

DEPARTMENT OF OCCUPATIONAL THERAPY

## EMPLOYER SURVEY HIGHLIGHTS\* – SUMMER 2007

(Survey is conducted every 3 years and was last conducted in 2004)

Respondents were employers of students who graduated in 2003, 2004, and 2005

Response rate was 54% (15 responses were received from 28 employers)

Note: All scores reported below are on a 5-point scale with 1 low and 5 high

- The survey was completed by employers who had an average of 17 years of professional experience and currently employed an average of 3 Xavier graduates. The employers were in positions that ranged from managers to directors to owners with an average of 10 years experience in their current position. Most were employers at hospitals (pediatric, adult, or psych); several were in private practice; one response was received from an MRDD program.
- Of 23 behavioral & competency attributes measured, employers rated Xavier graduates highest in the areas of work dependability (4.8), work ethic (4.7), and motivation (4.6). Rated lowest were the areas of participation in facility committee work (3.86), use of various intervention modalities (4.0), and knowledge of specific disease process related to field (4.13).
- In the 7 areas of professional education preparedness measured, employers rated Xavier graduates highest in overall education preparedness (4.6) and developing intervention plans (4.5); lowest in developing transition plans (4.3) and developing discharge plans and organizing/managing services (both 4.35).
- In the 7 areas of professional satisfaction measured, employers rated Xavier graduates highest in overall satisfaction with performance (4.8) and peer relationships (4.7); lowest in participation in professional organizations (3.8) and advocacy for the profession (4.3).
- When asked to identify overall strengths of Xavier graduates among those were their level of preparation, their communication, and their professional behavior skills.
- When asked to identify overall weaknesses of Xavier graduates among those were knowledge of anatomy, lack of initiation related to productivity, & lack of knowledge about modalities.
- Of interest, when asked for overall strengths, 14 of the 15 respondents supplied the same. When asked for overall weaknesses, only 8 of the 15 identified the same while 4 responded they have not seen any weaknesses.
- 100% (all 15) of the respondents said they would likely hire a Xavier Graduate again. Likewise, 100% (all 15) of the respondents said they would recommend the hiring of a Xavier Graduate to a colleague.
- When asked for additional comments, of the 5 that were forthcoming, one identified by number two XU grads as fantastic and one that was not professional; and, each of the 5 provided positive comments among which one respondent said, “Xavier grads always have been one of our best hires – love to see their résumé show up on our desk.”

\* For further survey details contact the Department of Occupational Therapy via email at [xuot@xavier.edu](mailto:xuot@xavier.edu)

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Note: This Employer Survey is one of approximately 30 ways Xavier’s Department of Occupational Therapy evaluates its program. The results of this survey have contributed to the following program enhancements:

1) Use of various intervention methods is covered in greater depth under two new MOCT courses – MOCT 603 & 633; knowledge of specific disease processes will be covered to a greater extent in a new undergraduate course entitled *Conditions Impacting Participation*. 2) To further promote advocacy in organizations and professions, students are now required to participate in activities such as *Lobby on the Hill* day in Columbus, Ohio organized by OOTA’s Government Affairs. 3) Developing professional behavior continues to be a program focus - undergraduate courses include a required “participation” component that prepares students for their future role as an occupational therapist; graduate courses include a specific professional behavior component in each course in addition to a series of three courses – Professional Issues I, II, & III. 4) The new 2007 ACOTE Standards now require greater coverage of modalities which is now covered in the MOCT 635 course.