

Thank you for agreeing to participate in an interview with UAA. We are interviewing a group of our external partners to determine what you value in terms of a university education and what skills and experiences you value most when looking for potential employees. These preliminary questions will help us understand your organization better and will allow us to spend more time during the interview on your answers to more qualitative questions.

For identification purposes, please enter your name and your organization:

What is your position or job title at your company/organization?

How many employees currently work for your company/organization in all US locations?

Fewer than 25

25 to 99

100 to 499

500 to 999

1,000 or more

Not sure

Broadly speaking, in which of the following areas is your company/organization involved?
Please check all that apply.

Advertising

Automobile/automotive

Banking and financial services

Construction/building contractors

Engineering

Government (federal, state, or local)

Healthcare/medicine

Hospitality or food service

Insurance

Legal

Manufacturing

Media/entertainment

Printing/publishing

Professional services

Real estate

Recreation

Restaurant

Retail

Service

Technology/telecommunications

Transportation

Other (please specify)

Which of the following best describes your company/organization?

Private company or publicly traded company

Nonprofit organization

Government agency or municipality

School district, college, or university

We have a list of skills and knowledge areas from a national survey on college education. For each one, please indicate how important it is that recent college graduates you are hiring demonstrate proficiency in that skill or knowledge area.

	Not important at all	Somewhat unimportant	Neutral	Somewhat important	Very important
The ability to work effectively with others in teams	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to apply knowledge and skills to real-world settings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to effectively communicate orally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to effectively communicate in writing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Critical thinking and analytical reasoning skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to work with numbers and statistics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Proficiency in a language other than English	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not important at all	Somewhat unimportant	Neutral	Somewhat important	Very important
The ability to locate, organize, and evaluate information from multiple sources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to innovate and be creative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethical judgement and decision-making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to analyze and solve complex problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staying current on changing technologies and their applications to the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to analyze and solve problems with people from different backgrounds and cultures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to work independently in setting priorities, managing time, and meeting deadlines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Self-motivation and the ability to take initiative and be proactive in offering ideas and solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

NWCCU Fellowship Interview Script

Jennie: Personal Introduction (name, title, campus, whatever you want)

Rachel: Introduction

(Their Introduction)

Rachel: Thank you very much for meeting with us today. *(If we don't know - Did you receive the email we sent with UAAs mission and the list of competencies? If yes, great. If no, we need to be able to send or read them.)*

Jennie: Rachel and I are working on this project because we were selected by UAA and our regional accreditors NWCCU to participate in a Mission Fulfillment Fellowship. UAAs mission was in the email we sent. *(Or read the mission)*. The overarching purpose of the fellowship is to communicate with different parts of our university about what we are doing and to collect and analyze data with the purpose of informing advancement of our mission at UAA. We just successfully finished a seven year cycle of evaluation at UAA we are currently in the first year of a new cycle and so we wanted to do a project that will not only fulfill the fellowship requirements but also contribute to decision-making about what to focus on for our next seven-year cycle.

Rachel: In order to add a deeper layer of input from the community than UAA has had before, we decided to conduct interviews with businesses and institutions in the UAA and extended-site campus communities that are current or potential employers of our students or those that work with our students through internships about what they feel is most important for our students to have developed as they work on their education at UAA and the extended-site campuses. Through these interviews, you will be providing us information and opinions that can impact many of our university's programs and processes for our students.

Jennie: For data collection purposes we would like to record the rest of this interview. Is that okay with you?

Rachel: We sent you a Qualtrics Survey link before the interview with a few additional questions (thank you for responding to that already out OR we would appreciate it if you could fill those out at your earliest convenience).

Jennie: We will alternate asking our list of questions, but before we start, do you have any questions?

Rachel: Do your current job responsibilities include recruiting, interviewing, and/or hiring new employees?

Jennie: How important is it today for individuals to complete a college education and receive some sort of college degree or credential?

Rachel: How easy or difficult is it to fill open positions at your company or organization today?

Jennie: Which do you think is most important for recent UAA graduates who want to pursue advancement and long-term career success at your company? Having knowledge and skills that apply to a specific field or position, cut across a range of fields or positions, or both.

Rachel: This question refers to the list of competencies from the email we sent. Looking at the list of skills and knowledge areas, please indicate THREE areas where you would like UAA to place the greatest emphasis on improving college graduates' preparedness. THEN are there any that you are seeing regularly

For notes purposes or in case we need to read them:

- a. The ability to work effectively with others in teams
- b. The ability to apply knowledge and skills to real-world settings
- c. The ability to effectively communicate orally
- d. The ability to effectively communicate in writing
- e. Critical thinking and analytical reasoning skills
- f. The ability to work with numbers and statistics
- g. Proficiency in a language other than English
- h. The ability to locate, organize, and evaluate information from multiple sources
- i. The ability to innovate and be creative
- j. Ethical judgment and decision-making
- k. The ability to analyze and solve complex problems
- l. Staying current on changing technologies and their applications to the workplace
- m. The ability to analyze and solve problems with people from different backgrounds and cultures

- n. The ability to work independently in setting priorities, managing time, and meeting deadlines
- o. Self-motivation and the ability to take initiative and be proactive in offering ideas and solutions

Jennie: We have a list of learning experiences individuals can have in college. Please indicate one a scale from 1 to 5 with 5 being the most likely your company is to consider hiring a recent college graduate if they have had that experience.

- a. Completion of an internship or apprenticeship with a company or organization
- b. Completion of an advanced, comprehensive project in the senior year, such as a thesis, senior project, or other major assignment
- c. Completion of a study abroad program in which the student lives and studies abroad for a semester or more
- d. Completion of a research project done collaboratively with peers
- e. Completion of a community-based or service learning project with a community organization
- f. Completion of a field-based project in a diverse community setting with people from different backgrounds or cultures than one's own
- g. Completion of multiple courses requiring significant writing assignments

Rachel: Most employers require a résumé and some review college transcripts when evaluating whether recent college graduates have the skills and knowledge to succeed at their company or organization. How useful would it be to your company/organization also to see an electronic portfolio of student work that summarizes and demonstrates a candidate's accomplishments in key skill and knowledge areas?

Jennie: How often do you receive applications from potential employees that contain links to electronic portfolios?

Rachel: What programs or degrees is UAA most well-known for?

Jennie: What types of advertising have you seen or heard about UAA?

Rachel: Please discuss any ways your company or organization partners with UAA.

Jennie: Are there any other ways you would like to partner with UAA?

Rachel: That is the end of our questions, do you have any last questions for us?

Jennie: Thank you!!