



OAKLAND  
COMMUNITY  
COLLEGE

Draft 1

Ghausia -  
This is very  
good - let's discuss  
my notes.  
Great job!  
Nancy

**Oakland Community College  
Nursing Program Employer Survey  
Spring 2006**

*Final Report*

- Use  
practice

Prepared for:  
Nadia Boulos  
Dean, OCC Nursing Program

Prepared by:  
The Office of Institutional Research  
Ghausia M. Ali, Primary Researcher  
June 2006

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## Executive Summary

- A total of twenty-four (24) agencies responded to the Nursing Employer Survey in the Spring of 2006. Of these agencies, almost two-thirds (66.7%) of the respondents were hospitals (acute care). Twenty-nine percent (29.2%) were long-term/extended care facilities. Also included within the sample were community health/public health agencies, home health care facilities, private office/clinics, and other health and educational related agencies.
- The position, specialization, and service area profile of employers who participated in the Nursing Employer Survey were as follows:
  - Position/Title of Clinical Placement Contact: Other\*: 79.2%; Administrator of Chief Nursing Executive: 12.5%; Nursing Educator: 12.5%; Nurse Manager or Assistant Nurse Manager: 8.3%.
  - Area of Specialization of Clinical Placement Contact: Other\*: 58.3%; Critical Care/Emergency: 37.5%; Medical or Surgical: 37.5%; Mental Health: 33.3%; Perioperative: 20.8%.
  - Service Area: Adult Services: 58.3%; Geriatric Services: 45.8%; Education/Administration: 33.3%; Pediatric Services: 33.3%; Other: 20.8%; Family Health Services: 16.7%.
- In the next three to five years, employer demand for Registered Nurses (RNs) will be increasing, with 83.3% of the respondents indicating such an increase.
- Similarly, demand for Licensed Practical Nurses (LPNs) will be increasing, with 41.7% of the employers indicating such an increase in the next three to five years.
- Almost all of the respondents (95.8%) have indicated that advancement opportunities do exist for Nurses. Such opportunities include\*: administration, management, and staff development nurse.
- Almost two-thirds (62.5%) of the employers felt that the overall preparation received by OCC Nursing graduates with an Associates or Practical Nursing degree was "very good," with 25.0% indicating a rating of "somewhat good."
- Overall rating of respondents on OCC Nursing graduates was generally good on almost all of the thirteen performance measures addressed in the survey. Some of the specific ratings included: "Utilizing the nursing process as a basis for decision-making," (54.2% - Somewhat Good) and "communicating effectively with health team members and individuals with cultural diversity," (45.8% - Somewhat Good).

\* Full listing of "Other" responses will be included in Appendices at the end of this report.

Note that they could indicate > 1 response

(RNs)

(LPNs)

Arial font

take "off here"

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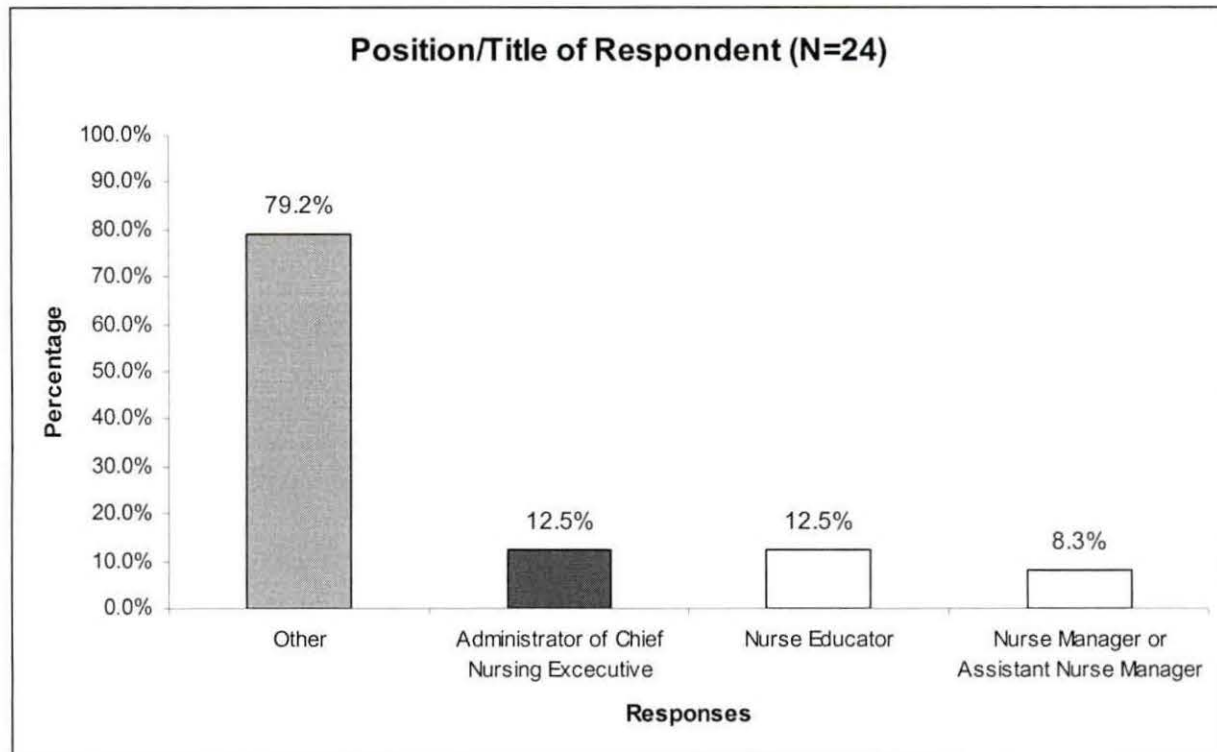
- Respondents provided suggestions on how to foster education within the OCC Nursing Program. Of these suggestions, employers emphasized the need to incorporate more clinical training in the program and an emphasis on building critical thinking skills\*.
- More than half of the employers (58.3%) provided positive feedback regarding the OCC Nursing Program, instructors, and graduates. Some of the comments included: "The OCC student nurses are well prepared and we want to see more of them," and "OCC's Nursing Program has very good instructors."

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\* Full listing of "Other" responses will be included in Appendices at the end of this report.

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**Chart 1: Position/Title of Respondent**



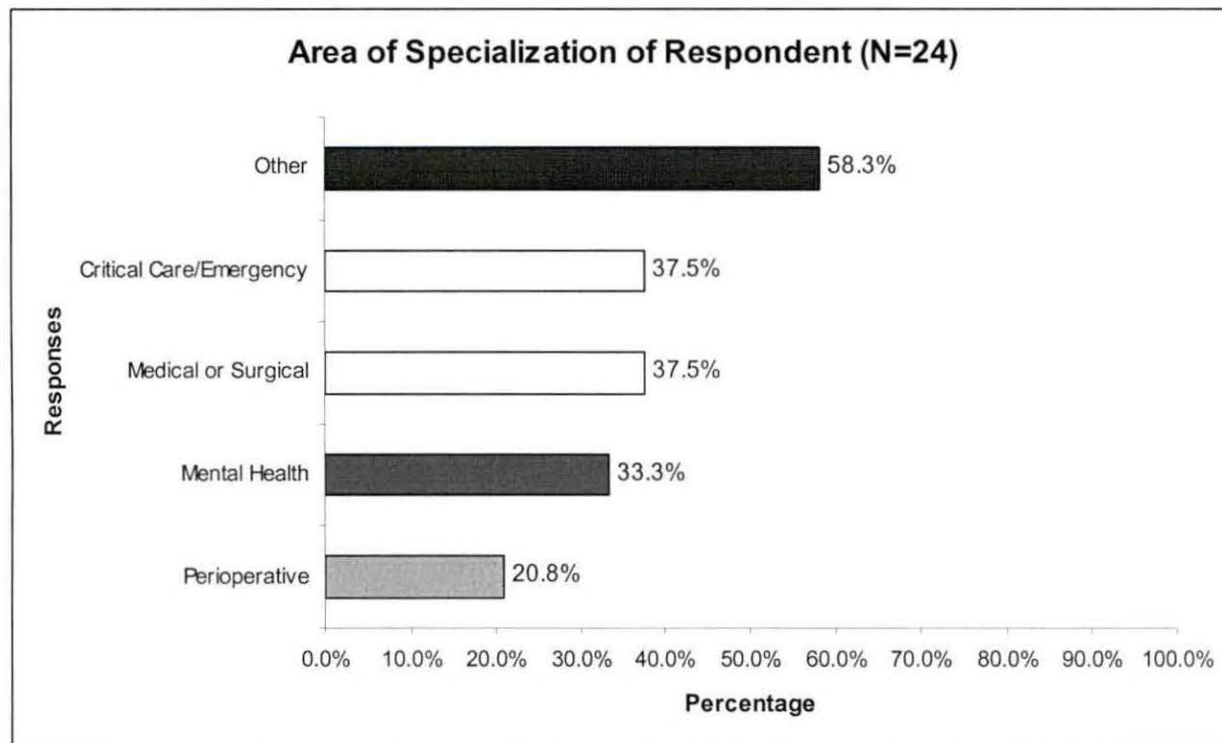
**Respondents were allowed to choose more than one response.**  
**Position/Title listed may not be primary position of respondent.**  
**Please see Appendix A for a full detail listing of "other" responses to this question.**

**Summary:**

- More than three-fourths (79.2%) of the employers surveyed were in *category* other clinical positions such as, Clinical Nurse Recruiter, Director of Nursing, and Recruitment Retention Specialist.
- Less than *one* a quarter (12.5%) of the respondents were Administrator of Chief Nursing Executive and Nurse Educator.

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**Chart 2: Area of Specialization of Respondent**

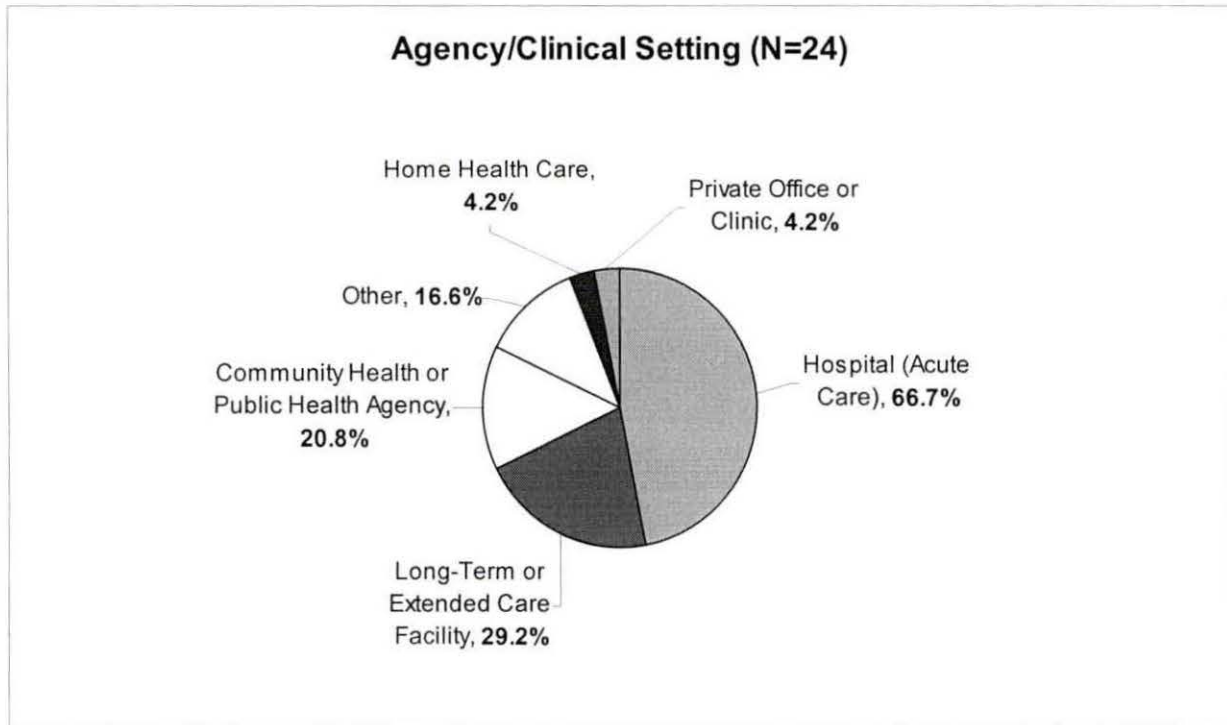


*Respondents were allowed to choose more than one response.  
Specialization listed may not be primary specialty of respondent.  
Please see Appendix B for a full detail listing of "other" responses to this question.*

**Summary:**

- (58.3%) (to be consistent (previous page))*
- More than half of the OCC Nursing Program Employers (58.3%) were in other clinical specializations such as Child Adolescent Psychology Nurse Practitioner, Education Development, and Quality and Compliance.

**Chart 3: Agency/Clinical Setting**



*Respondents were allowed to choose more than one response.  
Agency/Clinical Setting listed may not be primary agency of respondent.*

**Summary:**

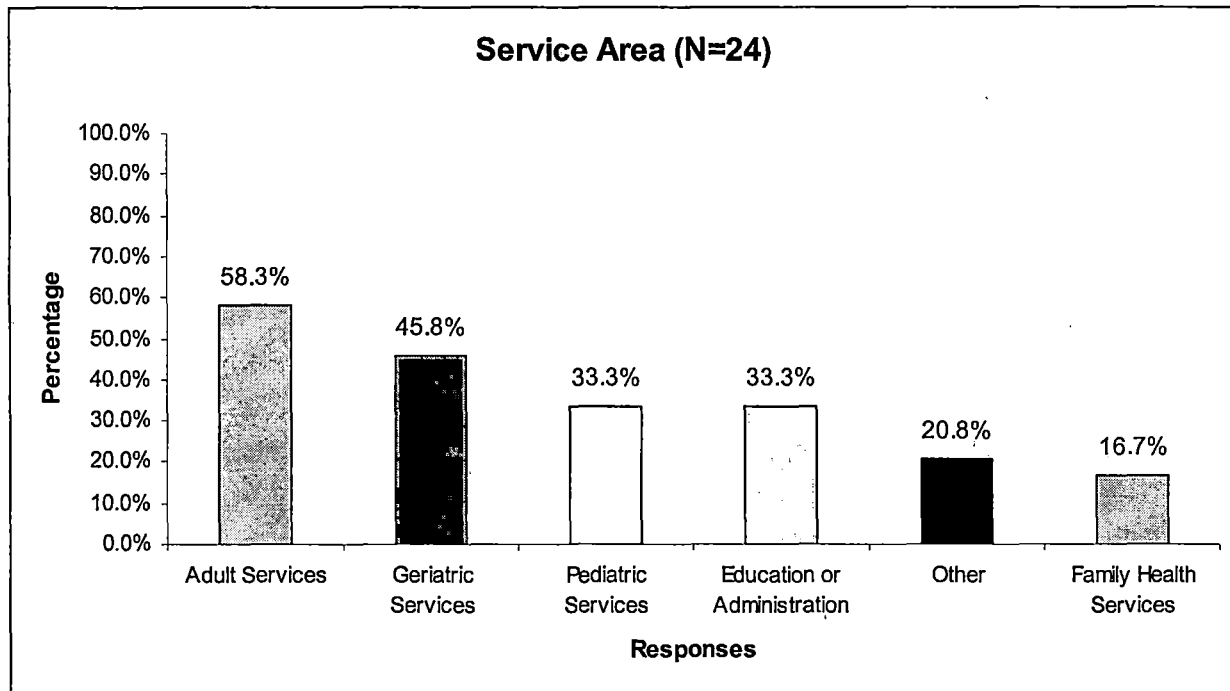
- Almost two-thirds of the agencies surveyed (66.7%) were Hospital (Acute Care) facilities, while 29.2% were Long-Term or Extended Care facilities.
- Less than a quarter of the agencies (16.6%) were other clinical facilities such as, Teaching, Academic, Psychology, and Rehabilitation.

*I would note next highest category (long-term or extended care as well) ✓*



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**Chart 4: Service Area**



*Respondents were allowed to choose more than one response.  
Service Area listed may not be primary area of respondent.*

**Summary:**

- More than half of the participants (58.3%) were in the service area of Adult Services, with 45.8% in Geriatric Services.
- Less than a quarter (20.8%) indicated other service areas which included: Human Resources (Clinical Recruiter), Nursing Education, and OB-GYN Neonatal.

**Table 1: OCC Graduates Hired in the Past Twelve Months (N=24)**

<b>Graduates Hired</b>	<b>Count</b>	<b>Percent</b>
<b>0-4 Graduates</b>	<b>8</b>	<b>33.4%</b>
5-9 Graduates	3	12.5%
10-14 Graduates	3	12.5%
15-19 Graduates	4	16.6%
20-24 Graduates	0	0.0%
25 Plus (Graduates)	5	20.9%
Unknown	1	4.2%

*center table  
under  
title.*

*Table will not add up to 100% due to rounding calculations.*

**Summary:**

- Almost one-third (33.4%) of the sample hired between 0-4 graduates in the past 12 months.
- When employers were asked how this number of graduates hired (in the past 12 months) has changed from previous hiring patterns over the last five years, 41.7% (10 out of 24 employers) of the sample indicated that this particular number has stayed the same, while 33.3% (8 out of 24 employers) of the sample felt that this number has increased.
- Hiring patterns in the past twelve months indicate that employers are continuing to show an interest in hiring OCC Nursing Program graduates.

## **Reasons for Increase/Decrease in OCC Graduates Hired**

### Increase (N=8)

Almost one-third of the employers (33.3%) indicated there was an increase in the hiring of new OCC Graduates in the past twelve months. Looking at the responses, there is an indication that the increase in OCC graduates hired was due to facility modifications or the need to hire more nurses at their agency. The reasons for the increase included:

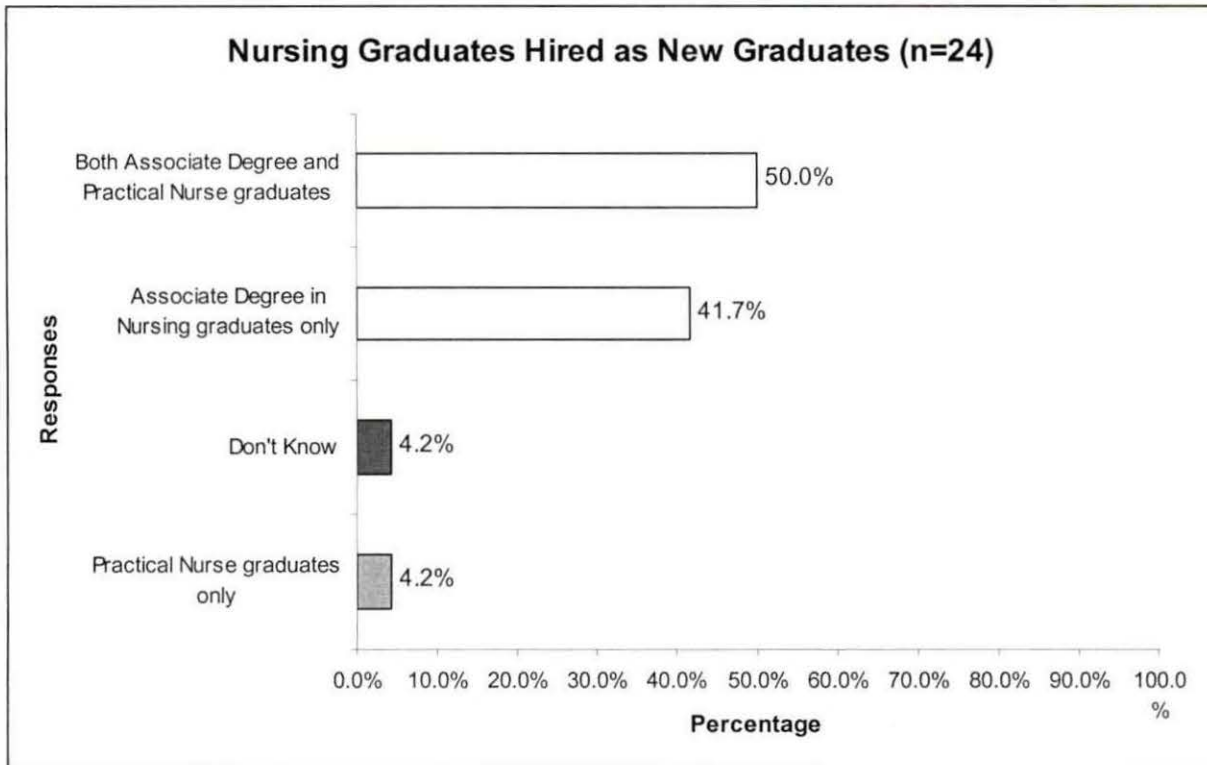
- "More people are wanting to work at Genesys."
- "They cleaned house and then hired more."
- "We advertise now so the student nurses and trainers know more about us. We also have a very good place to work."
- "We aggressively pursue OCC graduates."
- "We did more recruiting and we have an extern program that once the graduates go through it, we hire them."
- "We had a shortage so we hired."
- "We made many improvements to our hospital and nurses find this is a good place to work."
- "We trained more students this time."

### Decrease (N=3)

Less than a quarter of the respondents (12.5%) indicated there was a decrease in the hiring of new OCC Graduates in the past twelve months. Again, looking at the responses, there is an indication that the decrease in hiring is due to the lack of students or the lack of openings. The reasons for the decrease included:

- "The students are not applying."
- "There were fewer students in the program."
- "We had no openings."

**Chart 5: Nursing Graduates Hired as New Graduates**



Graph will not add up to 100% due to rounding calculations.

**Summary:**

- Half of the respondents (50.0%) indicated that they tend to hire OCC graduates who possess both an Associate's and Practical Nursing degree, while 41.7% hire Nursing graduates with an Associate's Degree as new graduates.
- Hiring patterns indicate that employers are interested in graduates who possess more than an Associate's degree.
- One employer indicated that they only hire Licensed Practical Nurses because they possess a Napes Certificate.

?  
? what is this?

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**Table 2: Percent of Facility Nurses that are OCC Graduates (N=23)**

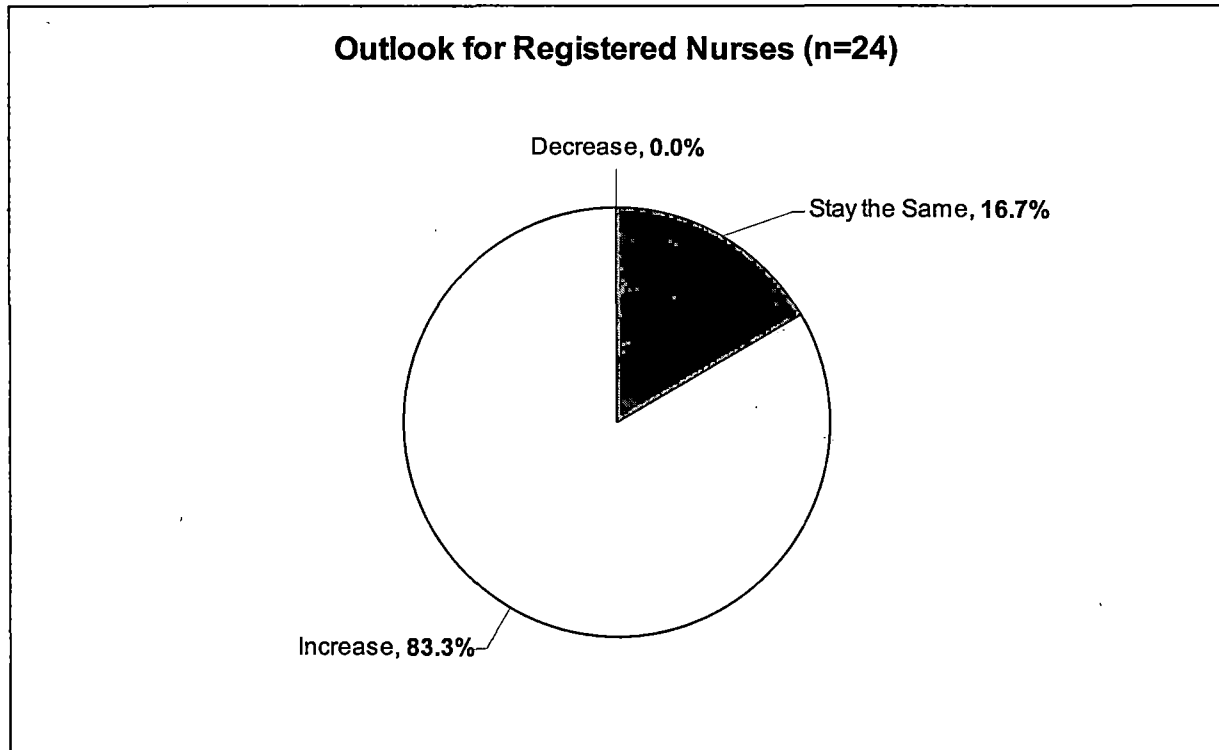
Percentage (Nurses-OCC Graduates)	Count	Percent
0-10% (Graduates)	11	47.6%
20-30% (Graduates)	7	30.3%
40-50% (Graduates)	2	8.6%
60-70% (Graduates)	2	8.6%
Don't Know	1	4.3%

*Table will not add up to 100% due to rounding calculations.*

**Summary:**

- Almost half of the employers (47.6%) indicated that between 0 to 10 percent of the nurses at their facility are OCC graduates.
- Responses indicate that OCC Nursing Program graduates are represented in various facilities in the metropolitan area.

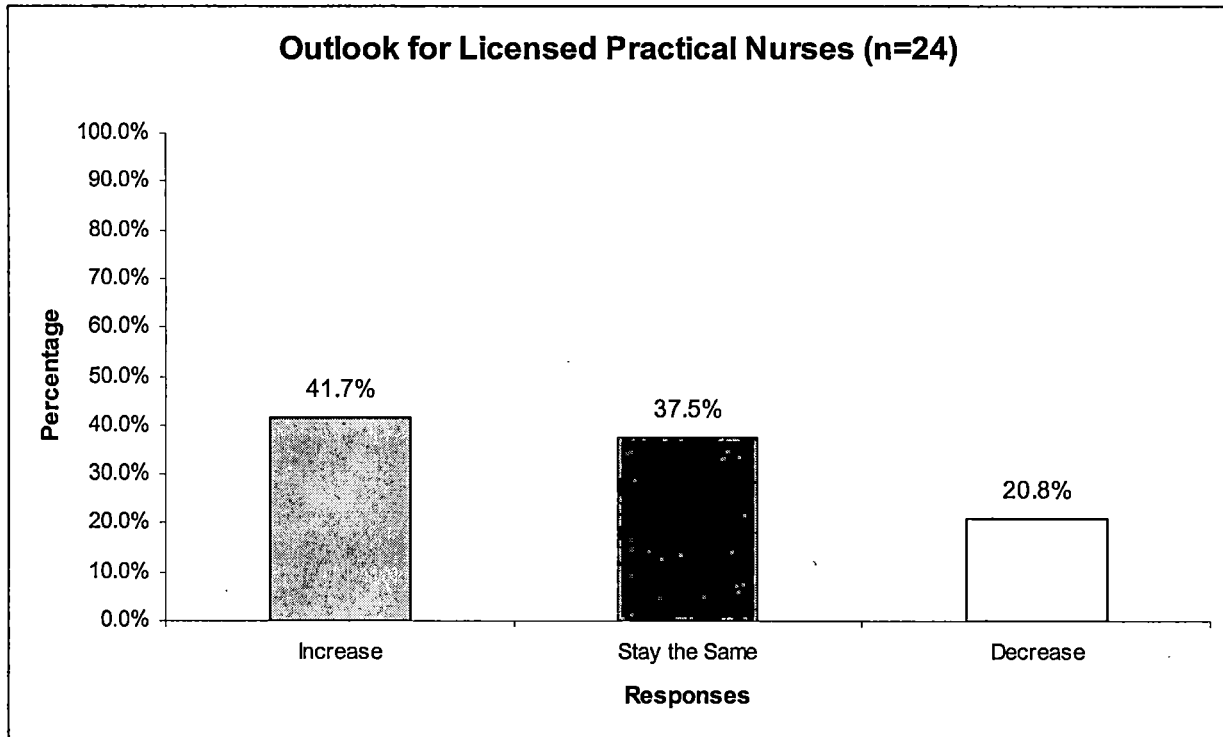
**Chart 6: Outlook for Registered Nurses**



**Summary:**

- More than three-quarters of the employers (83.3%) felt that the present and short-term outlook for Registered Nursing positions at their facility will increase over the next three to five years.

**Chart 7: Outlook for Licensed Practical Nurses**



**Summary:**

- Less than half of the employers (41.7%) felt that the present and short-term outlook for Licensed Practical Nursing positions at their facility will increase over the next three to five years, while 37.5% of these positions will stay the same.

### **Advancement Opportunities (N=23)**

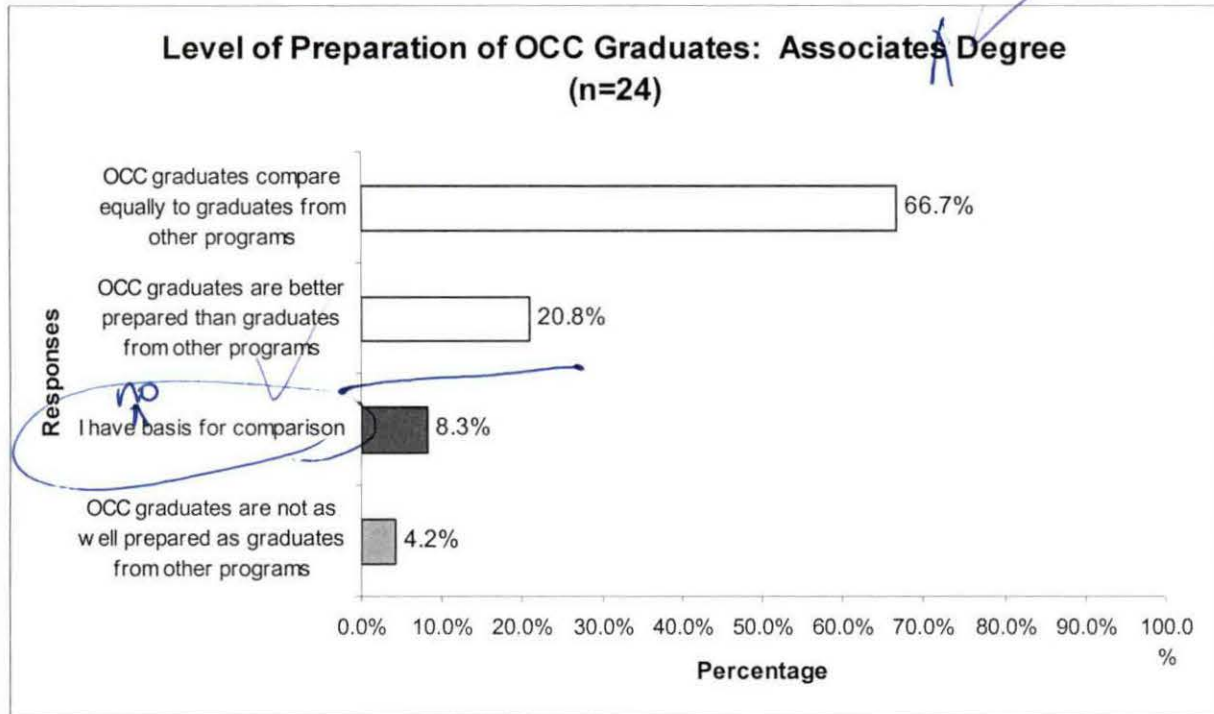
- Almost all of the employers (95.8%) felt that nurses will have opportunities for advancement at their facilities.
- Employers who felt that advancement opportunities for nurses existed provided input on the types of jobs that were available for advancement. Some of these jobs included : Clinical Nurse Specialist, Charge Nurse or Manager, Manager Educator, and Nurse Practitioner.
- Responses from employers indicate that there will be a considerable amount of opportunities for advancement available at their facilities for Nursing graduates.

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\* Full listing of "Jobs available for advancement" is included in Appendix C.



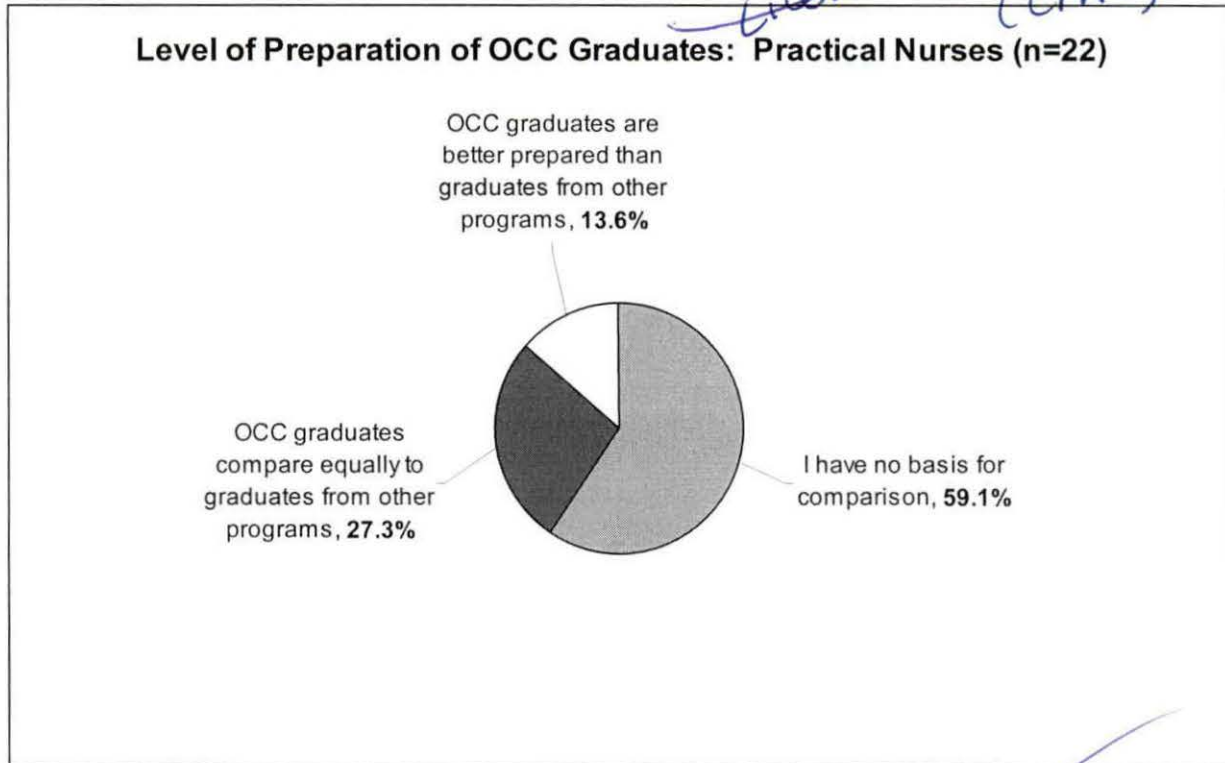
**Chart 8: Level of Preparation of OCC Graduates: Associates Degree**



**Summary:**

- Almost two-thirds (66.7%) of the OCC Nursing Program employers felt that OCC graduates compare equally to graduates from other programs; 20.8% felt that OCC graduates were better prepared than other graduates.

**Chart 9: Level of Preparation of OCC Graduates: Practical Nurses**

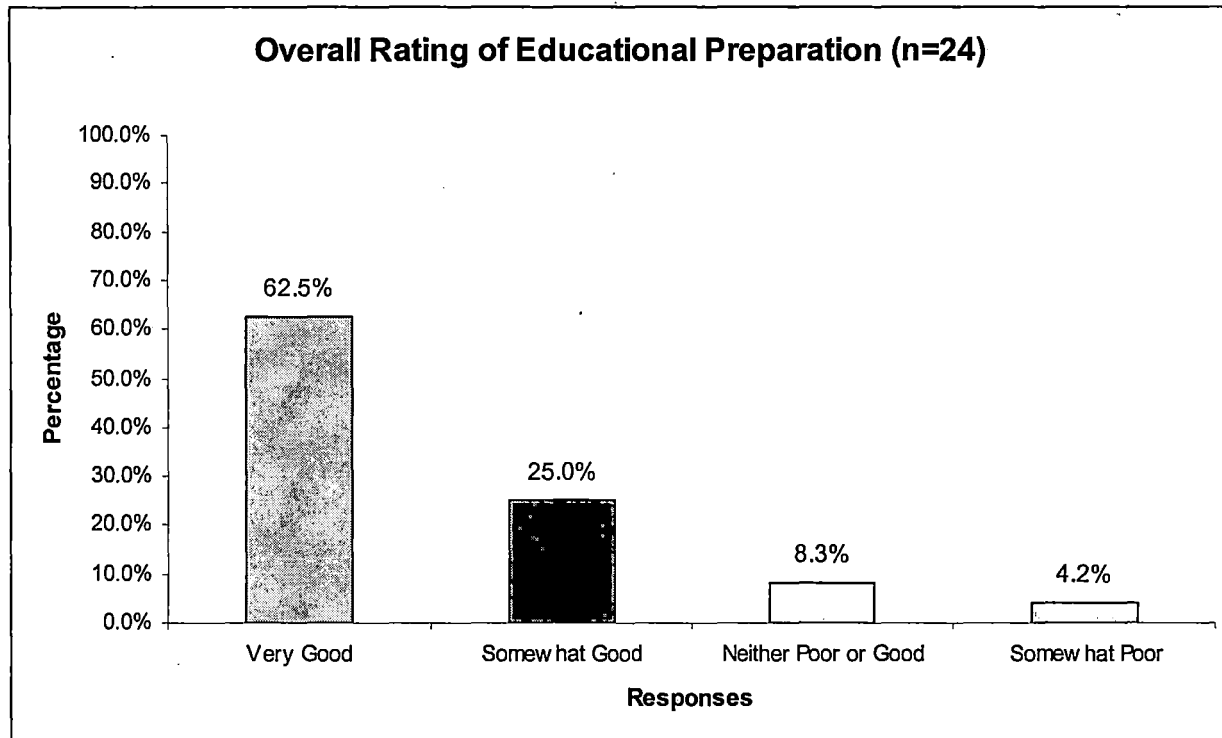


**Summary:**

- More than half of the employers (59.1%) felt that they had no basis for comparison regarding the level of preparation of Practical Nurse graduates, while 27.3% felt that OCC graduates were better prepared than other graduates.

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**Chart 10: Overall Rating of Educational Preparation**



**Summary:**

- Almost two thirds of the respondents (62.5%) rated the overall educational preparation of OCC Nursing Graduates (both Associate Degree and Practical Nursing Graduates) as it relates to the requirements of their positions at their facilities as "very good," indicating satisfaction with the level of education Nursing graduates are receiving from OCC.

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*Entry level*

**Table 3: Hourly Pay Rate for Registered Nurses (N=24)**

Hourly Pay Rate	Count	Percent
\$21.00	2	8.7%
<b>\$22.00</b>	<b>11</b>	<b>47.8%</b>
\$23.00	5	21.7%
\$24.00	3	13.0%
\$25.00	1	4.3%
\$27.00	1	4.3%

*center?  
in line*

**Summary:**

- Range: \$21.00 to \$27.00; Mean: \$22.74; Median: \$22.00; Mode: \$22.00
- Less than half of the employers (47.8%) indicated that the average hourly pay rate for entry-level Registered Nursing positions was \$22.00, while 21.7% indicated an average pay rate of \$23.00 per hour.

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*Entry level*

**Table 4: Hourly Pay Rate for Practical Nurses (N=23)**

Hourly Pay Rate	Count	Percent
\$0.00	2	8.7%
\$14.00	1	4.3%
\$15.00	5	21.7%
<b>\$17.00</b>	<b>7</b>	<b>30.4%</b>
\$18.00	3	13.0%
\$20.00	1	4.3%
\$22.00	2	8.7%
\$23.00	1	4.3%
Don't Know	1	4.3%

**Summary:**

- Maybe these should be missing & not counted in 705.*
- Range: \$0.00 to \$23.00; Mean: \$15.17; Median: \$17.00; Mode: \$17.00
  - Less than half of the respondents (47.8%) indicated that the average hourly pay rate for entry-level Practical Nursing positions was \$17.00, while 21.7% indicated an average pay rate of \$15.00 per hour.
  - Two employers indicated an average hourly pay rate of \$0.00. Possible theories as to why these employers indicated \$0.00 as a pay rate may be due to the fact that these individuals were unaware of the hourly pay rate, they may not hire Practical Nurses at their facility, or, perhaps, they have nurses who work as interns at their facility.
  - When comparing the hourly pay rate or both Registered and Practical Nurses, Registered Nurses appear to earn slightly more than Practical Nurses.
- LPN3*
- LPN3*

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**Table 5: Employer Rating of OCC Nursing Program**

Performance Criteria	1	2	3	4	5	6
Utilizing the nursing process as a basis for decision-making. (n=24)	0.0%	4.2%	4.2%	<b>45.8%</b>	33.3%	12.5%
Establishing the priorities for the delivery of care related to the client needs and available resources. (n=24)	0.0%	0.0%	4.2%	<b>45.8%</b>	37.5%	12.5%
Planning and implementing individualized nursing care in accordance with scientific principles. (n=19)	0.0%	5.3%	0.0%	<b>47.4%</b>	<b>47.4%</b>	0.0%
Performing nursing skills or procedures skillfully (n=24)	0.0%	0.0%	4.2%	29.2%	<b>54.2%</b>	12.5%
Documenting and communicating data to assist in the provision of nursing care (n=24)	0.0%	0.0%	8.3%	<b>50.0%</b>	37.5%	4.2%
Utilizing the critical thinking for problem-solving (n=24)	0.0%	4.2%	12.5%	<b>54.2%</b>	20.8%	8.3%
Communicating effectively with health team members and individuals with cultural diversity. (n=24)	0.0%	0.0%	20.8%	<b>41.7%</b>	25.0%	12.5%
Respecting individuals' rights, beliefs, and values. (n=24)	0.0%	0.0%	16.7%	<b>37.5%</b>	<b>37.5%</b>	8.3%
Developing and implementing a teaching plan with individuals and families. (n=24)	0.0%	8.3%	4.2%	<b>70.8%</b>	12.5%	4.2%
Collaborating and working effectively with team members in providing care. (n=24)	0.0%	0.0%	4.2%	<b>50.0%</b>	37.5%	8.3%
Recognizing the need and value for educational learning. (n=24)	0.0%	4.2%	8.3%	<b>45.8%</b>	37.5%	4.2%
Managing the nursing care of a group of patients. (n=24)	0.0%	0.0%	4.2%	<b>54.2%</b>	33.3%	8.3%
Incorporating the standards of professional nursing practice in providing care. (n=24)	0.0%	4.2%	8.3%	<b>54.2%</b>	29.2%	4.2%

Scale: 1=Very Poor; 2=Somewhat Poor; 3=Not Poor or Good; 4=Somewhat Good; 5=Very Good; 6=Not Applicable.

**Summary:**

- Looking at the thirteen performance measures, OCC program graduates tend to be rated positively ("somewhat good" and "very good") on areas of performing nursing skills, patient care, communication, and other associated skills.

### **Suggestions for Education: OCC Nursing Program (N=18)**

- Three-fourths of the respondents (75.0%) provided suggestions on additional areas of education that should be incorporated in the Nursing Program. Employers appeared to be satisfied with the OCC Nursing Program curriculum, offering few modifications. Suggestions included\*:
  - Increasing emphasis on critical thinking skills,
  - Incorporating more clinical training, and
  - Promoting professional behavior in the program.

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\* Full listing of "Suggestions for OCC Nursing Program" is included in Appendix D.

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**Additional Comments/Observations (N=15)**

- Three-fourths of the respondents (75.0%) provided comments/observations regarding the OCC Nursing Program graduates.
- More than half of the employers (58.3%) provided positive feedback regarding the program, instructors, and graduates.
- Some of the comments included\*:
  - "We love OCC graduates and we hire many of them."
  - "We enjoying having the OCC nursing students, and later nurses, here at our facility."
  - "OCC's Nursing program has very good instructors."

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\* Full listing of "Comments/Observations" is included in Appendix E



## Discussion

After careful analysis of the survey responses, the data suggests that employers are, overall, satisfied with the OCC Nursing Program graduates and the quality of education they have received from the OCC Nursing Program. *OK*

The typical respondent holds a position/title of Administrator of Chief Nursing Executive, is in the specialization of various specialties, and works in the area of Adult Services.

Although the survey sample size was twenty-four respondents, the responses do indicate that employers felt OCC Nursing Program graduates were adequately trained to perform in various areas of nursing care. However, some employers have suggested possible modifications on how to foster education and the program's efficacy. Employers have recommended that there is a need to incorporate more clinical training into the program, with some respondents indicating an emphasis on enhancing the student's ability to think critically.

The program may consider such recommendations, and the employers' desire to see more professionalism in graduates, as possible changes that may assist the college in appealing to a broader population of employers.

### **Appendix A: Other Position/Title of Respondent (N=18) (Full-Text)**

The following are a listing of "other" position/title indicated by respondents' (Responses are written verbatim):

- Clinical Nurse Recruiter
- Clinical Nurse Specialist
- College Nursing Recruiter (Heather Beher)/Management of Nurse Recruitment (Susan Locke)
- Director of Nurse Education and Recipients Rights Advisor for Mental Health
- Director of Nursing (4)
- Director of Nursing
- Director of Nursing
- Director of Nursing
- Director of Nursing Education
- Director of Quality and Compliance
- Education Manager for Nursing Services
- Manger of Human Services
- Nurse Recruiter for Detroit Medical Center
- Program Manager
- Recruitment Retention Specialist
- Secretary
- Senior Education Specialist
- Staff Development-Infection Control

## Appendix B: Other Area of Specialization (N=13) (Full-Text)

The following are a listing of "other" area of specialization indicated by respondents' (Responses are written verbatim):

- Acute Care
- Child Adolescent Psychology Nurse Practitioner
- Education Development
- Geriatrics (3)
- Geriatrics
- Geriatrics
- Long-term Care (2)
- Long-term Care
- Manager of Education Department
- Nurse Educator
- Quality and Compliance
- Rehab
- Women's Health Baby Delivery and New-Natal Care

### Appendix C: Advancement Opportunities (N=23) (Full-Text)

The following are a listing of the "types of jobs that are available for advancement" indicated by respondents' (Responses are written verbatim):

- A RN with a Bachelor's Degree can go into most management positions. ALPN can go to advancement if she will continue in to become an RN. We also them (pay for their classes) if they want to become RN's. — doesn't make sense of that?
- Administration (Management, Admissions, Clinical Nurse, Training Nurse, and Staff Development Nurse)
- Case Manager (has to have a Bachelor's Degree) Management positions and the Education Field.
- Charge Nurse – all the way to a CEO.
- Charge Nurse or Manager
- Charge Position Nurse, Nurse Manager, and a Preceptor.
- Clinical Nurse Specialist, Management, Staff Development
- Hall Manager Assessment Nurse
- Leadership programs in Service Director, Case Manager, and Supervisor
- Management – Clinical Nurse Supervisor/Case Management – Nurse Coordinator
- Management – Assistant Manager, Admissions, Supervisors, and Training Nurses
- Management Supervision, Team Builders, Mentoring Coordinators, and Educators

### Appendix D: Suggestions for Education (N=18): OCC Nursing Program (Full-Text)

The following are a listing of "suggestions for education: OCC Nursing Program indicated by respondents" (Responses are written verbatim):

- A little bit more of time management. Being able to supervise other people.
- All students who want to become RN<sup>s</sup> should get their baccalaureate first.
- Care Planning and Infection Control <sup>RNs</sup>
- Customer Services
- I think the graduates are good with cultural diversity but they could be better. The schools need to emphasize that a little more. It would nice if they could carry around a pocket guide book on that subject in case they into a sit.
- I think they need a little bit more of critical thinking skills.
- I think they need a little more help with their IV's and their critical thinking.
- I would like to see a higher level of professionalism with the new nurses coming in.
- IV Training, I wish they had a little more of this procedure.
- OCC graduate nurses plus all graduate (not just graduate nurses) need to grow professionally, use more critical thinking to prioritize care of the patients, and to individualize treatment plans.
- The graduate nurses need more keyboard skills and direct patient care. We have notified the OCC Nursing program in the past about doing "drug screens" and "background checks" but have not seen the change in the program yet.
- The graduates need to think independently.
- The new nurses need more computer training because almost everything is done on computers today.
- They need a little more help on pain management, Patient Rights and the psychology of Geriatrics, especially when it comes to older people and Diabetes.
- They need more challenging critical thinking and they need to manage changing scenarios better.

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- They need more practice in communication skills and documentation. They do not do enough documentation on their charts. They also need to learn to take control of the whole unit and work with all the nurses in their units.
- We are using NIC and NOC at our facility now. Are you using this procedure in your nursing classes now?
- We wish the graduates knew a little bit more about putting IV's and telemetry. We also would like the students to spend a little time in several hospitals while training so that they can establish a stronger bond with their patients.

### **Appendix E: Additional Comments/Observations (N=15) (Full-Text)**

The following are a listing of "additional comments/observations" indicated by respondents' (Responses are written verbatim):

- I've really enjoyed working with the OCC graduates. They are very eager to perform their duties and are very reliable.
- I think the OCC Nursing Program puts out great entry level nurses.
- In general, we are very pleased with the graduates from OCC.
- Keep up the good work!
- OCC's Nursing Program has very good instructors.
- OCC's student nurses are really good with their skills.
- OCC's graduates attend our employment seminars and we definitely welcome them.
- OCC has really nice program of nurses training.
- Send me all the graduates you have to me!
- The graduates need to think independently and need to have some theology training.
- The OCC student nurses are well prepared and we want to see more of them. We want to see all nurses with Bachelors Degrees, so, after they have been with us for four months we pay for two classes a semester per student until they get a degree.
- We enjoy having the OCC nursing students, and later nurses, here at our facility.
- We love all of our nurses and we hardly have any turnover.
- We love OCC graduates and we hire many of them.
- We would have to have more OCC graduate nurses.

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### **Appendix F: Contact Information of Participant**

The following is a complete listing of employer contact information who responded to the survey:

<b>Name/Title</b>	<b>Agency</b>	<b>Address</b>	<b>Phone</b>
Marge Hasler (Administrator of Nursing)	Botsford Hospital	28050 Grand River, 2 Central Farmington Hills, MI 48836	(248) 471-8554
Lynn Hillman (RN Program Manager)	Children's Hospital	3909 Beaubien Detroit, MI 48201	(313) 745-5568
*Mary Ann Lynch (Education Specialist)	Children's Hospital	3909 Beaubien Detroit, MI 48201	(313) 745-5669
Deb Sak (Clinical Nurse Specialist)	Crittenton Hospital	1101 W. University Drive Rochester, MI 48307	(248) 652-5481
Galina Petlakh (Director of Nursing)	Evergreen Health & Living Center	19933 N. 13 Mile Road Southfield, MI 48076	(248) 203-9000 ext. 226
Laurie Hawkins (Manager of Nursing Education & Services)	Genesys Regional Medical Center	One Genesys Parkway Grand Blanc, MI 48439	(810) 606-5763
Debbie Davis (Director of Nursing)	Georgian Bloomfield Nursing Home	2975 N. Adams Rd. Bloomfield Hills, MI 48307	(248) 645-2900
Yvonne Stumpf (Staff Development & Infection Control)	Havenwyck Hospital	1525 University Hospital Auburn Hills, MI 48326	(248) 371-2213
Lisa Dimitrie (Administrator)	HCR-Manorcare (Danto)	6800 Maple West Bloomfield, MI 48322	(248) 788-5300
Heather Beher (College of Nursing Recruiter)	Henry Ford Medical Center	Center for Academic Nursing-2B, One Ford Place Detroit, MI 48202	(313) 874-3894
*Susan Locke (Manager of Nurse Recruitment)	Henry Ford Medical Center	Center for Academic Nursing-2B, One Ford Place Detroit, MI 48202	(313) 874-5427
Penny McPhee (Nursing Education)	Huron Valley Sinai Hospital	1 Williams Carls Drive Commerce, MI 48382	(248) 452-3649
Patrick Morris (Recruitment and Retention Specialist)	Hutzel Hospital	4707 St. Antoine Detroit, MI 48201	(313) 745-8137
*Teresa Martin (Employment Assistant)	Hutzel Hospital	4707 St. Antoine Detroit, MI 48201	(313) 578-3930
John Knisley (Staff Development)	Kingswood Hospital	10300 West Eight Mile Road Ferndale, MI 48220	(248) 691-4837
Linda Walter (Director of Nursing)	Lake Orion Nursing Center	P.O. Box 129, 585 E. Flint Street Lake Orion, MI 48361	(248) 693-0505
Judith Murray (Director of Nursing)	Lourdes Nursing Home	2300 Watkins Lake Road Waterford, MI 48238	(248) 671-2241
Anne Byrne (Director of Education)	North Oakland Medical Center	461 W. Huron Street Pontiac, MI 48341	(248) 857-7129
Jean Grantz (Nursing Educator)	Pontiac Osteopathic Hospital	50 N. Perry Street Pontiac, MI 48342	(248) 338-5464
*Lynn Warner (Nursing Educator)	Pontiac Osteopathic Hospital	50 N. Perry Street Pontiac, MI 48342	(248) 338-5464
Rochelle Ingrisano (Director of Nursing)	Providence Hospital	16001 W. Nine Mile Road Southfield, MI 48037	(248) 849-2706
Patti Thorton (Manager of Employment)	Providence Hospital	16001 W. Nine Mile Road Southfield, MI 48037	(248) 849-8273



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Sharlita Dedmond (Nurse Recruiter)	Sinai Grace Hospital	6071 W. Outer Drive, 7 Lourdes Room Detroit, MI 48235	(313) 966-9702
*Brenda Billman (Nurse Educator)	Sinai Grace Hospital	6071 W. Outer Drive, 7 Lourdes Room Detroit, MI 48235	(313) 966-3507
Lenora Ward (Education Specialist)	St. John Oakland Hospital	27351 Dequindre Avenue Madison Heights, MI 48071	(248) 967-7865
Susan Schultz (Education Manager-Nursing Services)	St. Joseph Mercy Oakland Hospital	44405 Woodward Avenue Pontiac, MI 48341	(248) 858-6515
JoLynn Pulliam (Clinical Nurse Recruiter)	St. Mary's Mercy Hospital	36475 Five Mile Road Livonia, MI 48154	(735) 655-2932
Terry Labadie (Nurse Coordinator)	West Hickory Haven	3310 W. Commerce Road Milford, MI 48380	(248) 685-1400
*Jean Tate (Inservice Director & Program Coordinator)	West Hickory Haven	3310 W. Commerce Road Milford, MI 48380	(248) 685-1400
LaRonda Gillyard (Nurse Recruitment)	William Beaumont Hospital	3601 W. Thirteen Mile Road Royal Oak, MI 48073	(248) 551-0950
*Barbara Kotal (Director of Nursing Development and Education Resources)	William Beaumont Hospital	3601 W. Thirteen Mile Road Royal Oak, MI 48073	(248) 551-0955
Sue McCalden (Director of Nursing)	Woodward Hills Nursing Home	39312 Woodward Avenue Bloomfield Hills, MI 48034	(248) 644-5522

***\*Indicates alternate contact person***

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## **Appendix G: Original 2006 Nursing Employer Survey**

1. Would you please state your position or title?

*(Interviewer: Respondent can choose more than one response)*

- Administrator of Chief Nursing Executive
- Nurse Manager or Assistant Nurse Manager
- Nurse Educator
- Shift Supervisor
- Other

2. Other position or title explanation

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3. What is your area of specialization?

*(Interviewer: Respondent can choose more than one response)*

- Medical or Surgical
- Critical Care/Emergency
- Perioperative
- Mental Health
- Other

4. Other area of specialization explanation

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5. What type of agency or clinical setting is your facility?

*(Interviewer: Respondent can choose more than one response)*

- Hospital (Acute Care)
- Long-term or Extended Care Facility
- Community Health or Public Health Agency
- Home Health Care
- Assisted Living
- Private Office or Clinic
- Other

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6. Other type of agency or clinical setting explanation

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7. In what type of service area do you work?

*(Interviewer: Respondent can choose more than one response)*

- Adult Services
- Pediatric Services
- Geriatric Services
- Family Health Services
- Education or Administration
- Other

8. Other type of service area explanation

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9. Please estimate the number of new **Oakland Community College** graduates hired during the past 12 months.

*(Interviewer: If they "Don't Know", please click next. DO NOT enter a 0)*

\_\_\_\_\_

10. How was this number changed from your previous hiring patterns in the last five years?

*(Interviewer: Please do not read "Don't Know.")*

- Stayed the same
- Increased
- Decreased
- Don't Know

11. If the number of OCC graduates hired **INCREASED**, what are the main reasons?

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12. If the number of OCC graduates hired **DECREASED**, what are the main reasons?

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13. Which **OCC** Nursing program graduates does your facility hire as new graduates?

*(Interviewer: Please do not read "Don't Know.")*

*(Interviewer: Respondent can choose more than one response)*

- Associate degree in Nursing graduates only
- Practical Nurse graduates only
- Both Associate degree and Practical nurse graduates
- Do not hire OCC Nursing graduates
- Don't Know

14. Please explain why you do not hire OCC Nursing graduates

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15. Approximately what percentage of nurses at your facility are OCC graduates?

\_\_\_\_%

16. What is the present and short-term (next three to five year's) outlook for **registered** nursing positions at your facility?

- Stay the same
- Increase
- Decrease

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17. What is the present and short-term (next three to five year's) outlook for **licensed practical** nursing positions at your facility?

- Stay the same
- Increase
- Decrease

18. Do Nurses have opportunities for advancement at your facility?

- Yes
- No

19. If yes, what types of jobs are available for advancement?

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20. How would you rate the level of preparation of **OCC Nursing graduates** with an **Associate Degree** compared with graduates of other Nursing programs?

- OCC graduates are better prepared than graduates from other programs
- OCC graduates compares equally to graduates from other programs
- OCC graduates are not as well prepared as graduates from other programs
- I have no basis for comparison

21. How would you rate the level of preparation of **OCC Practical Nurse graduates** compared with graduates of other Nursing programs?

- OCC graduates are better prepared than graduates from other programs
- OCC graduates compare equally to graduates from other programs
- OCC graduates are not as well prepared as graduates from other programs
- I have no basis for comparison

22. What is your overall rating of the educational preparation received by OCC Nursing graduates (Associate Degree or Practical Nursing graduates) as it relates to the requirements of their positions at your facility?

- Very Poor
- Somewhat Poor
- Neither Poor or Good
- Somewhat Good
- Very Good

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23. What is the average **Hourly** Pay Rate for entry-level **RN** positions at your facility?

\$ \_\_\_\_\_

24. What is the average **Hourly** Pay Rate for entry-level **Practical Nurse** positions at your facility?

\$ \_\_\_\_\_

25. Now, I am going to read you a list of statements, and for each statement, please tell me which rating best reflects your opinion about the OCC Nursing Graduates you employ, using the scale: very poor, somewhat poor, not poor or good, somewhat good, very good, and not applicable.

**(1 = Very Poor; 2 = Somewhat Poor; 3 = Not Poor or Good; 4 = Somewhat Good; 5 = Very Good; 6 = Not Applicable)**

	Very Poor	Somewhat Poor	Not Poor or Good	Somewhat Good	Very Good
Utilizing the nursing process as a basis for decision-making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Establishing the priorities for the delivery of care related to the client needs and available resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Planning and implementing individualized nursing care in accordance with scientific principles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performing nursing skills or procedures skillfully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Documenting and communicating data to assist in the provision of nursing care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Utilizing critical thinking for problem-solving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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26. Just a few more statements. Again, can you please tell me which rating best reflects your opinion about the OCC Nursing Graduates you employ, using the scale: very poor, somewhat poor, not poor or good, somewhat good, very good, not applicable.

	Very Poor	Somewhat Poor	Not Poor or Good	Somewhat Good	Very Good
Communicating effectively with health team members and individuals with cultural diversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respecting individuals' rights, beliefs, and values	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Developing and implementing a teaching plan with individuals and families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collaborating and working effectively with team members in providing care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recognizing the need and value for educational learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Managing the nursing care of a group of patients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Incorporating the standards of professional nursing practice in providing care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

27. In your opinion, what are some additional areas of education that should be incorporated into the Nursing Program?

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28. Are there any other comments or observations you would like to make regarding OCC Nursing Program Graduates?

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~~29.~~ This concludes our survey.

Thank you for taking the time to help us understand your opinion about the OCC  
Nursing Graduates you employ.