

DEPARTMENT OF OCCUPATIONAL THERAPY**EMPLOYER SURVEY HIGHLIGHTS* – FALL 2010**

Survey is conducted every 3 years and was last conducted in 2007

Respondents were employers of students who graduated in 2007, 2008, & 2009

Surveys were sent electronically via email (3 years ago they were sent via postal mail)

Response rate was 46% (12 responses were received from 26 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 19.3 years of professional experience and currently employed an average of 2.4 Xavier graduates. The employers were currently in positions that ranged from managers to directors and included a clinical coordinator with an average of 10.8 years experience at their current facility. Most were occupational therapists; several were physical therapists. Most were employers at hospitals; several in private practice; one response was received from a sheltered workshop.
- 100% (all 12) of the respondents said they would likely hire a Xavier Graduate again. Likewise 100% (all 12) of the respondents said they would recommend the hiring of a Xavier Graduate to a colleague.
- Of the 20 behavioral & competency attributes measured, employers rated Xavier graduates from 4.8 to 3.7 with 15 attributes rated above 4.0. Dependability was rated 4.8 and adherence to safety was rated 4.6. While still above average, knowledge of disease process specific to field was rated 3.7 and use of technology was rated 3.8.
- In the 4 areas of professional education preparedness as aligned with the NBCOT Exam categories, ratings ranged from 4.4 to 4.0 with upholding professional standards/responsibilities rated as 4.4 and implements evidence-based interventions rated as 4.0.
- For the 7 areas of professional satisfaction measured, ratings ranged from 4.7 to 3.5 with developing good relationships with co-workers rated as 4.7 and participation in professional organizations rated as 3.5.
- When asked to identify overall weaknesses of graduates, five of the 12 responded with two stating they have not seen any weaknesses at this time Weaknesses identified by the other three were lack of generalized medical conditions knowledge, lack of skill in developing treatment plans, difficulty adapting to changing demands of healthcare, and periodic over confidence.
- When asked to identify overall strengths of graduates, seven of the 12 responded. Strengths identified more than once were organization skills and role as advocate for patients. Singular responses about their strengths included but were not limited to professionalism, critical thinking, pursuit of evidence-based treatment, clinical competence, documentation skills, motivation, passion, and dedication.
- When asked for additional comments, 2 were forthcoming; one disclosed the survey was completed by a Xavier grad, the other gave several further observations noting Xavier students are well-rounded and have a high level of professionalism. That person ended by stating, "I look forward to working with Xavier students in the future."

* For further survey details contact the Department of Occupational Therapy at xuot@xavier.edu

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 informed the program in the following ways:

1). Knowledge of general medical conditions (disease process) is now covered in a new course *HOCS 411 Conditions Influencing Participation* with some content again revisited in *MOCT 603 Domains & Processes I* and *MOCT 633 Domains & Processes II*; 2). To monitor participation in professional organizations will begin to track AOTA & OOTA membership for comparison to national/state norms.