



Employer satisfaction survey

Administered: Fall and Spring semesters annually

Target Population: Employers interviewing on campus

Employers interviewing on campus complete a satisfaction survey. The survey includes questions from institutional research regarding skills sets. This information is shared with the Office of Institutional Research for reporting to the Board of Regents.

Outcomes Measured

- Employers will have services to meet their recruitment needs

Instruments

Instrument Used For Activity attached below

Findings

See survey results attached below

Changes Made on Basis of Findings

Based on the survey results, the information is used to enhance services for employers. The responses to the section on "the preparation of UA graduates for employment" is used by the Office of Institutional Research for reporting to the Board of Regents

**EMPLOYER RECRUITMENT SURVEY
2003-2004
N=122**

Based on your experiences THIS YEAR, Please rate the following: (N=122)	Excellent	Good	Adequate	Poor	Very Poor
The overall quality of the services available	84%	15%	0%	1%	0%
Ease of scheduling rooms for pre-interview information sessions	74%	17%	7%	0%	1%
Degree to which students were prepared for interviews	27%	58%	14%	1%	0%
Degree of courtesy you received from Career Services employees	91%	8%	1%	0%	0%
The overall quality of service received from Career Services employees	90%	9%	1%	0%	0%
The quality of service from University employees outside of Career Services	55%	38%	7%	0%	0%
The degree to which the University provides employers access to traditionally under-represented populations such as the disabled minorities and women	52%	36%	10%	2%	0%
The availability of useful information about the pool of graduating seniors	43%	37%	18%	1%	0%

Based on your experience interviewing students from The UA THIS YEAR, please rate the preparation of UA graduates for employment: (N=117)	Excellent	Good	Adequate	Poor	Very Poor
Writing skills	13%	76%	10%	0%	0%
Technical skills	31%	59%	9%	1%	0%
Leadership qualities	27%	59%	13%	1%	0%
Oral communication skills	28%	61%	11%	0%	0%
Breadth of educational training	31%	58%	11%	0%	0%
Ability to apply academic programs to work environment	32%	52%	16%	1%	0%
Ability to work in teams	41%	53%	7%	0%	0%
Realistic expectations about the world of work	23%	53%	22%	2%	0%
Overall	24%	66%	9%	1%	0%

(N=122)	Excellent	Good	Poor	Very Poor
How would you rate this year's candidate pool in terms of their skills and abilities to be effective on the job?	21%	63%	14%	2%

(N=122)	Much Better	Better	About the Same	Worse	Much Worse
How would you compare The University of Arizona recent graduates with those of 5 to 10 years ago?	14%	47%	33%	4%	1%
Compared with the recent graduates of other universities, how do The University of Arizona graduates compare overall?	6%	41%	51%	2%	0%

(N=112)	Excellent	Good	Adequate	Poor	Very Poor
How would you rate the general reputation of recent graduates from The University of Arizona among your business associates	21%	66%	12%	0%	1%

Please indicate the size of the firm that you represent (N=122)	Percent Checked
Less than 100 employees	8%
101-500 employees	6%
501-1,000 employees	1%
1001-5,000 employees	8%
5,001-25,000 employees	31%
Over 25,000 employees	46%

(N=92)	Arizona	In the U.S.(not in AZ)	Outside the U.S.
The positions for which you are recruiting University of Arizona graduates are primarily located in	64%	65%	3%

Please check the industry for which you are recruiting students from The University of Arizona (N=97)	Percent Checked
Accounting/Finance/Insurance/Banking	30%
Aerospace	17%
Agriculture/Mining	2%
Computer Science/MIS Telecommunications	11%
Construction	4%
Education	3%
Engineering/Physical Sciences	16%
Food Service	3%
Government/Public Administration	3%
Health/Medical	4%
Manufacturing	18%
Marketing/Retail/Sales/Advertising	19%
Management	9%
Non-Profit	4%
Research & Development	4%
Transportation	2%
Travel Industry/Entertainment	3%
Other	4%

(N=92)	0 - 5	6 - 10	11 - 20	21 - 50	51 +
About how many new graduates have you made offers to over the past 3 years?	22%	24%	14%	11%	29%
About how many new University of Arizona graduates have you made offers to over the past 3 years?	39%	21%	17%	13%	10%

Rate your usage of the following technologies for collegiate recruiting: (N=94)	Active Use	Occasional Use	Still Evaluating	Chose Not to Use	Unaware
E-Mail	83%	12%	1%	2%	2%
Your World Wide Web Site	78%	13%	3%	3%	3%
3rd Party Web Site (e.g. JobTrak)	40%	32%	10%	8%	10%
Resume Submission via Internet	67%	22%	5%	3%	2%
Other	38%	15%	15%	15%	15%