



Monroe County Community College

April 2003

We are pleased to present the Graduate Follow-Up Survey of the 2001-2002 graduates of Monroe County Community College. Every one of the 416 students that completed the requirements of his or her degree/program between the dates of July 1, 2001, and June 30, 2002, were mailed a survey. This year we made an extra effort to have graduates return the comprehensive mail survey, by extending the deadline and sending out one additional reminder for a total of three. This extra effort produced 204 returned surveys compared with 143 mail surveys returned last year. This year we contacted 84 graduates via the telephone, compared to 108 last year. In total between the two methods of surveying we were unable to reach 22 graduates due to insufficient contact information.

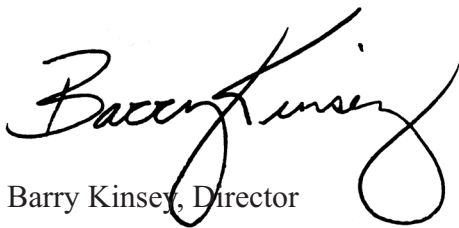
Our response rate for this year's survey is 73.1% [(204 mail surveys + 84 telephone surveys) ÷ (416 graduates – 22 graduates that could not be contacted)]. This compares to last year's response rate of 80.4% [(143 mail surveys + 108 telephone surveys) ÷ (344 graduates – 32 graduates that could not be contacted)]. This outstanding response rate is due to a great deal of hard work by Ms. Mary Ann Biscorner, Administrative Assistant, Office of Workforce Development.

Attached is a report of the survey findings; it includes demographics of the entire class and a summary of the results. Also included is a report of employers that we surveyed with the graduates' permission. Thirty-eight graduates permitted us to contact their current employers and 17 employers responded. These numbers compare to 25 permitted contacts last year and 13 respondents last year.

I would also like to thank the responding graduates of 2001-2002 and their respective employers.

If you have any comments or questions regarding this report, please contact me at the Office of Workforce Development (734) 384-4124.

Sincerely,



Barry Kinsey, Director

Office of Workforce Development

Monroe County Community College 2001-2002 Graduate Follow-up Survey Report Table of Contents

Demographic Analysis of Entire Class	1
Awards by Graduation Date	
Awards Analysis (Associate Degrees & Certificates)	
Gender Analysis	
Age Analysis	
Awards by Completion Date	
Dual Awards	
Occupational vs. Transfer Program	
Graduates by Residence Zip Code	
Demographic Analysis of Respondents	3
Total Graduate Population	
Respondents by First Award	
Respondents by Graduation Date (first award only)	
Respondents by Age	
Respondents by Gender	
Respondents by Occupational Area	5
Goal Satisfaction	7
Continuing Education Status	8
Graduates' Evaluation of College Services & Programs	9
Employer Survey Report	10



Demographic Analysis of Entire Class 2001-2002

Total Number Of Graduates In Class

2001-2002	416*
2000-2001	344

* 20.9% increase over 2000-2001

Awards by Graduation Date

	2001-2002		2000-2001	
	<u>Number</u>	<u>% of Total</u>	<u>Number</u>	<u>% of Total</u>
August 2001	57	13.7%	40	11.6%
December 2001	114	27.4%	86	25.0%
May 2002	167	40.1%	130	37.8%
June 2002	78	18.8%	88	25.6%
Total	416		344	

Awards Analysis (Associate Degrees and Certificates)

	2001-2002			2000-2001		
	<u>1st Award</u>	<u>% of Total</u>	<u>2nd Award</u>	<u>1st Award</u>	<u>% of Total</u>	<u>2nd Award</u>
Applied Science	78	18.8%		74	21.5%	2
Arts	9	2.2%		7	2.0%	
Commerce	100	24.0%		60	17.4%	2
Fine Arts	1	0.2%		2	0.6%	
Science	177	42.5%	1	160	46.5%	
PDA	9	2.2%	5	6	1.7%	
Certificates	42	10.1%	9	35	10.2%	6
Total	416		15	344		10

Gender Analysis

	2001-2002		2000-2001	
	<u>Number</u>	<u>% of Class</u>	<u>Number</u>	<u>% of Class</u>
Male	140	33.7%	104	30.2%
Female	276	66.3%	240	69.8%

Age Analysis

	2001-2002		2000-2001	
	<u>Number</u>	<u>% of Class</u>	<u>Number</u>	<u>% of Class</u>
Younger than 20	0	0.0%	0	0.0%
20-25	220	52.9%	195	56.7%
26-30	61	14.7%	60	17.4%
31-35	52	12.5%	32	9.3%
36-40	33	7.9%	23	6.7%
41-50	39	9.4%	31	9.0%
Over 50	11	2.6%	3	0.9%
Total	416		344	

Awards by Completion Date (first award only)

	August <u>2001</u>	December <u>2001</u>	May <u>2002</u>	June <u>2002</u>	<u>Total</u>
Applied Science	9	17	24	28	78
Arts	1	3	1	4	9
Commerce	10	23	53	14	100
Fine Arts	0	0	1	0	1
Science	20	56	79	22	177
PDA	2	2	4	1	9
Certificate	15	13	5	9	42
	57	114	167	78	416

Dual Awards

AAS	1
PDA	5
CER	9
Total	15

Occupational vs. Transfer Programs

	2001-2002		2000-2001	
Occupational Program Graduates	229	55.0%	171	49.7%
Transfer Program Graduates	187	45.0%	173	50.3%
	416		344	

Graduates by Residence Zip Code (top 5)

	2001-2002		2000-2001		
48162 Monroe	78	18.8%	48162 Monroe	68	19.8%
48161 Monroe	77	18.5%	48161 Monroe	61	17.7%
48182 Temperance	46	11.1%	48182 Temperance	40	11.6%
48166 Newport	27	6.5%	48117 Carleton	21	6.1%
48117 Carleton	15	3.6%	48131 Dundee	15	4.4%
48145 LaSalle	15	3.6%			
	258	62.0%	205	59.6%	

Demographic Analysis of Respondents

	2001-2002	2000-2001	1999-2000
Total Graduate Population	416	344	371
Bad Data/Incomplete Info. on Graduate	22	32	15
Total Analysis Population	394	312	356
Total Number of Responses	288	251	261
Percentage of Graduates	73.1	80.4%	73.3%

Respondents by First Award

	2001-2002			2000-2001		
	<i>Respondents</i>	<i>% of All Respondents</i>	<i>% of Awards in This Field</i>	<i>Respondents</i>	<i>% of All Respondents</i>	<i>% of Awards in This Field</i>
Applied Science	52	18.1%	66.7%	55	21.9%	74.3%
Arts	5	1.7%	55.6%	5	2.0%	71.4%
Commerce	67	23.3%	67.0%	42	16.7%	70.0%
Fine Arts	1	0.3%	100.0%	1	0.4%	50.0%
Science	132	45.8%	74.6%	120	47.8%	75.0%
PDA	5	1.7%	55.6%	4	1.6%	66.7%
Certificate	26	9.0%	61.9%	24	9.6%	68.6%
Total	288			251		
Occupational	150	52.1%	65.5%	123	49.0%	71.9%
Transfer	138	47.9%	73.8%	128	51.0%	74.0%

Respondents by Graduation Date (first award only)

	2001-2002			2000-2001		
	<i>Respondents</i>	<i>% of All Respondents</i>	<i>% of Awards For This Date</i>	<i>Respondents</i>	<i>% of All Respondents</i>	<i>% of Awards For This Date</i>
August 2001	34	11.8%	59.6%	29	11.6%	72.5%
December 2001	80	27.8%	70.2%	54	21.5%	62.8%
May 2002	122	42.4%	73.1%	104	41.4%	80.0%
June 2002	52	18.1%	66.7%	64	25.5%	72.7%
Total	288			251		

Respondents by Age

	2001-2002			2000-2001		
	<i>Respondents</i>	<i>% of All Respondents</i>	<i>% of Awards For This Age</i>	<i>Respondents</i>	<i>% of All Respondents</i>	<i>% of Awards For This Age</i>
Under 20	0	0.0%	0.0%	0	0.0%	0.0%
20-25	157	54.5%	71.4%	140	55.8%	71.8%
26-30	37	12.8%	60.7%	46	18.3%	76.7%
31-35	31	10.8%	59.6%	20	8.0%	62.5%
36-40	22	7.6%	66.7%	19	7.6%	82.6%
41-50	33	11.5%	84.6%	24	9.6%	77.4%
Over 50	8	2.8%	72.7%	2	0.8%	66.7%
	288			251		

Respondents by Gender

	2001-2002		2000-2001	
	Respondents	% of Total	Respondents	% of Totals
Male	90	64.3%	72	69.2%
Female	198	71.7%	179	74.6%

Respondents by Occupational Area

	<u>Graduates</u>	<u>% of Total</u>	<u>Responses</u>	<u>% of Major</u>	<u>% of Total</u>
ASSOCIATE DEGREES					
Accounting	18	10.4%	14	77.8%	12.0%
Administrative Assistant: Administration	5	2.9%	5	100.0%	4.3%
Auto Engineering Technology	9	5.2%	7	77.8%	6.0%
Banking Management	2	1.2%	1	50.0%	0.9%
Business Management	23	13.3%	14	60.9%	12.0%
Child Care Technology	2	1.2%	1	50.0%	0.9%
CIS: Computer Programing: Business	1	0.6%	1	100.0%	0.9%
CIS: Information Technology	1	0.6%	0	0.0%	0.0%
CIS: Internet Professional: Web Design	2	1.2%	1	50.0%	0.9%
CIS: Microcomputer Applications Specialist	1	0.6%	1	100.0%	0.9%
CIS: Microcomputer Spec.: Graphic Design	1	0.6%	1	100.0%	0.9%
CIS: PC Support Technology	11	6.4%	6	54.5%	5.1%
CIS: Programming	3	1.7%	2	66.7%	1.7%
Computer Operator/Programmer Maint.	1	0.6%	1	100.0%	0.9%
Construction Management Technology	2	1.2%	2	100.0%	1.7%
Criminal Justice	3	1.7%	2	66.7%	1.7%
Culinary Skills and Management	4	2.3%	1	25.0%	0.9%
Early Childhood Development	12	6.9%	9	75.0%	7.7%
Electronics and Computer Technology	2	1.2%	0	0.0%	0.0%
General Technology	11	6.4%	6	54.5%	5.1%
Industrial Electricity	2	1.2%	1	50.0%	0.9%
Industrial Management - Office	2	1.2%	1	50.0%	0.9%
Manufacturing Technology	7	4.0%	5	71.4%	4.3%
Mechanical Design Technology	3	1.7%	2	66.7%	1.7%
Mechanical Engineering Technology	3	1.7%	2	66.7%	1.7%
Medical Office Coordinator	3	1.7%	3	100.0%	2.6%
Metrology Technology	1	0.6%	0	0.0%	0.0%
Nursing	27	15.6%	20	74.1%	17.1%
Quality Systems Technology	1	0.6%	0	0.0%	0.0%
Respiratory Therapy	9	5.2%	7	77.8%	6.0%
Welding Technology	1	0.6%	1	100.0%	0.9%
TOTAL	173		117		67.6%

CERTIFICATE PROGRAMS

Accounting	1	2.4%	1	100.0%	3.8%
Auto Engineering Technology	1	2.4%	1	100.0%	3.8%
Banking Management	1	2.4%	1	100.0%	3.8%
Basic Quality Technician	1	2.4%	1	100.0%	3.8%
CIS: Graphic Design Specialist	1	2.4%	0	0.0%	0.0%
CIS: Microcomputer Applications Developer	1	2.4%	0	0.0%	0.0%
Construction Management Technology	1	2.4%	1	100.0%	3.8%
Culinary Skills and Management	4	9.5%	4	100.0%	15.4%
EOS: Electronic Office Assistant	3	7.1%	2	66.7%	7.7%
EOS: Electronic Office Specialist: Adm.	1	2.4%	1	100.0%	3.8%
Manufacturing Technology	3	7.1%	2	66.7%	7.7%
Mechanical Design Technology	2	4.8%	0	0.0%	0.0%
Medical Assistant	4	9.5%	3	75.0%	11.5%
Phlebotomy Technician	12	28.6%	6	50.0%	23.1%
Welding: Advanced	1	2.4%	1	100.0%	3.8%
Welding: Basic	5	11.9%	2	40.0%	7.7%
TOTAL	42		26		61.9%

(Dual Awards are Included)

Status of Respondents by Occupational Area

	Responses				Unemployed				Employment				Job Placement		Continuing Education Rate		Job/Continuing Education Rate	
	Full-Time Related	Full-Time Unrelated	Part-Time Related	Part-Time Unrelated	Unemployed by Choice	Unemployed Seeking	Other	Continuing Education	Employment Related or Continuing Education	Continuing Education Rate	Job Placement Rate	Continuing Education Rate	Job/Continuing Education Rate	Continuing Education Rate	Job/Continuing Education Rate			
ASSOCIATE DEGREES																		
Accounting	18	14	6	4	1	2	1	1	2	7	12	42.9%	50.0%	85.7%				
Administrative Assistant: Administration	5	5	2		1	1				4	5	40.0%	80.0%	100.0%				
Auto Engineering Technology	9	7	4		2				1	5	6	85.7%	71.4%	85.7%				
Banking Management	2	1								1	1	0.0%	100.0%	100.0%				
Business Management	23	14	6	2	2	3	1	1	1	9	11	57.1%	64.3%	78.6%				
Child Care Technology	2	1	1							1	1	100.0%	0.0%	100.0%				
CIS: Computer Programming: Business	1	1			1					1	1	0.0%	100.0%	100.0%				
CIS: Information Technology	1										1	0.0%	0.0%	0.0%				
CIS: Internet Professional: Web Design	2	1			1				1	1	100.0%	100.0%	100.0%					
CIS: Microcomputer Applications Specialist	1	1								1	1	100.0%	100.0%	100.0%				
CIS: Microcomputer Spec.: Graphic Design	1	1			1					1	1	100.0%	100.0%	100.0%				
CIS: PC Support Technology	11	6	2		1	1	2	2	2	5	4	50.0%	33.3%	66.7%				
CIS: Programming	3	2	1	1							1	50.0%	0.0%	50.0%				
Computer Operator/Programmer Maint.	1	1	1								1	100.0%	0.0%	100.0%				
Construction Management Technology	2	2	2							1	2	100.0%	50.0%	100.0%				
Criminal Justice	3	2		1	1					1	1	50.0%	50.0%	50.0%				
Culinary Skills and Management	4	1	1								1	100.0%	0.0%	100.0%				
Early Childhood Development	12	9	6		2	1				5	8	66.7%	55.6%	88.9%				
Electronic and Computer Technology	2											0.0%	0.0%	0.0%				
General Technology	11	6	4	1	1					3	6	83.3%	50.0%	100.0%				
Industrial Electricity	2	1	1							1	1	100.0%	100.0%	100.0%				
Industrial Management - Office	2	1		1							1	0.0%	100.0%	100.0%				
Manufacturing Technology	7	5		4	1					3	3	0.0%	60.0%	60.0%				
Mechanical Design Technology	3	2	1						1	1	2	50.0%	50.0%	100.0%				
Mechanical Engineering Technology	3	2	1							1	2	50.0%	50.0%	100.0%				
Medical Office Coordinator	3	3	2		1						3	100.0%	0.0%	100.0%				
Metrolgy Technology	1											0.0%	0.0%	0.0%				
Nursing	27	20	15		5					4	20	100.0%	20.0%	100.0%				
Quality Systems Technology	1											0.0%	0.0%	0.0%				
Respiratory Therapy	9	7	5		2						7	100.0%	0.0%	100.0%				
Welding Technology	1	1		1								0.0%	0.0%	0.0%				
Total	173	117	61	15	17	12	5	5	5	0	52	66.7%	44.4%	87.2%				
CERTIFICATE PROGRAMS																		
Accounting	1	1	1								1	100.0%	100.0%	100.0%				
Auto Engineering Technology	1	1		1								0.0%	0.0%	0.0%				
Banking Management	1	1	1							1	1	100.0%	100.0%	100.0%				
Basic Quality Technician	1	1		1								0.0%	0.0%	0.0%				
CIS: Graphic Design Specialist	1											0.0%	0.0%	0.0%				
CIS: Microcomputer Applications Developer	1											0.0%	0.0%	0.0%				
Construction Management Technology	1	1	1							1	1	100.0%	100.0%	100.0%				
Culinary Skills and Management	4	4	3				1			2	4	75.0%	50.0%	100.0%				
EOS: Electronic Office Assistant	3	2	1		1					2	2	100.0%	100.0%	100.0%				
EOS: Electronic Office Specialist: Adm.	1	1	1								1	100.0%	0.0%	100.0%				
Manufacturing Technology	3	2	2							1	2	100.0%	50.0%	100.0%				
Mechanical Design Technology	2											0.0%	0.0%	0.0%				
Medical Assistant	4	3		3						1	3	100.0%	33.3%	100.0%				
Phlebotomy Technician	12	6		4			2			1	1	0.0%	16.7%	16.7%				
Welding: Advanced	1	1	1							1	1	100.0%	100.0%	100.0%				
Welding: Basic	5	2	1	1						1	1	50.0%	50.0%	50.0%				
Total	42	26	11	8	3	1	3	0	0	0	12	53.8%	46.2%	69.2%				

Goal Satisfaction

1. What was your goal when you initially enrolled at MCCC?	Goal Satisfied		Total
	<u>Yes</u>	<u>No</u>	
a. To take courses to improve my skills at my current job.	8		8
b. To obtain a certificate in an occupational area.	13		13
c. To earn an associate degree in an occupational area leading to employment in that field.	70	22	92
d. To earn an associate degree to transfer to a college or university leading to a bachelor's degree.	116	25	141
e. Other, please explain...	6		6
Total	213	47	260
% of Total	81.9%	18.1%	

**81.9% of respondents achieved their initial goals in the 2001-2002 Graduate Survey
84.9% in the 2000-2001 survey**

Question

If you are employed full or part-time in a field unrelated to your area of study at MCCC, as marked on page 1, please indicate why:

	2001-2002		2000-2001	
1. Chose not to seek a position in my field of study.	2	2.7%	3	5.3%
2. Found better opportunities in the field or job where I am currently employed.	8	11.0%	8	14.0%
3. Attempted to, but could not find a position in my field of study.	19	26.0%	12	21.1%
4. Temporary job while continuing my education.	34	46.6%	24	42.1%
5. Other	10	13.7%	10	17.5%
Total	73		57	

Question

When were you hired into your current position?

1. Prior to enrolling at MCCC	44	26.0%
2. While enrolled at MCCC	66	39.1%
3. After graduating from MCCC	59	34.9%

Continuing Education Status

Primary/First Award	Total Awards	Continuing at MCCC		Enrolled at another Community College		Enrolled at a College/University		Plan to Continue College Level Education within 1 Year		Do Not Plan To Continue		Total	% of Awards	% of Responses
		# of Responses	% of Awards	% of Responses	% of Awards	% of Responses	% of Awards	% of Responses	% of Awards	% of Responses	% of Awards			
Associate of Arts	9	5	11.1%	0	0.0%	2	22.2%	0	0.0%	0	0.0%	3	33.3%	60.0%
Associate of Applied Science	78	6	7.7%	1	0.2%	10	12.8%	17	21.8%	17	21.8%	51	65.4%	98.1%
Associate of Commerce	100	17	17.0%	1	0.2%	18	18.0%	8	8.0%	19	19.0%	63	63.0%	94.0%
Associate of Fine Arts	1	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	1	100.0%	100.0%
Associate of Science	177	23	13.0%	3	0.7%	75	42.4%	12	6.8%	12	6.8%	125	70.6%	94.7%
Certificate	42	26	23.8%	0	0.0%	2	4.8%	6	14.3%	4	9.5%	22	52.4%	84.6%
PDA	9	5	0.0%	0	0.0%	3	33.3%	0	0.0%	1	11.1%	4	44.4%	80.0%
TOTAL	416	288	13.7%	5	1.2%	110	26.4%	44	10.6%	53	12.7%	269	64.7%	93.4%

College/University of Choice

	# of Graduates Continuing Education at	% of Graduates Continuing Education at
MCCC	54	31.4%
Siena Heights University	32	18.6%
University of Toledo	24	14.0%
Eastern Michigan University	21	12.2%
Others	41	23.8%
Total	172	

Currently Enrolled by Award

(Based upon 288 responses)	% of Graduates Continuing Education
A.A.	60.0%
A.A.S	32.7%
A.C.	53.7%
A.F.A.	0.0%
A.S.	76.5%
Certificate	46.2%
PDA	60.0%
Total	59.7%

Graduates' Evaluation of College Services and Programs

	# of Responses	# of Applicable Responses	Outstanding	% of Applicable Responses	Very Good	% of Applicable Responses	Good	% of Applicable Responses	Fair	% of Applicable Responses	Needs Improvement	% of Applicable Responses	Not Applicable	% of Responses
Academic Advising & Counseling	203	183	45	24.6%	49	26.8%	56	30.6%	20	10.9%	13	7.1%	20	9.9%
Bookstore	202	197	40	20.3%	70	35.5%	61	31.0%	19	9.6%	7	3.6%	5	2.5%
Cafeteria	201	150	37	24.7%	67	44.7%	35	23.3%	8	5.3%	3	2.0%	51	25.4%
Career Center	199	123	31	25.2%	33	26.8%	38	30.9%	14	11.4%	7	5.7%	76	38.2%
Co-op, clinical experience, internships	195	85	26	30.6%	33	38.8%	21	24.7%	1	1.2%	4	4.7%	110	56.4%
Enhancement of decision making skills	202	197	61	31.0%	93	47.2%	34	17.3%	6	3.0%	3	1.5%	5	2.5%
Office of Workforce Development	197	88	24	27.3%	28	31.8%	22	25.0%	11	12.5%	3	3.4%	109	55.3%
Financial Aid	197	126	49	38.9%	45	35.7%	23	18.3%	7	5.6%	2	1.6%	71	36.0%
Value of hands-on or lab experiences	201	188	74	39.4%	74	39.4%	32	17.0%	6	3.2%	2	1.1%	13	6.5%
Helpfulness exhibited by instructors	201	200	82	41.0%	87	43.5%	26	13.0%	2	1.0%	3	1.5%	1	0.5%
Learning Assistance Lab	200	143	67	46.9%	55	38.5%	16	11.2%	4	2.8%	1	0.7%	57	28.5%
Learning Resources Center/Library	201	183	78	42.6%	72	39.3%	29	15.8%	2	1.1%	2	1.1%	18	9.0%
Quality of equipment, tools or instructional materials	201	194	44	22.7%	99	51.0%	41	21.1%	7	3.6%	3	1.5%	7	3.5%
Problem solving/critical thinking skills	202	199	59	29.6%	100	50.3%	29	14.6%	9	4.5%	2	1.0%	3	1.5%
Quality of instructors & instruction provided	202	201	65	32.3%	109	54.2%	21	10.4%	3	1.5%	3	1.5%	1	0.5%
Relevance of classes & coursework	202	201	69	34.3%	106	52.7%	20	10.0%	6	3.0%	0	0.0%	1	0.5%
Student Activities	197	101	28	27.7%	39	38.6%	26	25.7%	7	6.9%	1	1.0%	96	48.7%
Enhancement of writing and other communication skills	202	199	57	28.6%	92	46.2%	40	20.1%	9	4.5%	1	0.5%	3	1.5%

Employer Survey Report

In February of 2003, thirty-eight employers of MCCC graduates were mailed a survey asking for opinions related to the preparation, education and training received by the employee. Of this number 17, or 44.7% of the employers responded.

1. Please rate each of the following “basic employability skills” listed below as they are demonstrated by the graduate/employee:

	Percentage of Respondents						Surveys Returned
	Outstanding	Good	Adequate	Needs Improvement	Not Applicable		
Critical Thinking	35.3%	59.2%	11.8%	0.0%	0.0%		17
Listening	35.3%	47.1%	11.8%	0.0%	0.0%		16
Mathematical	29.4%	58.8%	0.0%	0.0%	11.8%		17
Oral Communications	47.1%	41.2%	11.8%	0.0%	0.0%		17
Problem Solving	58.8%	35.3%	5.9%	0.0%	0.0%		17
Reading/Using Technical Manuals	47.1%	47.1%	5.9%	0.0%	0.0%		17
Written Communication	35.3%	52.9%	11.8%	0.0%	0.0%		17
Planning/Organization	41.2%	41.2%	17.6%	0.0%	0.0%		17

2. Please rate the “specific work skills” demonstrated by this individual:

Equipment or Instrument Use	52.9%	47.1%	0.0%	0.0%	0.0%		17
Manual Dexterity	41.2%	47.1%	0.0%	0.0%	11.8%		17
Meeting and Dealing with the Public	52.9%	35.3%	11.8%	0.0%	0.0%		17
Quality of Finished Work	47.1%	47.1%	5.9%	0.0%	0.0%		17
Quantity of Finished Work	35.3%	52.9%	11.8%	0.0%	0.0%		17
Work-related Technical Knowledge	47.1%	47.1%	0.0%	0.0%	0.0%		16

3. Please rate the “general employment attitudes and demeanor” demonstrated by this individual:

	Outstanding	Good	Adequate	Needs Improvement	Not Applicable	Surveys Returned
Responsibility and Working Independently	64.7%	35.3%	0.0%	0.0%	0.0%	17
Cooperative Attitude and Cooperation with Supervisors	76.5%	17.6%	5.9%	0.0%	0.0%	17
Personal Appearance	47.1%	47.1%	5.9%	0.0%	0.0%	17
Initiative and Working Without Supervision	58.8%	35.3%	5.9%	0.0%	0.0%	17
Punctuality and Attendance	70.6%	17.6%	11.8%	0.0%	0.0%	17

4. Please rate this person’s preparation for performing this work compared to others in the same, or similar work group:

- This person is better prepared. 47.1%
- This person is equally prepared. 47.1%
- This person is less prepared. 0.0%
- I have no basis for comparison. 5.8%

5. With relation to this person’s work, how satisfied are you with his/her training or preparation?

- Very Satisfied 82.4%
- Somewhat Satisfied 17.6%
- Somewhat Dissatisfied 0.0%
- Very Dissatisfied 0.0%
- No Basis for Opinion 0.0%

6. What was the PRIMARY source for hiring this person?

Applicant applied on his/her own initiative	52.9%
Applicant responded to a classified advertisement	11.8%
Contact from a MCCC faculty member	0.0%
Local or regional job fair	0.0%
Mutual acquaintance recommendation/personal contact	17.6%
Clinical/co-op/experiential education participant	5.9%
Through MCCC Office of Workforce Development	5.9%
Private or public employment agency	0.0%
Other	5.9%

7. In seeking entry level employees, which colleges/universities would you consider to be MCCC's "competition"?

Owens Community College	8
Henry Ford Community College	5
Washtenaw Community College	3
Wayne County Community College	3
University of Toledo	2
Schoolcraft Community College	1
Other	7