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## Monroe County Community College

June 2001

This year the Office of Workforce Development, formerly Employment Services, conducted the annual survey of the previous academic year's graduates of Monroe County Community College. If a student completed the requirements of his or her degree/program between the dates of July 1, 1999 and June 30, 2000, there was an attempt to have them complete this survey.

This year's survey included a first mailing in October 2000 to all 371 graduates. This mailing produced 86 respondents. A second mailing was performed in February 2001 and an additional 91 graduates returned this survey. In March of this year the office conducted a telephone survey of the remaining graduates and an additional 84 were contacted. Of the 371 graduates in the academic year 1999-2000, we were unable to deliver a survey or contact by telephone 15 of the graduates, consequently creating a total population of 356 graduates. With a total response of 261 graduates we achieved a 73.3% response rate. We are very pleased with this rate; it compares with a rate of 69% last year, 72 % in 1999 and 68% in 1998.

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 twenty-eight employers responded.

I would like to thank all the graduates and employers who participated in this survey and also the following people for their assistance: Mr. John Joy, Dean - Corporate Community Services, Mr. Paul Knollman, Dean – Business Division (former Director of Employment Services), Ms. Mary Ann Biscorner, Administrative Assistant, Office of Workforce Development, and Ms. Kelly Hannigan, Student Assistant.

If anyone has 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

# 1999-2000 Graduate Follow-up Survey Report

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# Demographic Analysis of Entire Class 1999-2000

## Total Number Of Graduates In Class

1999-2000	371
1998-1999	350

## Awards by Graduation Date

	1999-2000		1998-1999	
	Number	% of Total	Number	% of Total
August 1999	54	14.6%	33	9.4%
December 1999	75	20.2%	91	26.0%
April 2000	153	41.2%	136	38.9%
June 2000	89	24.0%	90	25.7%
<b>Total</b>	<b>371</b>		<b>350</b>	

## Awards Analysis (Associate Degrees and Certificates)

	1999-2000			1998-1999		
	1st Award	% of Total	2nd Award	1st Award	% of Total	2nd Award
Applied Science	79	21.3%	5	75	21.4%	1
Arts	7	1.9%		6	1.7%	
Commerce	73	19.7%		74	21.1%	
Fine Arts	1	0.3%		0	0.0%	
Science	178	48.0%		174	49.7%	
PDA	3	0.8%		3	0.9%	1
Certificates	30	8.1%	3	18	5.1%	3
<b>Total</b>	<b>371</b>		<b>8</b>	<b>350</b>		<b>5</b>

## Gender Analysis

	1999-2000		1998-1999	
	Number	% of Class	Number	% of Class
Male	111	29.9%	121	34.6%
Female	260	70.1%	229	65.4%

## Age Analysis

	1999-2000		1998-1999	
	Number	% of Class	Number	% of Class
Younger than 20	1	0.3%	1	0.3%
20-25	221	59.6%	195	55.7%
26-30	53	14.3%	54	15.4%
31-35	30	8.1%	24	6.9%
36-40	35	9.4%	37	10.6%
41-50	26	7.0%	35	10.0%
Over 50	5	1.3%	4	1.1%
<b>Total</b>	<b>371</b>		<b>350</b>	

## Awards by Completion Date (first award only)

	August <u>1999</u>	December <u>1999</u>	April <u>2000</u>	June <u>2000</u>	<u>Total</u>
Applied Science	11	13	16	39	79
Arts	1	0	5	1	7
Commerce	9	13	35	16	73
Fine Arts	0	0	1	0	1
Science	30	42	74	32	178
Certificate	3	6	20	1	30
PDA	0	1	2	0	3
	<b>54</b>	<b>75</b>	<b>153</b>	<b>89</b>	<b>371</b>

## Dual Awards

A.A.S.	5
Second Certificate	3
<b>Total</b>	<b>8</b>

## Occupational vs. Transfer Program

	1999-2000		1998-1999	
Occupational Program Graduates	161	43.4%	141	40.3%
Transfer Program Graduates	210	56.6%	209	59.7%
	<b>371</b>		<b>350</b>	

## Graduates by Residence Zip Code (top 5 out of 371)

	1999-2000		1998-1999		
48161 Monroe	71	19.1%	48161 Monroe	81	23.1%
48162 Monroe	67	18.1%	48162 Monroe	62	17.7%
48182 Temperance	33	8.9%	48182 Temperance	37	10.6%
48166 Newport	30	8.1%	48117 Carleton	19	5.4%
48117 Carleton	16	4.3%	48166 Newport	17	4.9%
	<b>217</b>	<b>58.5%</b>	<b>216</b>	<b>61.7%</b>	

## Demographic Analysis of Respondents

	1999-2000	1998-1999
Total Graduate Population	371	350
Bad Research Data (no information)	15	20
Total Analysis Population	356	330
Total Number of Responses	261	229
	<b>73.3%</b>	<b>69.4%</b>

## Respondents by First Award

	1999-2000			1998-1999		
	<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	56	21.5%	70.9%	49	21.4%	65.3%
Arts	3	1.1%	42.9%	2	0.9%	33.3%
Commerce	53	20.3%	72.6%	50	21.8%	67.6%
Fine Arts	1	0.4%	100.0%	0	0.0%	
Science	126	48.3%	70.8%	111	48.5%	63.8%
PDA	3	1.1%	100.0%	1	0.4%	33.3%
Certificate	10	7.3%	63.3%	16	7.0%	88.9%
<b>Total</b>	<b>261</b>			<b>229</b>		
Occupational	113	43.3%		97	42.4%	
Transfer	135	51.7%		132	57.6%	
Other	13	5.0%				

## Respondents by Graduation Date (first award only)

	1999-2000			1998-1999		
	<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 1999	34	13.0%	63.0%	23	10.0%	69.7%
December 1999	58	22.2%	77.3%	51	22.3%	56.0%
April 2000	106	40.6%	69.3%	91	39.7%	66.9%
June 2000	63	24.1%	70.8%	64	27.9%	71.1%
<b>Total</b>	<b>261</b>			<b>229</b>		

## Respondents by Age

	1999-2000			1998-1999		
	<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>
Younger than 20	1	0.4%	100.0%	0		
20-25	155	59.4%	70.1%	128	55.9%	65.6%
26-30	33	12.6%	62.3%	34	14.8%	63.0%
31-35	20	7.7%	66.7%	16	7.0%	66.7%
36-40	26	10.0%	74.3%	26	11.4%	70.3%
41-50	21	8.0%	80.8%	21	9.2%	60.0%
Over 50	5	1.9%	100.0%	4	1.7%	100.0%

## Respondents by Gender

	1999-2000		1998-1999	
	Respondents	% of Total	Respondents	% of Totals
Male	73	28.0%	68	29.7%
Female	188	72.0%	161	70.3%

## Respondents by Occupational Area

	<u>Graduates</u>	<u>% of Total</u>	<u>Responses</u>	<u>% of Major</u>	<u>% of Total Responses</u>
<b>ASSOCIATE DEGREES</b>					
Accounting	11	8.3%	8	72.7%	8.1%
Auto Engineering Tech.	11	8.3%	10	90.9%	10.1%
Banking Management	1	0.8%	1	100.0%	1.0%
Business Management	9	6.8%	9	100.0%	9.1%
Child Care Technology	7	5.3%	5	71.4%	5.1%
CIS: PC Support Tech.	12	9.0%	9	75.0%	9.1%
CIS: Program Maintenance	2	1.5%	1	50.0%	1.0%
CIS: Programming	2	1.5%	0	0.0%	0.0%
CIS: Accounting Info.	1	0.8%	0	0.0%	0.0%
Criminal Justice	2	1.5%	1	50.0%	1.0%
Culinary Skills & Mgt.	6	4.5%	2	33.3%	2.0%
Drafting & Design Tech.	4	3.0%	3	75.0%	3.0%
Early Childhood Dev.	2	1.5%	2	100.0%	2.0%
Electronics & Computer Tech.	1	0.8%	0	0.0%	0.0%
Electronics Tech.	1	0.8%	1	100.0%	1.0%
EOS: Admin. Medical Assistant	2	1.5%	2	100.0%	2.0%
EOS: Administrative Assistant	3	2.3%	3	100.0%	3.0%
General Technology	8	6.0%	6	75.0%	6.1%
Industrial Electricity	1	0.8%	1	100.0%	1.0%
Industrial Mgt. - Office	2	1.5%	2	100.0%	2.0%
Information Processing-Acctg.	1	0.8%	1	100.0%	1.0%
Manufacturing Tech.	1	0.8%	1	100.0%	1.0%
Marketing Communications	2	1.5%	2	100.0%	2.0%
Mechanical Design Tech.	2	1.5%	2	100.0%	2.0%
Nursing	35	26.3%	23	65.7%	23.2%
Respiratory Therapy	1	0.8%	1	100.0%	1.0%
Welding Technology	3	2.3%	3	100.0%	3.0%
<b>TOTAL</b>	<b>133</b>		<b>99</b>		<b>74.4%</b>
<b>CERTIFICATE PROGRAMS</b>					
Auto Engineering - Certificate	1	3.3%	0	0.0%	0.0%
Culinary Skills & Mgt. - Cert.	2	6.7%	1	50.0%	5.3%
Electrocardiography Tech. Cert.	3	10.0%	1	33.3%	5.3%
EOS: Electronic Office Asst. Cert.	1	3.3%	0	0.0%	0.0%
EOS: Elect. Off. Spec. Adm. Cert.	1	3.3%	1	100.0%	5.3%
Manufacturing Tech. Cert.	4	13.3%	2	50.0%	10.5%
Mechanical Design Tech. Cert.	2	6.7%	1	50.0%	5.3%
Medical Assistant Cert.	1	3.3%	1	100.0%	5.3%
Phlebotomy Technician Cert.	7	23.3%	4	57.1%	21.1%
Respiratory Therapy Certificate	4	13.3%	4	100.0%	21.1%
Welding: Basic Certificate	4	13.3%	4	100.0%	21.1%
<b>TOTAL</b>	<b>30</b>		<b>19</b>		<b>63.3%</b>
(Dual Awards are Included)					

# Status of Respondents by Occupational Area

	Graduates	Responses	Full-Time Unrelated	Full-Time Related	Part-Time Unrelated	Part-Time Related	Part-Time Unrelated	Part-Time Related	Unemployed by Choice	Unemployed Seeking	Continuing Education	Empl. Related or Cont. Ed.	Job Placement Rate	Continuing Education Rate	Job/Continuing Education Rate
<b>ASSOCIATE DEGREES</b>															
Accounting	11	8	5	1	1	1	1	1	1	5	8	75.0%	62.5%	100.0%	
Auto Engineering Tech.	11	10	6	2	1	1	1	1	1	3	6	60.0%	30.0%	60.0%	
Banking Management	1	1	1	1	1	1	1	1	1	1	1	100.0%	0.0%	100.0%	
Business Management	9	9	6	2	2	1	1	1	1	5	7	66.7%	55.6%	77.8%	
Child Care Technology	7	5	2	2	2	1	1	1	1	2	3	40.0%	40.0%	60.0%	
CIS: PC Support Tech.	12	9	6	1	1	1	1	1	4	4	8	77.8%	44.4%	88.9%	
CIS: Program Maintenance	2	1	1	1	1	1	1	1	1	1	1	100.0%	0.0%	0.0%	
Criminal Justice	2	1	1	1	1	1	1	1	1	1	1	100.0%	100.0%	100.0%	
Culinary Skills & Mgt.	6	2	1	1	1	1	1	1	1	1	2	50.0%	50.0%	100.0%	
Drafting & Design Tech.	4	3	2	2	1	1	1	1	1	1	1	0.0%	33.3%	33.3%	
Early Childhood Dev.	2	2	1	1	1	1	1	1	1	1	2	50.0%	50.0%	100.0%	
Electronics Tech.	1	1	1	1	1	1	1	1	1	1	1	100.0%	0.0%	100.0%	
EOS: Admin. Assist. Medical	2	2	2	2	2	2	2	2	2	2	2	100.0%	0.0%	100.0%	
EOS: Administrative Assist.	3	3	3	2	2	1	1	1	1	1	3	66.7%	33.3%	100.0%	
General Technology	8	6	5	1	1	1	1	1	1	1	5	83.3%	16.7%	83.3%	
Industrial Electricity	1	1	1	1	1	1	1	1	1	1	1	100.0%	100.0%	100.0%	
Industrial Mgt. - Office	2	2	1	1	1	1	1	1	1	1	1	50.0%	50.0%	50.0%	
Information Processing-Acctg.	1	1	1	1	1	1	1	1	1	1	1	100.0%	0.0%	0.0%	
Manufacturing Tech.	1	1	1	1	1	1	1	1	1	1	1	100.0%	100.0%	100.0%	
Marketing Communications	2	2	2	2	2	2	2	2	2	2	2	0.0%	0.0%	0.0%	
Mechanical Design Tech.	2	2	2	2	2	2	2	2	2	2	2	0.0%	0.0%	0.0%	
Nursing	35	23	11	11	11	11	11	11	2	3	22	95.7%	13.0%	95.7%	
Respiratory Therapy	1	1	1	1	1	1	1	1	1	1	1	100.0%	0.0%	100.0%	
Welding Technology	3	3	2	2	1	1	1	1	1	1	1	0.0%	33.3%	33.3%	
<b>Total</b>	<b>129</b>	<b>99</b>	<b>50</b>	<b>16</b>	<b>17</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>4</b>	<b>33</b>	<b>78</b>	<b>67.7%</b>	<b>33.3%</b>	<b>78.8%</b>	
<b>CERTIFICATE PROGRAMS</b>															
Culinary Skills & Mgt. - Cert.	2	1	1	1	1	1	1	1	1	1	1	100.0%	0.0%	100.0%	
Electrocardiograph Tech. Cert.	3	1	1	1	1	1	1	1	1	1	1	100.0%	100.0%	100.0%	
Electronic Office Spec. Cert.	1	1	1	1	1	1	1	1	1	1	1	0.0%	0.0%	0.0%	
Manufacturing Tech. Cert.	4	2	1	1	1	1	1	1	1	1	2	50.0%	50.0%	100.0%	
Mechanical Design Tech. Cert.	2	1	1	1	1	1	1	1	1	1	1	0.0%	100.0%	100.0%	
Medical Assistant Cert.	1	1	1	1	1	1	1	1	1	1	1	100.0%	0.0%	100.0%	
Phlebotomy Technician Cert.	7	4	3	1	1	1	1	1	2	4	4	100.0%	50.0%	1000.0%	
Respiratory Therapy Certificate	4	4	1	1	2	2	2	2	2	4	4	75.0%	0.0%	75.0%	
Welding: Basic Certificate	4	4	2	2	2	2	2	2	2	4	4	50.0%	100.0%	100.0%	
<b>Total</b>	<b>28</b>	<b>19</b>	<b>10</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>9</b>	<b>17</b>	<b>68.4%</b>	<b>47.4%</b>	<b>89.5%</b>	

## Goal Satisfaction

1. What was your goal when you initially enrolled at MCCC?	Goal Satisfied		<b>Total</b>
	<u>Yes</u>	<u>No</u>	
a. To take courses to improve my skills at my current job.	8	0	<b>8</b>
b. To obtain a certificate in an occupational area.	15	1	<b>16</b>
c. To earn an associate degree in an occupational area leading to employment in that field.	88	9	<b>97</b>
d. To earn an associate degree to transfer to a college or university leading to a bachelor's degree.	119	15	<b>134</b>
e. Other, Please explain...	3	2	<b>5</b>
<b>Total</b>	<b>233</b>	<b>27</b>	<b>260</b>
<b>% of Total</b>	<b>89.6%</b>	<b>10.4%</b>	

**89.6% of respondents achieved their initial goals in the 1999-2000 Graduate Survey  
88.1% in the 1998-1999 survey.**

### Question #5

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:

1. Chose not to seek a position in my field of study.	5	8.1%
2. Found better opportunities in the field or job where I am currently employed.	10	16.0%
3. Attempted to, but could not find a position in my field of study.	8	12.9%
4. Temporary job while continuing my education.	30	48.4%
5. Other	9	14.5%
<b>Total</b>	<b>62</b>	

### Question #6

When were you hired into your current position?

1. Prior to enrolling at MCCC	30	20.7%
2. While enrolled at MCCC	50	34.4%
3. After graduating from MCCC	65	42.4%

## Continuing Education Status

Primary/First Award	Total Awards		Total # of Responses		Continuing at MCCC		Enrolled at another C.C.		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 Awards	% of Responses	# of Awards	% of Responses	# of Awards	% of Responses	# of Awards	% of Responses	# of Awards	% of Responses	# of Awards	% of Responses	# of Awards	% of Responses	
Associate of Arts	7	0.0%	0	0.0%	0	0.0%	1	14.3%	33.3%	2	28.6%	66.7%	0	0.0%	3	42.9%	100.0%
Associate of Applied Science	79	7.1%	4	5.1%	2	0.5%	5	6.3%	8.9%	22	27.8%	39.3%	19	24.1%	52	65.8%	92.9%
Associate of Commerce	73	15.1%	8	11.0%	2	0.5%	11	15.1%	20.8%	14	19.2%	26.4%	17	23.3%	52	71.2%	98.1%
Associate of Fine Arts	1	0.0%	0	0.0%	0	0.0%	1	0.0%	0.0%	0	0.0%	0.0%	0	0.0%	1	0.0%	0.0%
Associate of Science	178	9.5%	12	6.7%	3	0.8%	78	43.8%	61.9%	17	9.6%	13.5%	13	7.3%	123	69.1%	97.6%
Certificate	30	42.1%	8	26.7%	1	0.3%	0	0.0%	0.0%	4	13.3%	21.1%	6	20.0%	19	63.3%	100.0%
PDA	3	0.0%	0	0.0%	0	0.0%	2	66.7%	66.7%	0	0.0%	0.0%	1	33.3%	3	100.0%	100.0%
<b>TOTAL</b>	<b>371</b>	<b>12.3%</b>	<b>32</b>	<b>8.6%</b>	<b>8</b>	<b>2.2%</b>	<b>98</b>	<b>26.4%</b>	<b>37.5%</b>	<b>59</b>	<b>15.9%</b>	<b>22.6%</b>	<b>56</b>	<b>15.1%</b>	<b>253</b>	<b>68.2%</b>	<b>96.9%</b>

## College/University of Choice

	# of Graduates	
	Continuing Educ.	% of Graduates
Continuing at MCCC	32	23.4%
Eastern Michigan University	25	18.2%
University of Toledo	23	16.8%
Siena Heights University	16	11.7%
Spring Arbor College	2	1.5%
Others	39	28.5%
<b>Total</b>	<b>137</b>	

## Currently Enrolled by Award

	(% of 261 responses)	
	Continuing Educ.	% of Graduates
A.A.	33.3%	
A.A.S	19.6%	
A.C.	39.6%	
A.F.A.	100.0%	
A.S.	73.8%	
Certificate	47.4%	
PDA	66.7%	
<b>Total</b>	<b>52.9%</b>	

## 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	175	157	43	27.4%	55	35.0%	41	26.1%	7	4.5%	11	7.0%	18	10.3%
Bookstore	175	171	51	29.8%	64	37.4%	40	23.4%	6	3.5%	10	5.8%	4	2.3%
Cafeteria	173	129	40	31.0%	44	34.1%	32	24.8%	10	7.8%	3	2.3%	44	25.4%
Career Center	174	92	31	33.7%	40	43.5%	12	13.0%	6	6.5%	3	3.3%	82	47.1%
Co-op, clinical experience, internships	172	65	20	30.8%	29	44.6%	10	15.4%	5	7.7%	1	1.5%	107	62.2%
Enhancement of decision making skills	175	165	64	38.8%	70	42.4%	27	16.4%	3	1.8%	1	0.6%	10	5.7%
Office of Employment Services	174	81	33	40.7%	27	33.3%	14	17.3%	6	7.4%	1	1.2%	93	53.4%
Financial Aid	174	102	46	45.1%	34	33.3%	15	14.7%	2	2.0%	5	4.9%	72	41.4%
Value of Hands-on or lab experiences	174	160	71	44.4%	64	40.0%	19	11.9%	3	1.9%	3	1.9%	14	8.0%
Helpfulness exhibited by instructors	175	175	84	48.0%	67	38.3%	22	12.6%	2	1.1%	0	0.0%	0	0.0%
Learning Assistance Lab	174	126	53	42.1%	54	42.9%	19	15.1%	0	0.0%	0	0.0%	48	27.6%
Learning Resources Center/Library	174	148	58	39.2%	67	45.3%	19	12.8%	3	2.0%	1	0.7%	26	14.9%
Quality of equipment, tools or instructional materials	173	165	46	27.9%	73	44.2%	34	20.6%	6	3.6%	6	3.6%	8	4.6%
Problem solving/critical thinking skills	175	170	70	41.2%	67	39.4%	29	17.1%	2	1.2%	2	1.2%	5	2.9%
Quality of instructors & instruction provided	175	175	79	45.1%	74	42.3%	18	10.3%	3	1.7%	1	0.6%	0	0.0%
Relevance of classes & coursework	174	1174	78	44.8%	73	42.0%	13	7.5%	3	1.7%	0	0.0%	0	0.0%
Student Activities	174	71	26	36.6%	23	32.4%	12	16.9%	8	11.3%	2	2.8%	103	59.2%
Enhancement of writing and other communication skills	174	166	61	36.7%	70	42.2%	32	19.3%	3	1.8%	0	0.0%	8	4.6%

# Employer Survey Report

In March of 2001, 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 28, or 74% 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					
	Outstanding	Good	Adequate	Needs Improvement	Not Applicable	Surveys Returned
Critical Thinking	17.9%	75.0%	07.1%	0.0%	0.0%	28
Listening	25.0%	71.4%	03.6%	0.0%	0.0%	28
Mathematical	14.3%	75.0%	10.7%	0.0%	0.0%	28
Oral Communications	25.0%	67.9%	07.1%	0.0%	0.0%	28
Problem Solving	28.6%	57.1%	14.3%	0.0%	0.0%	28
Reading/Using Technical Manuals	32.1%	57.1%	40.7%	0.0%	0.0%	28
Written Communication	17.9%	71.4%	10.7%	0.0%	0.0%	28
Planning/Organization	14.3%	75.0%	10.7%	0.0%	0.0%	28

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

Equipment or Instrument use	29.6%	70.4%	00.0%	0.0%	0.0%	27
Manual Dexterity	22.2%	77.8%	00.0%	0.0%	3.7%	28
Meeting and Dealing with the Public	29.6%	59.3%	14.8%	0.0%	0.0%	28
Quality of Finished Work	44.4%	51.9%	07.4%	0.0%	0.0%	28
Quantity of Finished Work	44.4%	51.9%	07.4%	0.0%	0.0%	28
Work-related Technical Knowledge	22.2%	77.8%	03.7%	0.0%	0.0%	28

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	46.4%	50.0%	03.6%	0.0%	0.0%	28
Cooperative attitude and cooperation with Supervisors	50.0%	39.3%	10.7%	0.0%	0.0%	28
Personal Appearance	32.1%	64.3%	03.6%	0.0%	0.0%	28
Initiative and Working Without Supervision	28.6%	67.9%	03.6%	0.0%	0.0%	28
Punctuality and Attendance	53.6%	42.9%	03.6%	0.0%	0.0%	28

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 46.4%
- This person is equally prepared 50.0%
- This person is less prepared 0.0%
- I have no basis for comparison 3.6%

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

- Very Satisfied 88.9%
- Somewhat Satisfied 11.1%
- Somewhat Dissatisfied 0.0%
- Very Dissatisfied 0.0%
- No Basis for Opinion 0.0%

What was the PRIMARY source for hiring this person?

Applicant applied on his/her own initiative	50.0%
Applicant responded to a classified advertisement	7.7%
Contact from a MCCC faculty member	0.0%
Local or regional job fair	0.0%
Mutual acquaintance recommendation/personal contact	15.4%
Clinical/co-op/experiential education participant	11.5%
Through MCCC Office of Employment Services	3.8%
Private or public employment agency	3.8%
Other	7.7%

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

University of Toledo	10
Owens Community College	8
Henry Ford Community College	6
Washtenaw Community College	6
Wayne County Community College	6
University of Michigan	5
Other	4
Eastern Michigan University	3