

Report: Employer Survey Spring 2003

April 7, 2003

Office of Institutional Research and Planning
New Jersey Institute of Technology

EXECUTIVE SUMMARY

The Employer Survey has been completed and summarized for Spring 2003. This report summarizes the results of the second administration of the survey and includes a comparison to the Fall 1999 Employer survey. Highlights of the findings include:

Regional Business Environment

- The majority of the employers (49%) view the business climate to be about the same in the next 1 to 3 years. Twenty-seven percent predicted that the business environment will be less favorable and 17% believe it will be more favorable. See Figure 4. It is noteworthy that the optimism of 1999 Employer Survey concerning the business climate, has substantially diminished. In 1999, only ten percent of the participating organizations believed that the business environment would be less favorable while 46% of the participating organizations believed that it would be more favorable.
- Most businesses expect growth for their organization in the next three years but at modest levels. Thirty-eight percent expect small growth and 35% expect moderate growth. Only 4% anticipate a reduction in growth and 8% report no change. See Figure 6.
- Large companies expect more growth than smaller companies. See Figure 7.
- Although large companies see moderate growth in business, they see only small growth in the size of their workforce. Large companies expect to increase worker productivity. Small companies report anticipated workforce growth consistent with business growth estimates. See Figures 8-9.
- Fifty percent of employers predicted small growth in full-time positions. Most reported (about 40%) no changes in recruitment for other positions (part-time, contract, consulting, temporary, and outsourcing). See Figures 10-15.
- The majority between 43% to 53% saw no change in the information technology (IT) job market for all positions. In addition, 10% to 25% saw small growth in IT positions. See Figures 16-21.

Recruitment

- The companies report that most of their employees (55%) have a B.A./B.S. Eight percent have a M.A./M.S. See Figure 22.
- Sixty percent of the employers view the current availability of qualified applicants as good or very good. The quality of applicants has substantially increased compared to the 1999 employer survey. See Figures 23-24.
- The top three methods of recruitment are newspaper ads, referral by colleagues, and direct college recruitment. See Figure 25.

- The top three factors influencing an organization's university recruitment efforts are: graduates in the fields appropriate to your business, reputation of the university, and performance of graduates in your business. See Figure 27.
- Employers rated their affiliation with NJIT's Career Services as less than average (mean score of 2.59, scale: 1=low, 5=high). For those who actually supervised NJIT students/graduates, satisfaction increases to positive levels and NJIT compares favorably with other colleges and universities as a source of employees. See Figure 30.
- Employers (71 percent) are clearly of the opinion that business/industry should have much to a great deal of influence on college curricular. See Figure 31. This had increased as compared to the 1999 employer survey. See Figure. 32.

Comparison of Desired Employee Qualifications with NJIT Student and Graduate Employment Performance

- The employers' most highly valued competencies include professional and ethical responsibility, problem solving, teamwork skills, oral communication, computer skills and written communication. See Figure 33.
- The six highest-rated competencies of NJIT students and graduates are computer skills, professional and ethical responsibility, math, sciences, discipline-specific skills and current technology. See Figure 37.
- NJIT graduates were ranked relatively lowest in professional practice on a global scale, written communication, leadership skills, business principles, and management skills. Of these, professional practice on a global scale, management skills, business principles were ranked relatively low in importance by employers. See Sections V-VII.

Table of Contents

I.	Purpose and Scope of Survey	1
II.	Procedures and Sample	1
III.	Regional Business Environment	4
IV.	Recruitment	9
V.	Desired Employee Qualifications and Skills	14
VI.	NJIT Student and Graduate Employment Performance	16
VII.	Comparison of Employer Ratings of Competencies with Employer Assessment of NJIT Student and Graduate Performance On-the-Job	19

Appendices

Appendix 1: List of Participating Organizations

Appendix 2: Changes in Recruitment Strategies

Appendix 3: Other Qualities Employers Desire in Employees

Appendix 4: Employer Comments About NJIT Student and Graduate Employees

Appendix 5: Feedback Telephone Calls

I. Purpose and Scope of the Survey

A major component of the mission of NJIT includes the preparation of students for successful careers. Numerous strategies are built into educational programs that provide students with meaningful exposure to the career environment. Some of these include joint NJIT and business research and development projects, business and industry-based collaborative programs, cooperative education experiences, business and community advisory boards for career programs, and faculty and student participation in businesses.

The Employer Survey examines the regional business outlook for the next three years (with an emphasis on the Information Technology job market), employer recruitment strategies, employer needs and skill requirements, our Career Services Program and evaluates the performance of our students and graduates on the job. This report summarizes the results of the second administration of the survey and includes a comparison to the Fall 1999 Employer survey.

The information from this survey will be used to improve the competitive edge of our students and graduates in the current job market and expand the relationships between regional employers and NJIT's Career Services Program. It also provides a basis for the comparison of university curricular, programmatic, and student development goals with the needs of business and industry. Information on competencies will assist in refining and updating curricular objectives to meet the current needs of business and industry.

II. Procedures and Sample

Methodology

The Career Services program provided the names and addresses of 3,617 employers and recruiters of NJIT students and graduates. On February 14, 2003, a personalized letter from Martha Zola, the Executive Director of Institutional Research and Planning, announced the survey and requested the recipient's participation. A stamped pre-addressed envelope was provided. OpScan forms were electronically read by Scan Shop. The data was imported into SAS-PC for programming and analysis.

Instrument

The structured telephone interview survey from Fall 1999 was converted to an op-scan paper form. With suggestions and comments from the Career Services Program and their consultant, the form was updated and redesigned to elicit more detailed information on the anticipated growth of the workforce with special emphasis placed on the information

technology job outlook and the role of internet recruitment venues. The instrument consisted of 24 questions, including several multi-item scale, categorical and open-ended items. The completion time of the survey was approximately 10 minutes. The content of questions included business demographics, questions on the current and regional business environment, employer recruitment practices, and scales on desired employee traits. Respondents were asked to rate the performance of NJIT graduates on the job. Additional open comments were also collected.

Limitations

The sample comprised of 177 of self-selected employers and recruiters cannot be viewed as random or statistically representative for the region. Although results embody the opinions of a large group of regional businesses and recruiters, results should be viewed conservatively, and implications should be made cautiously for this reason. Results can be valued as representing the views of a large group of businesses and recruiters that do employ NJIT students and graduates.

Sample

The sample consisted of 177 employers and recruiters. Based on a pool of 3,510 deliverable addresses, the return rate was 5%. The names of the organizations who participated in the study can be found in Appendix 1. The sample can be described as follows:

Figure 1: Type of Organization (Respondents were asked to indicate all that apply.)

Aerospace	4	Engineering Consulting	44
Architecture	34	Government	10
Art/Entertainment	4	Health Care	7
Automotive	1	Human Services	5
Banking and Finance	1	Information Technology	11
Biomedical Biotech	4	Management	7
Chemicals	9	Manufacturing	26
Communications/Advertising	2	Pharmaceutical	5
Construction	31	Research and Development	8
Defense	5	Telecommunication	7
Education	6	Transportation	10
Electronics	8	Utilities	3
Energy and Environmental	11	Other	18

Figure 2: Number of Employees of Participating Organizations

N/A	5
Under 50 employees	87
51 to 100 employees	18
101 to 300 employees	27
300 to 500 employees	8
<u>More than 500 employees</u>	<u>32</u>
Total	177

Figure 3: Age of Participating Organizations

N/A	5
Two years or less	1
Between 2 and 5 years	11
Between 5 and 10 years	15
<u>Over 10 years</u>	<u>145</u>
Total	177

III. Regional Business Environment

Figure 4: Expected Change in Business Climate Over Next 1-3 Years

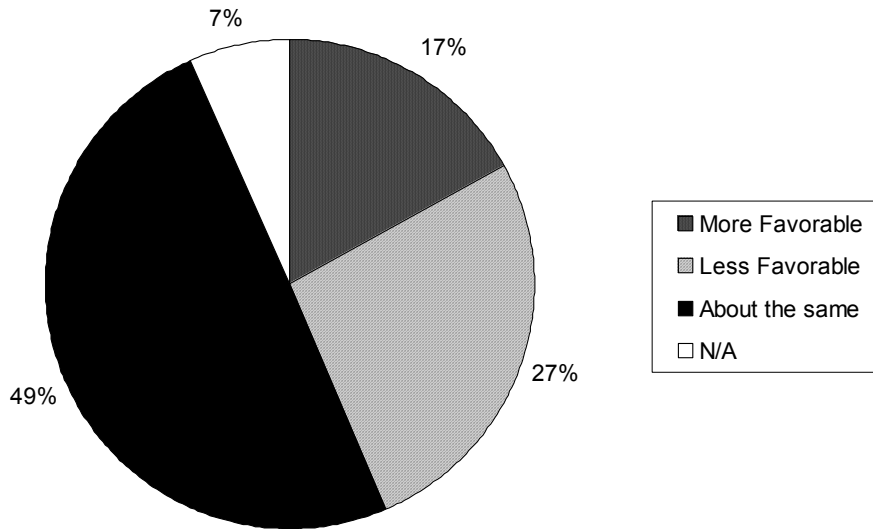


Figure 5: Percent of Business by Size Indicating Change in Business Climate

Number of employees	Less Favorable	About the Same	More Favorable	No Answer
Under 50 (n = 87)	26	52	16	6
51 to 100 (n = 18)	39	39	11	11
101 to 300 (n = 27)	26	59	15	0
300 to 500 (n = 8)	25	25	38	12
More than 500 (n = 32)	22	47	22	9

Figure 6: Organizational Growth Expected in the Next 3 Years

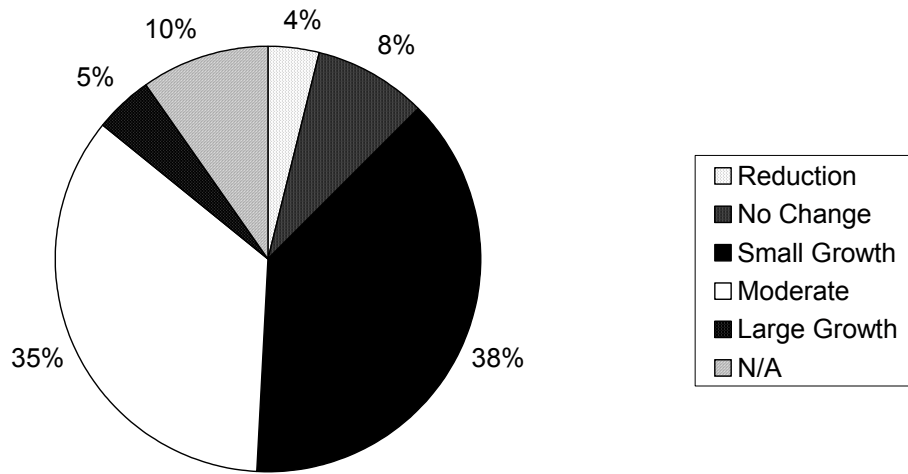


Figure 7: Anticipated Growth in Organization by Size

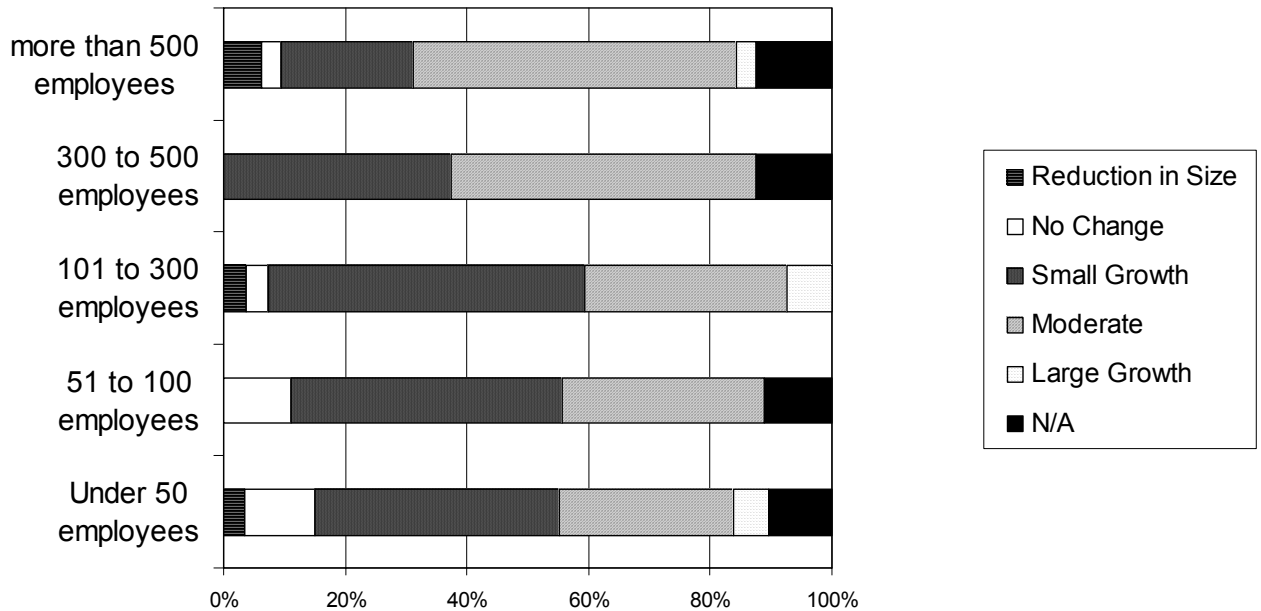


Figure 8: Anticipated Growth in the Workforce in Next 3 years

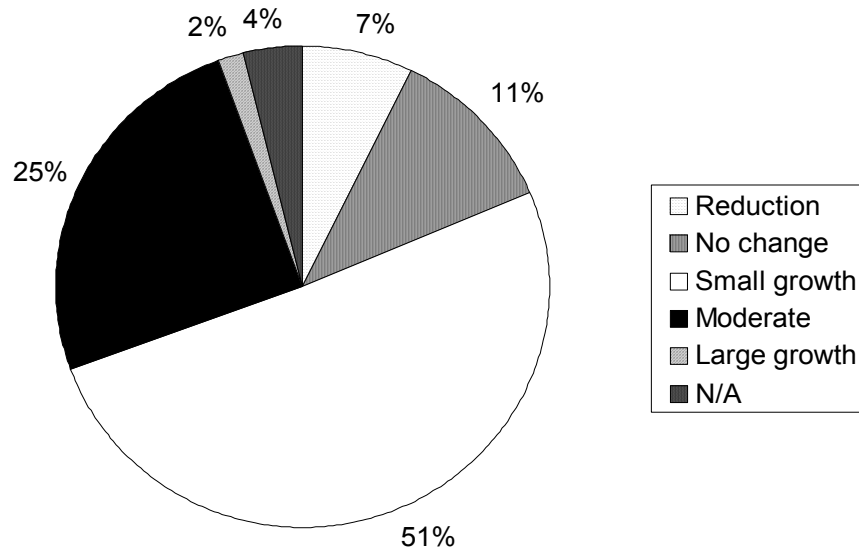
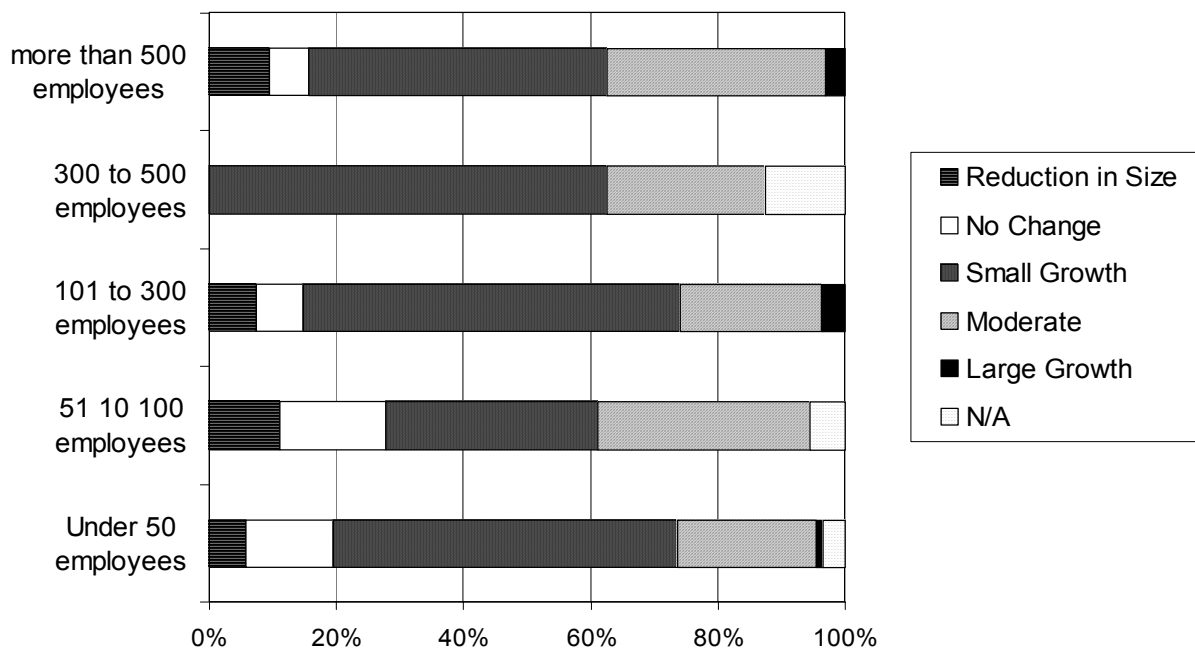


Figure 9: Anticipated Growth in the Workforce by Size



Q-4: Anticipated Growth in Workforce by Position

Figure 10: FT Positions

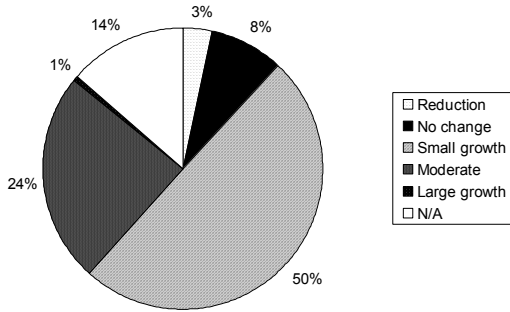


Figure 11: PT Positions

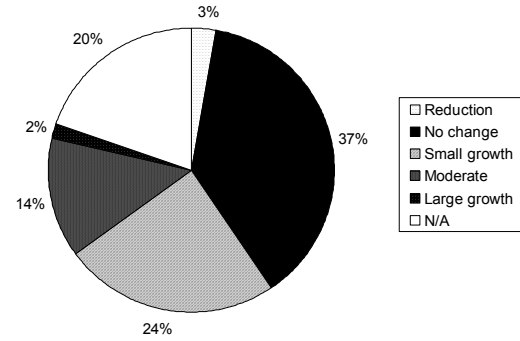


Figure 12: Contract Positions

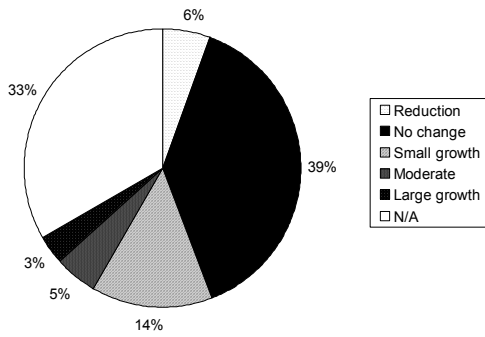


Figure 13: Consulting Positions

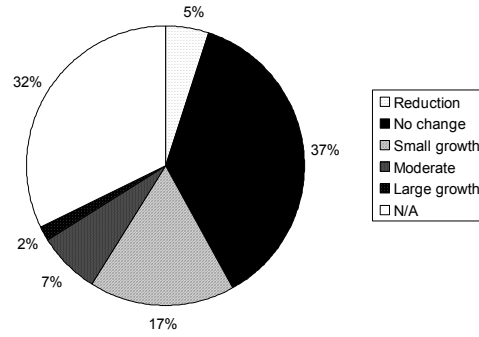


Figure 14: Temporary Positions

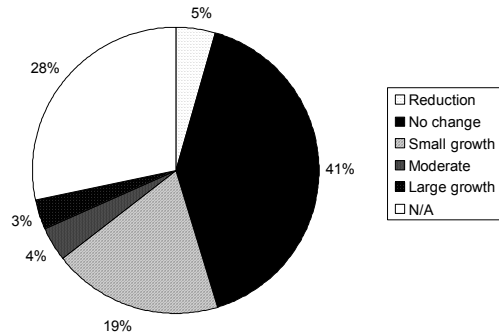
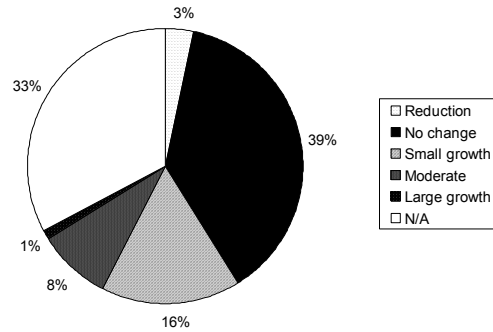


Figure 15: Outsourcing



Q-5: Anticipated Growth in Information Technology Workforce by Position

Figure 16: FT Positions

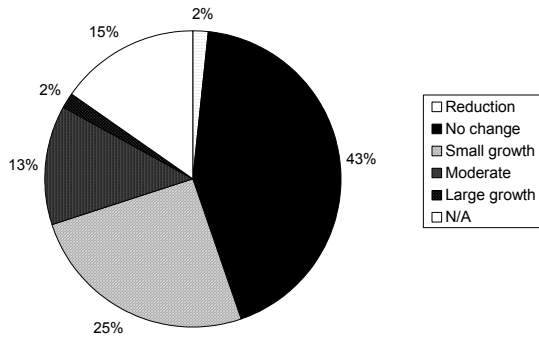


Figure 17: PT Positions

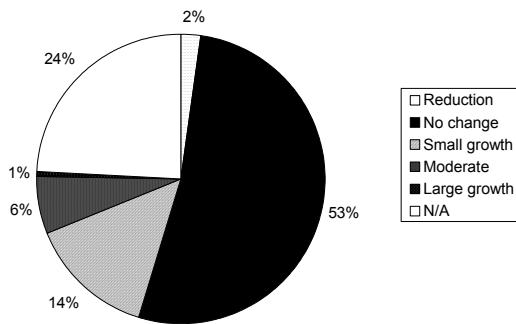


Figure 18: Contract Positions

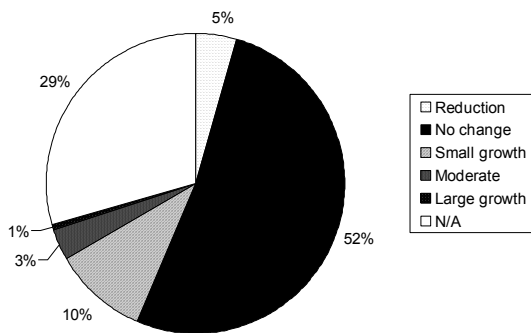


Figure 19: Consulting Positions

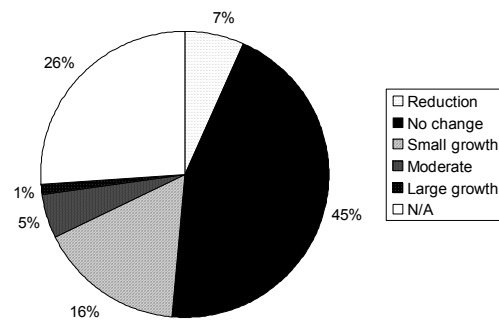


Figure 20: Temporary Positions

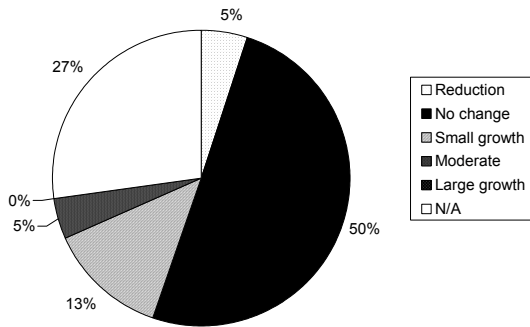
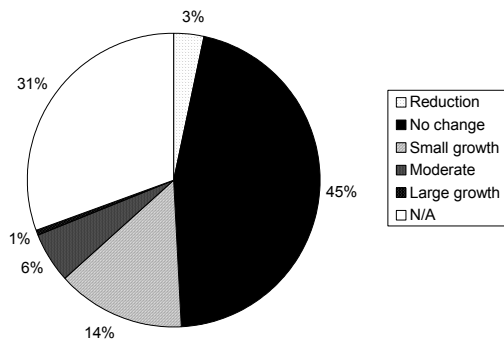


Figure 21: Outsourcing



IV. Recruitment

Figure 22: Percent Educational Level of Most Employees

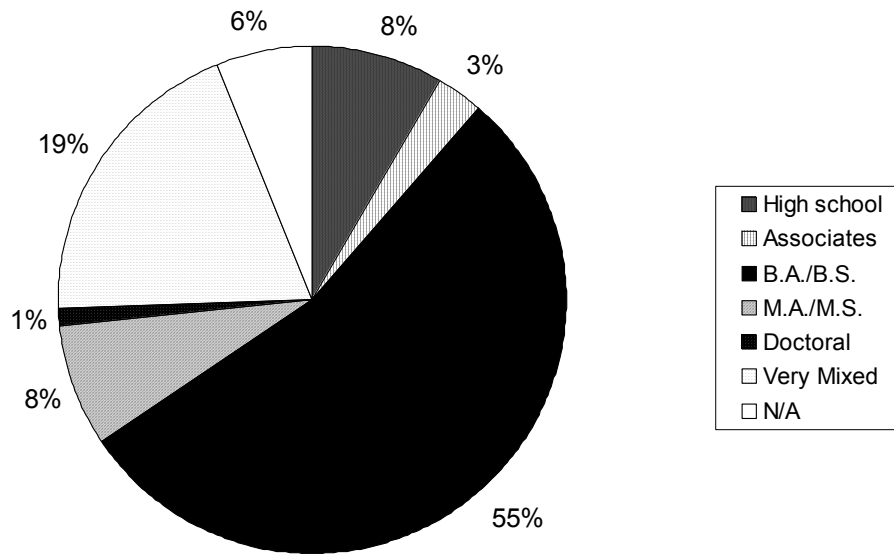


Figure 23: Percent Availability of Qualified Applicants 2003

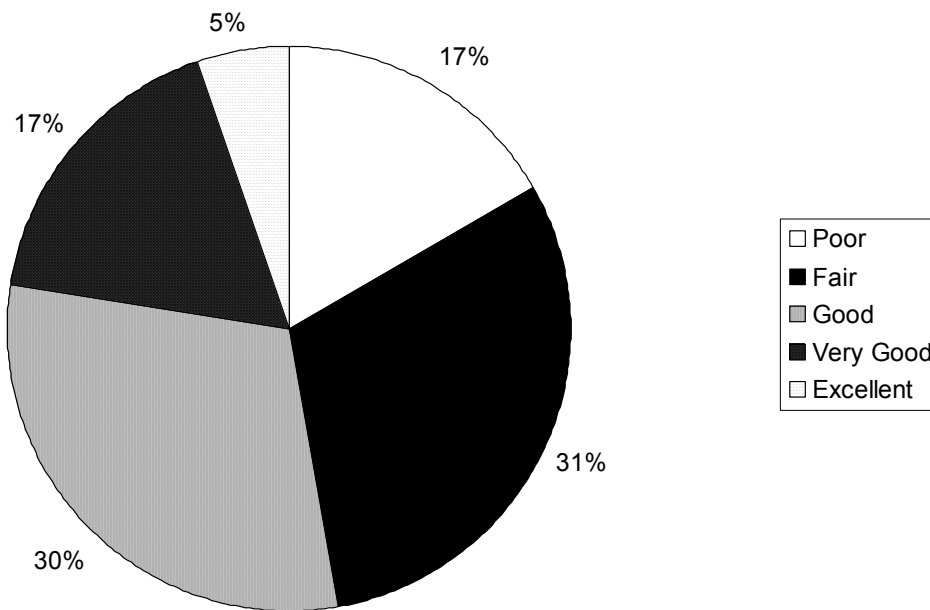


Figure 24: Percent Availability of Qualified Applicants

	2003 (N=170)	1999 (N=101)	% change
Poor	16.56	19.6	-3.04

Fair	30.76	49.0	-18.24
Good	30.17	18.6	11.57
Very Good	17.15	4.9	12.25
Excellent	5.32	6.9	-1.58

Figure 25:

**Percent of Sources used for Recruitment
(n = 177)**

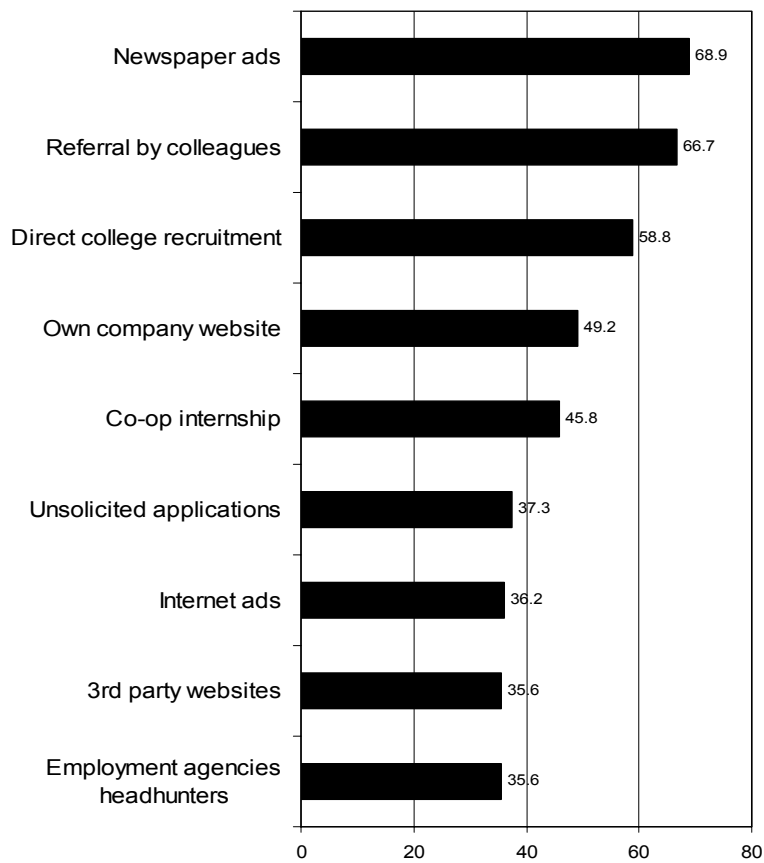


Figure 26:
Percentage of 3rd Party Websites Used for Recruiting
(n = 177)

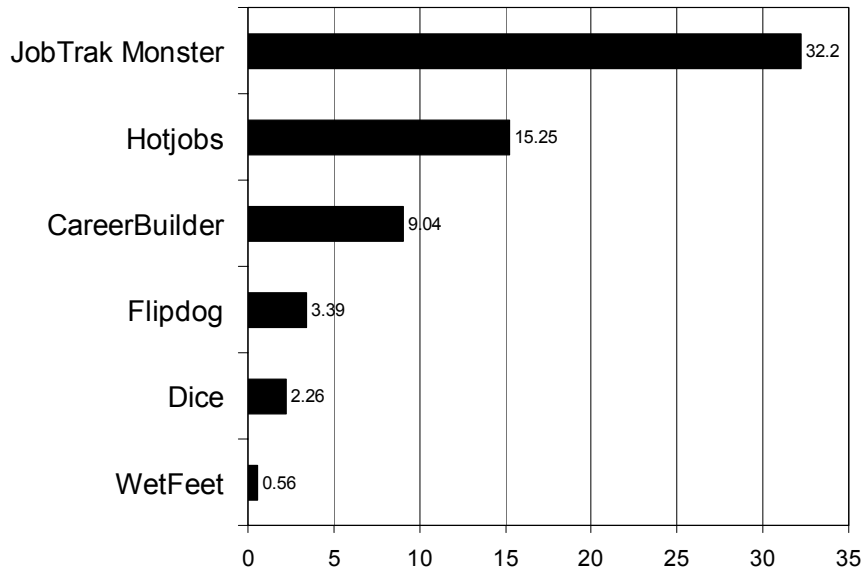


Figure 27:
Rate of Importance of Factors Influencing
Organization's University-based Recruitment Efforts
(n = 177)

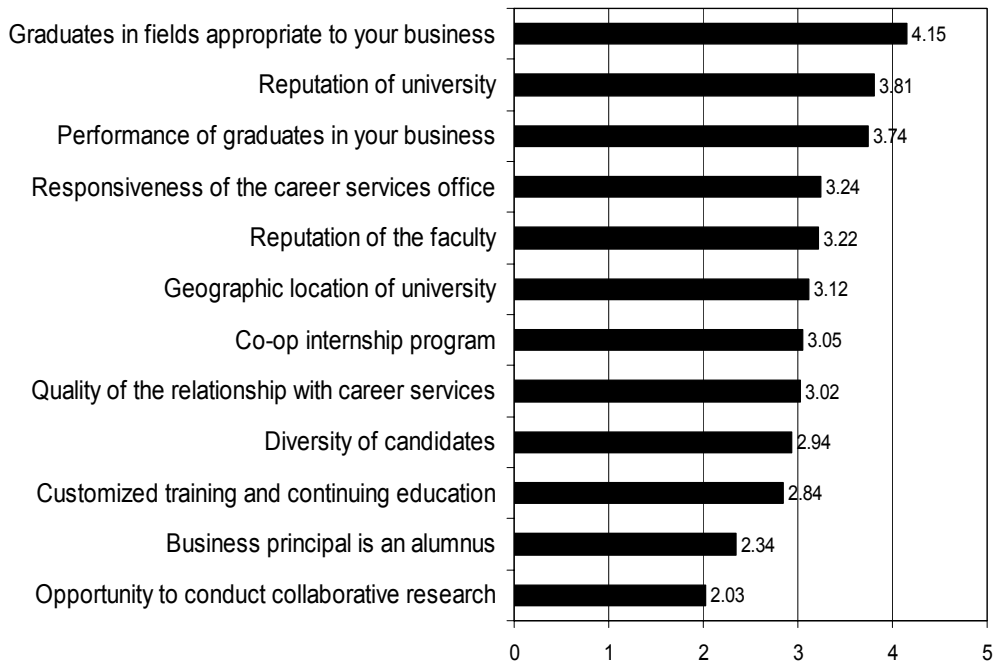


Figure 28: Percent Willing to Pay Recruiters for Posting Open Positions Electronically for 2003

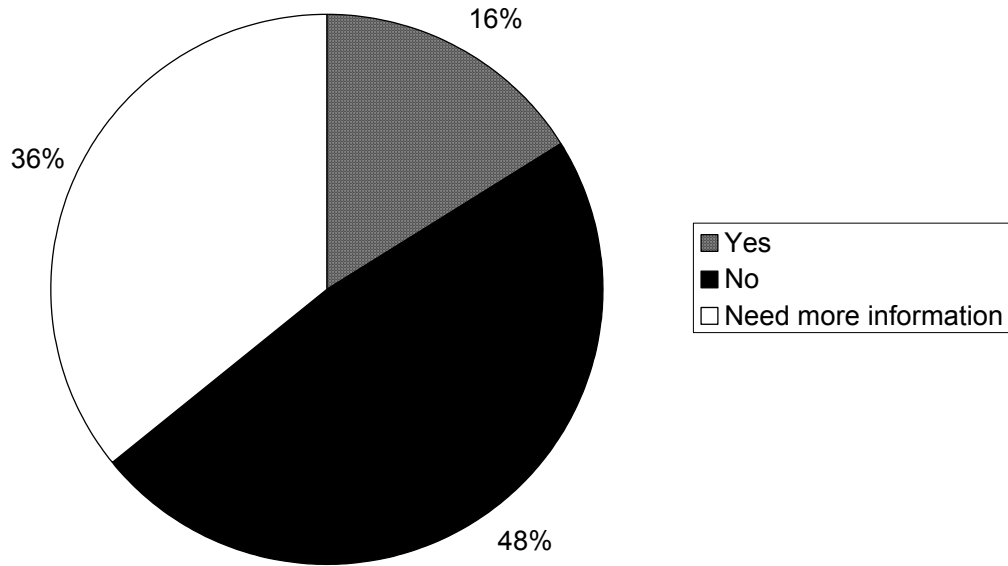


Figure 29: Percent Willing to Pay Recruiters for Posting Open Positions Electronically

	2003 (N=170)	1999 (N=101)	% change
Yes	16	30	-14
No	48	28	20
Need more information	36	42	-6

Figure 30: Employer/Recruiter Ratings of Career Services Program/NJIT

	Overall (N=177) Mean	Supervised student/grads (N=86) Mean
15) How would you rate you level of affiliation with NJIT's Career Services Program?	2.59	2.81
16) Compared to other college/university career development offices, how would you rate the support of NJIT's Services program to your organization?	3.41	3.4
17) Compared to other college/universities, how would you rate NJIT as a source of employees for your organization?	3.49	3.64
(Scale: 1-low, 5-high)		

Figure 31: Business/Industry Influence on College Curricular for 2003

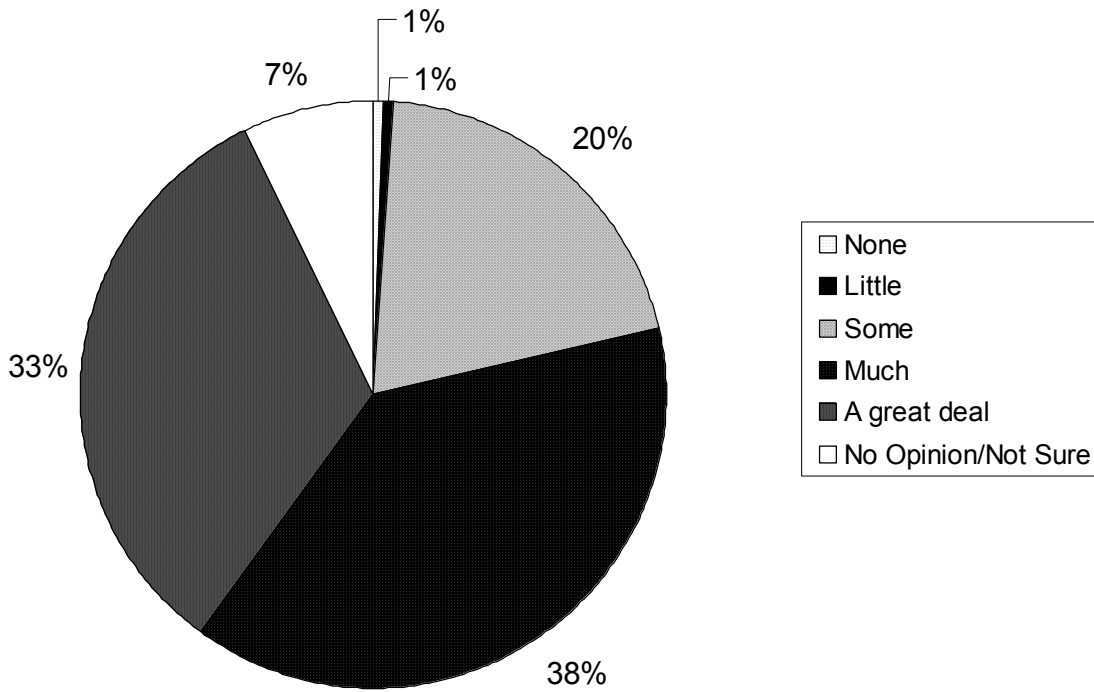


Figure 32: Business Influence on College Curricular for 2003

	2003 (N=170)	1999 (N=101)	% change
None	1	2	-1
Little	1	4	-3
Some	20	33	-13
Much	38	34	4
A great deal	33	22	11
No Opinion/Not Sure	7	5	2

V. Desired Employee Qualifications and Skills

Figure 33:

Employer Ratings of Importance of Knowledge and Skills

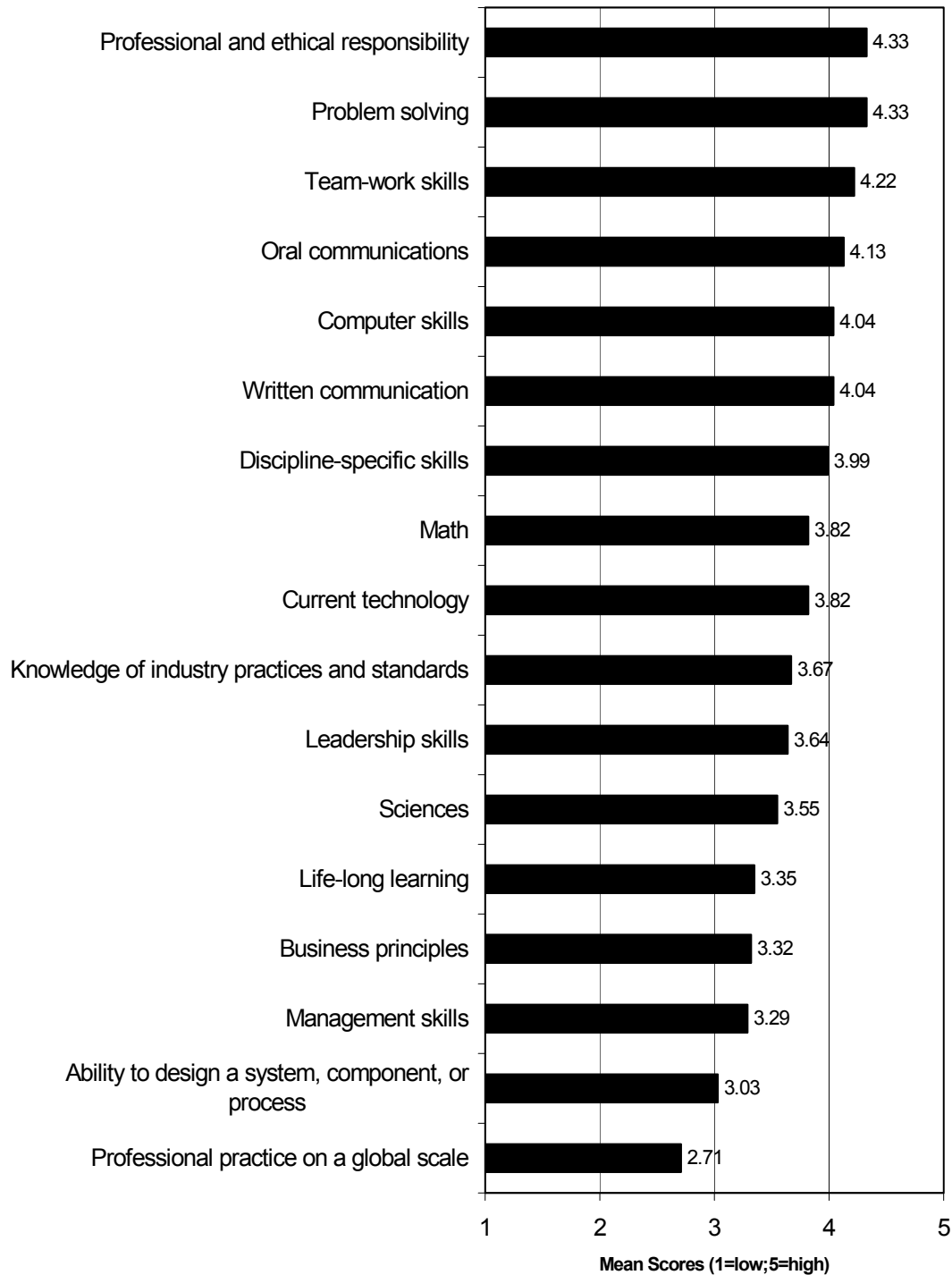
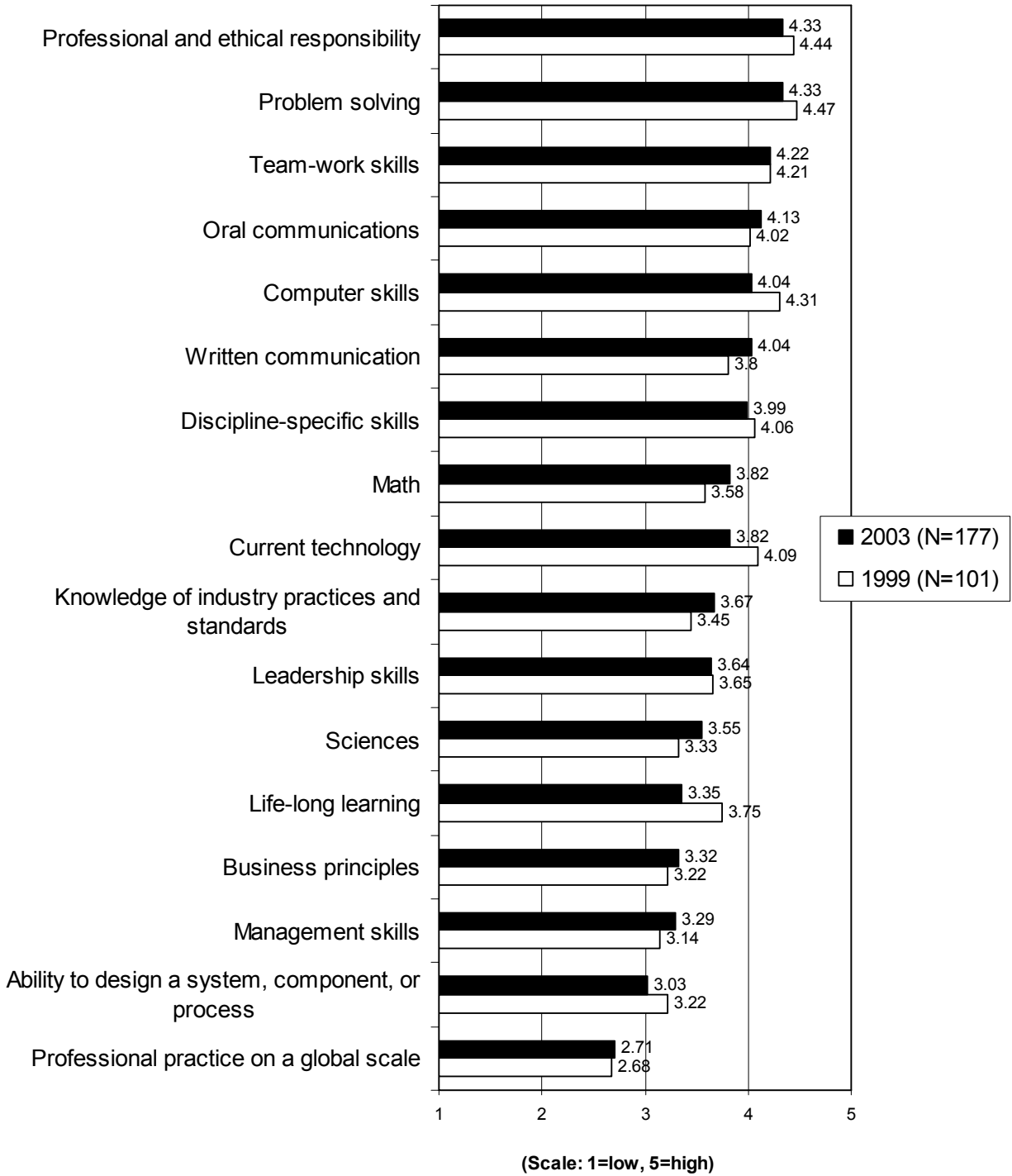


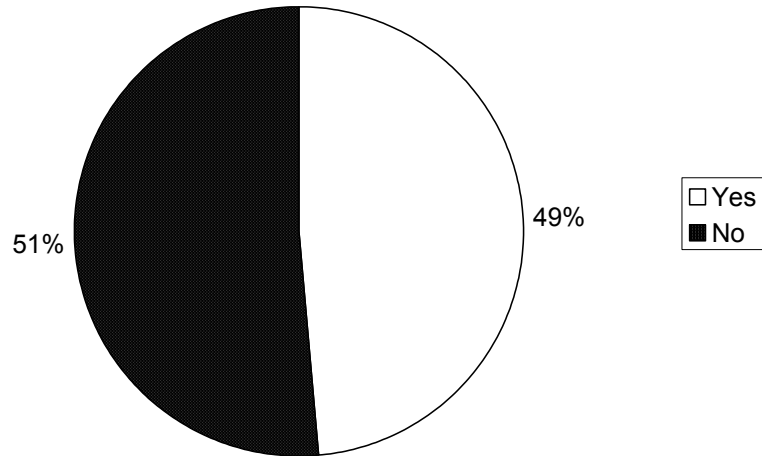
Figure 34:

Employer Ratings of Importance of Knowledge & Skills by Year



VII. NJIT Student and Graduate Employment Performance

**Figure 35: Percent directly supervised NJIT students or grads
(n = 177)**



**Figure 36: Percent of students or grads directly supervised
(n = 86)**

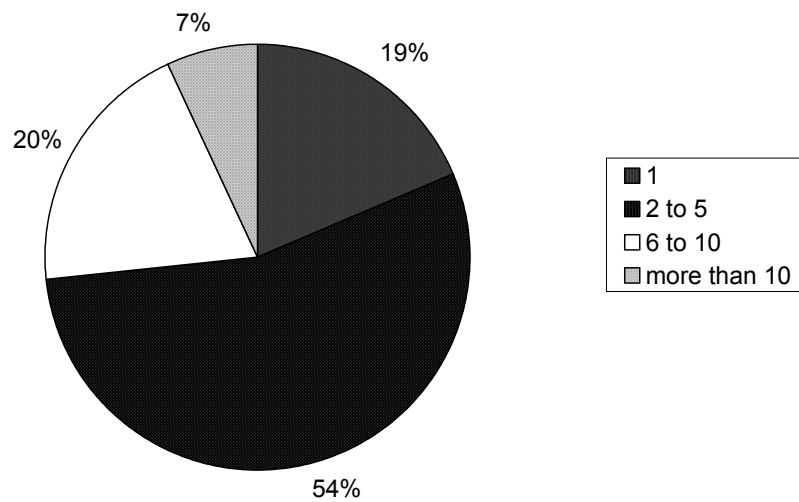
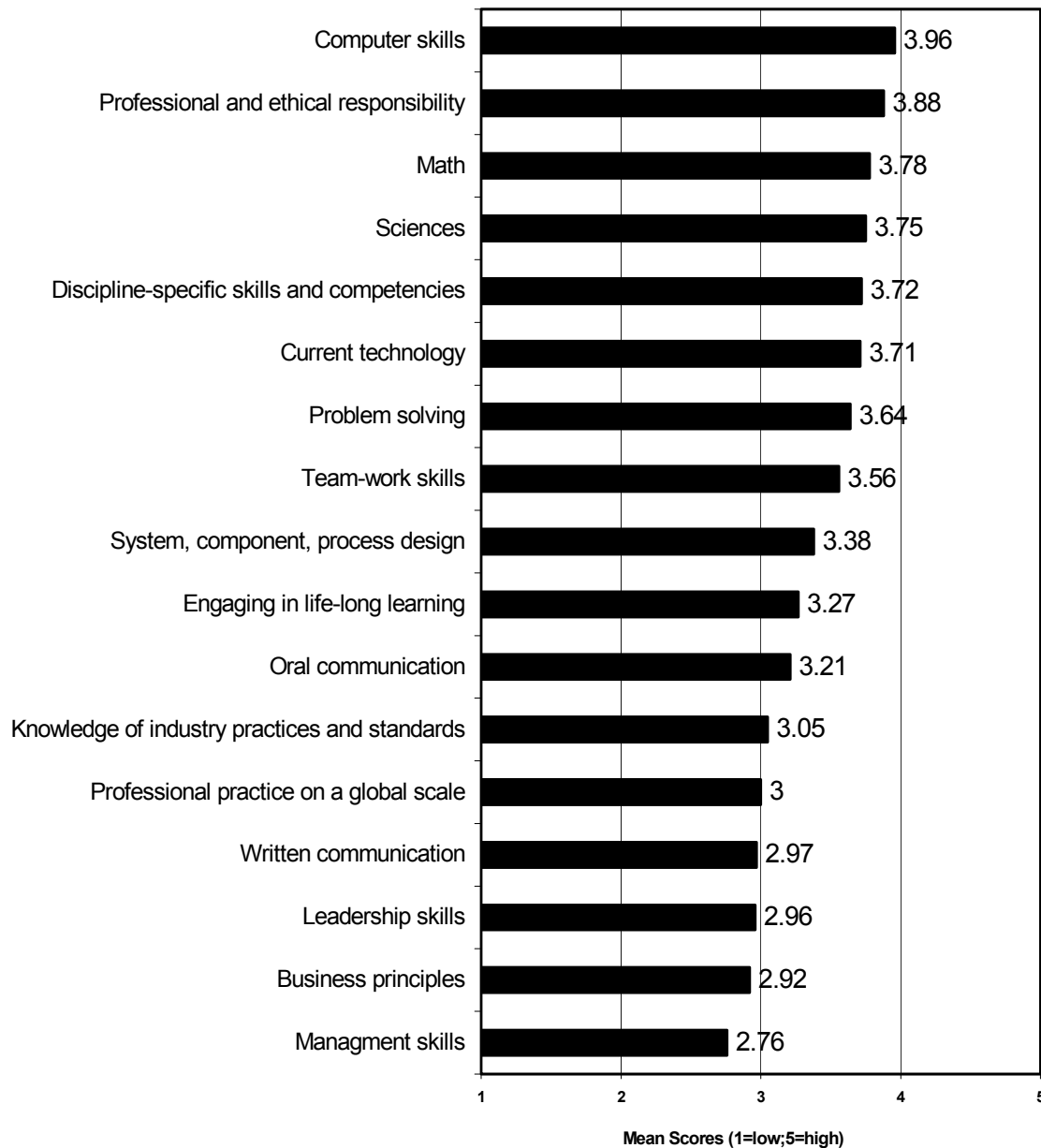


Figure 37:

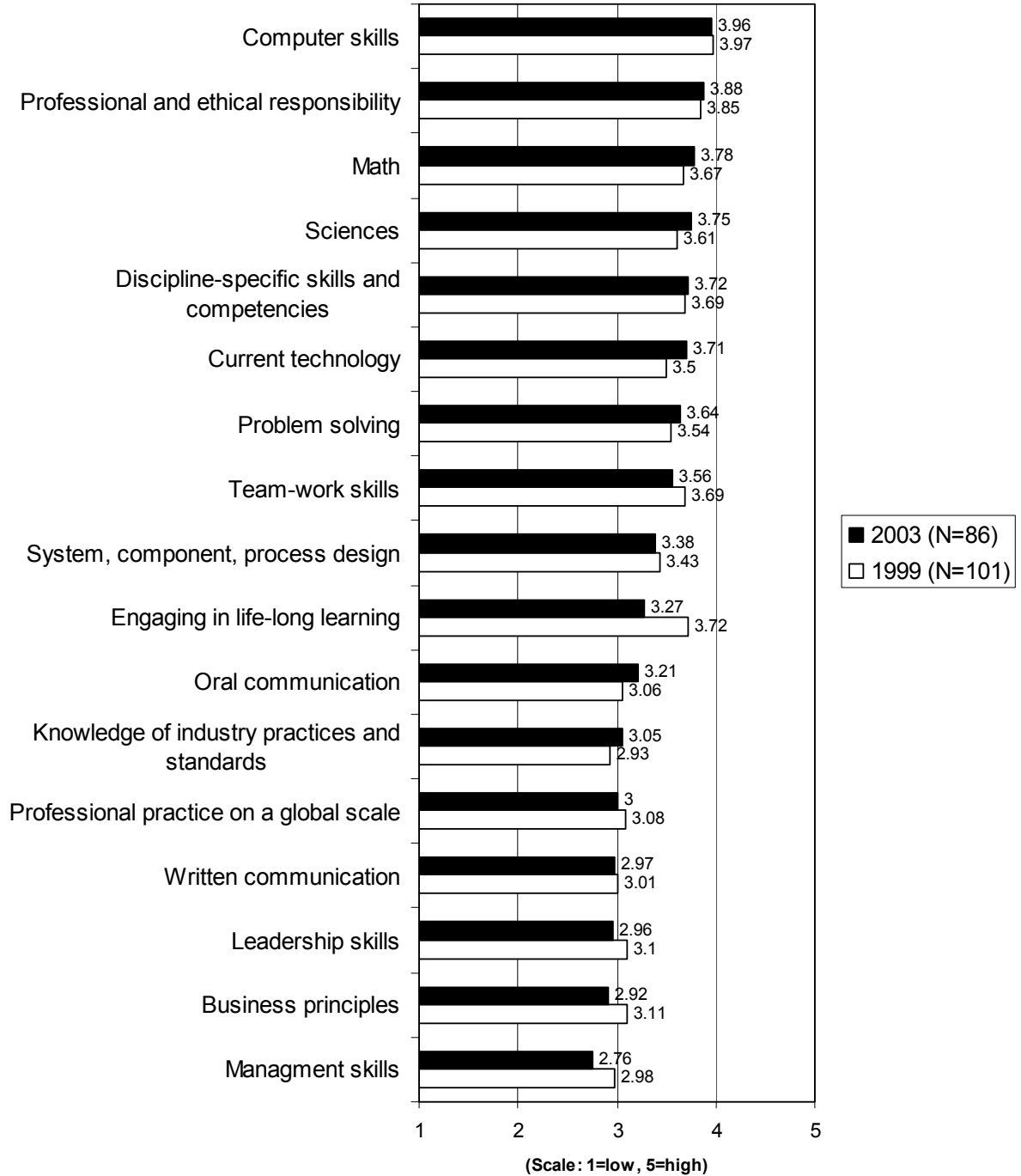
**Supervisor Ratings of NJIT Graduates On-the-Job
(n = 86)**



*Ratings are based on Organizations which did supervise NJIT students and graduates

Figure 38:

Supervisor Ratings of Graduates On-the-Job



*Ratings are based on Organizations which did supervise NJIT students and graduates

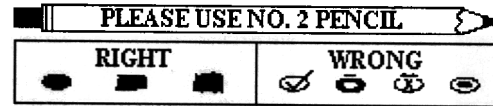
VII. Comparison of Employer Ratings of Competencies with Employer Assessment of NJIT Student and Graduate Performance On-the-Job

Employer ratings of the importance of employee competencies are consistent with the relative performance of NJIT students and graduates on the job. NJIT students and graduates overall were ranked from good to very good on 13 of 17 competencies. The six highest-rated competencies of NJIT students and graduates are computer skills, professional and ethical responsibility, math, sciences, discipline-specific skills and current technology. Of these, three are in the employers' most highly valued competencies include professional and ethical responsibility, computer skills, and discipline-specific skills. Other competencies highly valued by employers are problem solving, team-work skills, oral communication and written communication.

NJIT graduates were ranked relatively lowest (lowest 5 of 17 competencies) in professional practice on a global scale, written communication, leadership skills, business principles, and management skills. Of these, professional practice on a global scale, management skills, business principles were ranked relatively low in importance by employers. The figure below shows the consistency/discrepancy between importance and performance in competencies, and analysis reveals a highly consistent match:

Figure 39: Employer Ratings of Employee Competencies Compared with Employer Assessment of NJIT Student and Graduate Performance On-the-Job
(Low=bottom 1/3, high=top 1/3 of 17 items)

		Relative Importance	
		LOW	HIGH
Relative Performance	LOW	Professional practice on a global scale Management skills Business principles	Written communication
	HIGH	-----	Professional and ethical responsibility Computer skills Discipline-specific skills



Employer Survey

Your company's input, as a recruiter of NJIT students/graduates, is highly valued. Please complete the following items by filling in the bubble indicating your response.

Company: _____ Your name: _____

Title: _____ Phone#: _____ Email: _____

Section I: Business Climate

1) In your opinion, how do you think the regional business climate will be for the next 1 to 3 years?

- 1 More favorable 2 Less favorable 3 About the same

2) What level of growth do you think is most likely over the next 3 years for your own organization?

- 1 Reduction 2 No change 3 Small growth 4 Moderate 5 Large growth 6 Don't know

3) What level of growth in the workforce do you think is most likely over the next 3 years for your own organization?

- 1 Reduction 2 No change 3 Small growth 4 Moderate 5 Large growth 6 Don't know

4) If you anticipate growth in your workforce, to what extent will your organization increase in the following ways:

- | | | | | | | |
|-----------------------|-----------------------------------|-----------------------------------|--------------------------------------|----------------------------------|--------------------------------------|------------------------------------|
| Full-time positions | <input type="radio"/> 1 Reduction | <input type="radio"/> 2 No change | <input type="radio"/> 3 Small growth | <input type="radio"/> 4 Moderate | <input type="radio"/> 5 Large growth | <input type="radio"/> 6 Don't know |
| Part-time positions | <input type="radio"/> 1 Reduction | <input type="radio"/> 2 No change | <input type="radio"/> 3 Small growth | <input type="radio"/> 4 Moderate | <input type="radio"/> 5 Large growth | <input type="radio"/> 6 Don't know |
| Contractual positions | <input type="radio"/> 1 Reduction | <input type="radio"/> 2 No change | <input type="radio"/> 3 Small growth | <input type="radio"/> 4 Moderate | <input type="radio"/> 5 Large growth | <input type="radio"/> 6 Don't know |
| Consulting positions | <input type="radio"/> 1 Reduction | <input type="radio"/> 2 No change | <input type="radio"/> 3 Small growth | <input type="radio"/> 4 Moderate | <input type="radio"/> 5 Large growth | <input type="radio"/> 6 Don't know |
| Temporary positions | <input type="radio"/> 1 Reduction | <input type="radio"/> 2 No change | <input type="radio"/> 3 Small growth | <input type="radio"/> 4 Moderate | <input type="radio"/> 5 Large growth | <input type="radio"/> 6 Don't know |
| Outsourcing | <input type="radio"/> 1 Reduction | <input type="radio"/> 2 No change | <input type="radio"/> 3 Small growth | <input type="radio"/> 4 Moderate | <input type="radio"/> 5 Large growth | <input type="radio"/> 6 Don't know |

5) How is your organization most likely to fill your information technology needs over the next 3 years?

- | | | | | | | |
|-----------------------|-----------------------------------|-----------------------------------|--------------------------------------|----------------------------------|--------------------------------------|------------------------------------|
| Full-time positions | <input type="radio"/> 1 Reduction | <input type="radio"/> 2 No change | <input type="radio"/> 3 Small growth | <input type="radio"/> 4 Moderate | <input type="radio"/> 5 Large growth | <input type="radio"/> 6 Don't know |
| Part-time positions | <input type="radio"/> 1 Reduction | <input type="radio"/> 2 No change | <input type="radio"/> 3 Small growth | <input type="radio"/> 4 Moderate | <input type="radio"/> 5 Large growth | <input type="radio"/> 6 Don't know |
| Contractual positions | <input type="radio"/> 1 Reduction | <input type="radio"/> 2 No change | <input type="radio"/> 3 Small growth | <input type="radio"/> 4 Moderate | <input type="radio"/> 5 Large growth | <input type="radio"/> 6 Don't know |
| Consulting positions | <input type="radio"/> 1 Reduction | <input type="radio"/> 2 No change | <input type="radio"/> 3 Small growth | <input type="radio"/> 4 Moderate | <input type="radio"/> 5 Large growth | <input type="radio"/> 6 Don't know |
| Temporary positions | <input type="radio"/> 1 Reduction | <input type="radio"/> 2 No change | <input type="radio"/> 3 Small growth | <input type="radio"/> 4 Moderate | <input type="radio"/> 5 Large growth | <input type="radio"/> 6 Don't know |
| Outsourcing | <input type="radio"/> 1 Reduction | <input type="radio"/> 2 No change | <input type="radio"/> 3 Small growth | <input type="radio"/> 4 Moderate | <input type="radio"/> 5 Large growth | <input type="radio"/> 6 Don't know |

6) Approximately how many employees are in your organization?

- 1 Under 50 employees
 2 51 to 100 employees
 3 101 to 300 employees
 4 300 to 500 employees
 5 more than 500 employees

7) Approximately how many years has your organization been in business?

- 1 two years or less
 2 between 2 and 5 years
 3 between 6 and 10 years
 4 over 10 years

8) Which of the following industry categories best describes your organization? (Check all that apply)

- Aerospace
- Architecture
- Art/Entertainment
- Automotive
- Banking/Finance
- Biomedical/Biotechnology
- Chemicals
- Communications/Advertising
- Construction
- Defense
- Education
- Electronics
- Energy and Environmental
- Engineering Consulting
- Government
- Health Care
- Human Services
- Information Technology
- Management
- Manufacturing
- Pharmaceutical
- Research & Development
- Telecommunication
- Transportation
- Utilities
- Other (Please specify _____)

10) In your opinion, what is the current availability of qualified professional applicants?

- 1 Poor
- 2 Fair
- 3 Good
- 4 Very good
- 5 Excellent
- 6 Not sure

11) Which of the following sources are used by your organization for recruiting professional level personnel? (Check all that apply)

- Direct college recruitment
- Co-op/internship
- Newspaper advertising
- Unsolicited applications
- Own company website
- Internet advertising
- Employment agencies and/or headhunters
- Individual referred by colleagues
- 3rd Party Websites (Job Trak/Monster, Hotjobs, etc.)
- Other (Please specify _____)

12) Which of following 3rd party websites are used for recruiting professional level personnel? (Check all that apply)

- Job Trak/Monster.com
- Hotjobs.com
- Flipdog.com
- CareerBuilder.com
- WetFeet.com
- Dice.com
- Other (Please specify _____)

13) Some recruitment organizations charge employers fees for posting open positions electronically that are targeted to specific employee providers. Are you willing to pay for this service?

- 1 Yes
- 2 No
- 3 Need more information

14) Do you expect to make significant changes in your recruitment strategies in the near future? 1 Yes 2 No
If yes, please describe _____

15) How would you rate your level of affiliation with NJIT's Career Services program?

- 1 none
- 2 small
- 3 average
- 4 good
- 5 very good

16) Compared to other college/university career development offices, how would you rate the support of NJIT's Career Services program to your organization?

- 1 Poor
- 2 Fair
- 3 Satisfactory
- 4 Good
- 5 Excellent
- 6 Not applicable

17) Compared to other colleges/universities, how would you rate NJIT as source of employees for your organization?

- 1 Poor
- 2 Fair
- 3 Satisfactory
- 4 Good
- 5 Excellent
- 6 Not applicable

18) Please rate the importance of the following factors that influence your organization's university-based recruitment efforts using the following scale:

1=Not at all important 2=Somewhat important 3=Important 4=Very Important 5=Extremely Important

Geographic location of university	(1)	(2)	(3)	(4)	(5)
Reputation of university	(1)	(2)	(3)	(4)	(5)
Reputation of the faculty	(1)	(2)	(3)	(4)	(5)
Business principal is an alumnus	(1)	(2)	(3)	(4)	(5)
Performance of graduates in your business	(1)	(2)	(3)	(4)	(5)
Diversity of candidates	(1)	(2)	(3)	(4)	(5)
Graduates in fields appropriate to your business	(1)	(2)	(3)	(4)	(5)
Co-op/internship program	(1)	(2)	(3)	(4)	(5)
Customized training and continuing education	(1)	(2)	(3)	(4)	(5)
Opportunity to conduct collaborative research	(1)	(2)	(3)	(4)	(5)
Quality of the relationship with career services office	(1)	(2)	(3)	(4)	(5)
Responsiveness of the career services office	(1)	(2)	(3)	(4)	(5)
Other (Please specify _____)	(1)	(2)	(3)	(4)	(5)

19) Using the above scale, please rate the importance to your organization of following employee skills & competencies:

Math	(1)	(2)	(3)	(4)	(5)
Science	(1)	(2)	(3)	(4)	(5)
Discipline-specific skills	(1)	(2)	(3)	(4)	(5)
Computer skills	(1)	(2)	(3)	(4)	(5)
Current technology	(1)	(2)	(3)	(4)	(5)
Problem solving	(1)	(2)	(3)	(4)	(5)
System/component/process design	(1)	(2)	(3)	(4)	(5)
Written communication	(1)	(2)	(3)	(4)	(5)
Oral communication	(1)	(2)	(3)	(4)	(5)
Team-work skills	(1)	(2)	(3)	(4)	(5)
Professional & ethical responsibility	(1)	(2)	(3)	(4)	(5)
Need for engaging in life-long learning	(1)	(2)	(3)	(4)	(5)
Professional practice on a global scale	(1)	(2)	(3)	(4)	(5)
Management skills	(1)	(2)	(3)	(4)	(5)
Business principles	(1)	(2)	(3)	(4)	(5)
Knowledge of industry practices & standards	(1)	(2)	(3)	(4)	(5)
Leadership skills	(1)	(2)	(3)	(4)	(5)

20) Are there any additional skills or competencies that are important in assessing the effectiveness of employees? Please list: _____

21) In your opinion, how much influence should business and industry have on a college curricular content?

- None
 Little
 Some
 Much
 A great deal
 No opinion/not sure

Section III: NJIT Students/Graduates

22) Do you recall if you currently, or if you have ever, directly supervised one or more NJIT students or graduates?

- Yes

22a) If yes, how many?

- not sure/don't remember
 1
 2 to 5
 6 to 10
 > 10

23) If you have supervised NJIT students or graduates, please rate their performance on the following skills and competencies using the following scale:

1=Poor 2=Fair 3=Good 4=Very Good 5=Excellent 9=Don't know/Not Applicable

Math	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 9
Science	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 9
Discipline-specific skills	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 9
Computer skills	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 9
Current technology	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 9
Problem solving	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 9
System/component/process design	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 9
Written communication	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 9
Oral communication	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 9
Team-work skills	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 9
Professional & ethical responsibility	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 9
Need for engaging in life-long learning	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 9
Professional practice on a global scale	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 9
Management skills	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 9
Business principles	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 9
Knowledge of industry practices & standards	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 9
Leadership skills	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 9

24) Are there any further comments you would like to make about the NJIT students/graduates that you have supervised?
