response	0	0.00%
Total	29	100.00%

Problem recognition

Answer	Count	Percent
Highly Competent	5	17.24%
Competent	20	68.97%
Good	2	6.90%
Adequate	2	6.90%
Not Competent	0	0.00%
No response	0	0.00%
Total	29	100.00%

Information seeking

Answer	Count	Percent
Highly Competent	11	37.93%
Competent	14	48.28%
Good	2	6.90%
Adequate	2	6.90%
Not Competent	0	0.00%
No response	0	0.00%
Total	29	100.00%

Problem solving

Answer	Count	Percent
Highly Competent	8	27.59%
Competent	17	58.62%
Good	2	6.90%
Adequate	2	6.90%
Not Competent	0	0.00%
No response	0	0.00%
Total	29	100.00%

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

Sound judgment

Answer	Count	Percent
Highly Competent	12	41.38%
Competent	12	41.38%
Good	3	10.34%
Adequate	2	6.90%
Not Competent	0	0.00%
No response	0	0.00%
Total	29	100.00%

Time management

Answer	Count	Percent
Highly Competent	8	27.59%
Competent	13	44.83%
Good	5	17.24%
Adequate	3	10.34%
Not Competent	0	0.00%
No response	0	0.00%
Total	29	100.00%

Verbal communication

Answer	Count	Percent
Highly Competent	8	27.59%
Competent	14	48.28%
Good	6	20.69%
Adequate	1	3.45%
Not Competent	0	0.00%
No response	0	0.00%
Total	29	100.00%

Written communication

Answer	Count	Percent
Highly Competent	7	24.14%
Competent	16	55.17%
Good	5	17.24%
Adequate	1	3.45%
Not Competent	0	0.00%
No response	0	0.00%
Total	29	100.00%

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

Listening skills

Answer	Count	Percent
Highly Competent	12	41.38%
Competent	10	34.48%
Good	4	13.79%
Adequate	3	10.34%
Not Competent	0	0.00%
No response	0	0.00%
Total	29	100.00%

Leadership skills

Answer	Count	Percent
Highly Competent	6	20.69%
Competent	12	41.38%
Good	7	24.14%
Adequate	3	10.34%
Not Competent	0	0.00%
No response	1	3.45%
Total	29	100.00%

Cooperation

Answer	Count	Percent
Highly Competent	17	58.62%
Competent	8	27.59%
Good	2	6.90%
Adequate	2	6.90%
Not Competent	0	0.00%
No response	0	0.00%
Total	29	100.00%

Professionalism

Answer	Count	Percent
Highly Competent	11	37.93%
Competent	14	48.28%
Good	2	6.90%
Adequate	2	6.90%
Not Competent	0	0.00%
No response	0	0.00%
Total	29	100.00%

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

Taking direction

Answer	Count	Percent
Highly Competent	15	51.72%
Competent	8	27.59%
Good	3	10.34%
Adequate	1	3.45%
Not Competent	1	3.45%
No response	1	3.45%
Total	29	100.00%

Independent decision-making

Answer	Count	Percent
Highly Competent	8	27.59%
Competent	13	44.83%
Good	6	20.69%
Adequate	1	3.45%
Not Competent	1	3.45%
No response	0	0.00%
Total	29	100.00%

Dealing with people of diverse backgrounds

Answer	Count	Percent
Highly Competent	11	37.93%
Competent	11	37.93%
Good	4	13.79%
Adequate	2	6.90%
Not Competent	0	0.00%
No response	1	3.45%
Total	29	100.00%

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

Answer	Count	Percent
Highly Satisfied	21	72.41%
Somewhat Satisfied	6	20.69%
Somewhat Dissatisfied	1	3.45%
Highly Dissatisfied	1	3.45%
No response	0	0.00%
Total	29	100.00%

Please indicate your level of agreement with the following statements:

I would hire an OSUIT graduate again.

Answer	Count	Percent
Strongly Agree	22	75.86%
Agree	7	24.14%
Disagree	0	0.00%
Strongly Disagree	0	0.00%
No response	0	0.00%
Total	29	100.00%

I would recommend OSUIT graduates to others.

Answer	Count	Percent
Strongly Agree	21	72.41%
Agree	8	27.59%
Disagree	0	0.00%
Strongly Disagree	0	0.00%
No response	0	0.00%
Total	29	100.00%

I would recommend OSUIT to anyone interested in pursuing a degree.

Answer	Count	Percent
Strongly Agree	22	75.86%
Agree	7	24.14%
Disagree	0	0.00%
Strongly Disagree	0	0.00%
No response	0	0.00%
Total	29	100.00%

Overall, I am satisfied with graduates from OSUIT.

Answer	Count	Percent
Strongly Agree	20	68.97%
Agree	9	31.03%
Disagree	0	0.00%
Strongly Disagree	0	0.00%
No response	0	0.00%
Total	29	100.00%

Appendix B
Comparison of Prior Results

Skills: Ratings from Past Five Employer Surveys

SKILLS (alphabetical order)	2014	2015	2016	2018	2019	
Cooperation	96.1%	91.4%	95.1%	90.3%	93.1%	
Current Knowledge/Methods/Techniques	93.8%	94.6%	93.7%	91.9%	96.6%	
Customer Service	75.0%	94.6%	91.1%	90.0%	86.2%	
Dealing with People of Diverse Backgrounds	86.1%	86.8%	94.9%	91.9%	89.7%	
Dependability	95.4%	84.8%	96.3%	93.5%	89.7%	
Expertise with Tools	89.9%	84.2%	97.4%	93.0%	86.2%	
Independent Decision-making	82.2%	89.5%	91.3%	80.6%	93.1%	
Information Seeking	88.4%	86.8%	92.6%	85.5%	93.1%	
Initiative	87.6%	89.5%	95.1%	85.5%	93.1%	
Integrity	95.3%	81.1%	96.3%	93.5%	93.1%	
Leadership	76.0%	83.8%	86.8%	79.7%	86.2%	
Listening	90.6%	86.5%	93.9%	90.2%	89.7%	
Perform Tasks to Completion	92.9%	86.8%	92.5%	91.9%	96.6%	
Problem Recognition	88.3%	78.4%	92.6%	80.6%	93.1%	
Problem-Solving	87.6%	81.6%	92.5%	85.5%	93.1%	
Professionalism	92.3%	82.9%	93.9%	90.3%	93.1%	
Sound Judgment	89.9%	78.9%	92.6%	88.7%	93.1%	
Taking Direction	94.6%	69.4%	96.3%	90.3%	89.7%	
Teamwork	99.2%	89.5%	97.5%	95.2%	96.6%	
Time Management	79.9%	84.2%	92.6%	83.9%	89.7%	
Use of Current Technologies	93.8%	86.8%	96.2%	93.6%	100.0%	
Verbal Communication	91.5%	97.0%	93.8%	90.3%	96.6%	
Written Communication	83.7%	91.2%	93.8%	86.9%	96.6%	

n=131 n=38 n=100 n=70 n=29

*Percentages are a combination of responses "Good", "Competent", and "Highly Competent".

Line graphs are for general impression; not standardized to a specific scale.

Summary Scales: Ratings from Past Five Employer Surveys

	2014	2015	2016	2018	2019	
Overall, how satisfied are you with the performance of this OSUIT Graduate employed by your company?	97.7%	91.4%	93.9%	81.4%	93.1%	
I would hire an OSUIT graduate again.	99.2%	97.4%	98.0%	90.0%	100.0%	
I would recommend OSUIT graduates to others.	99.2%	92.1%	98.0%	87.1%	100.0%	
I would recommend OSUIT to anyone interested in pursuing a degree.	99.2%	97.4%	97.9%	85.7%	100.0%	
Overall, I am satisfied with graduates from OSUIT.	98.5%	94.7%	97.9%	85.7%	100.0%	

n=131 n=38 n=100 n=70 n=29

*Percentages are a combination of responses "Satisfied" and Highly Satisfied" or "Agree" and "Strongly Agree"
 Line graphs are for general impression; not standardized to a specific scale.

Appendix C
Employer Survey Instrument



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? **«Firstname_primary» «Middlename» «Lastname_primary»**

Graduate's current job title _____

Survey responses provided by:

Your name and job title: **«S_Firstname» «S_LastName»«S_jobtitle»**
Company/Organization name: **«Comp_Name»**
Address 1: **«Comp_Address»**
City, state/province, zip: **«Comp_City», «Comp_StateProv» «Comp_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 |
| <input type="checkbox"/> Other (please specify) _____ | | |

Which best describes this OSUIT Graduate employed by your company?

- | | | |
|--|---|--|
| <input type="radio"/> Exempt, Unclassified, Salaried | <input type="radio"/> Independent Contractor | <input type="radio"/> Temporary Employee |
| <input type="radio"/> Non-exempt, Classified, Hourly | <input type="radio"/> Paid Apprentice, Trainee, or Intern | |
| <input type="radio"/> Other (please specify) _____ | | |

Which best describes this OSUIT Graduate employed by your company?

- | | |
|--|--|
| <input type="radio"/> Full-time | |
| <input type="radio"/> Part-time | |
| <input type="radio"/> Other (please specify) _____ | |

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

- | | | |
|--|---|--|
| <input type="radio"/> Less than six months | <input type="radio"/> One to three years | <input type="radio"/> More than five years |
| <input type="radio"/> Six months to one year | <input type="radio"/> 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 tools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use of current technologies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Current knowledge/methods/techniques	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Performance of tasks to completion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Customer service skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Initiative	<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"/>
Dependability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teamwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Problem recognition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information seeking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Problem solving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sound judgment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Verbal communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Written communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Listening skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cooperation	<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-making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dealing with people of diverse backgrounds	<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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