

Employer Needs Survey Form

Date: 07/08/2016

Institution: University of Arkansas College of Industrial Engineering

Return this survey by email to: _____ by date: _____
(Institution provide email address above)

Proposed Degree Program: Master of Science in Engineering Management

Brief description of program:

The Master of Science in Engineering Management prepares students to lead and manage engineering programs, technology, personnel and functions. Graduates will be able to:

1. Create engineering management strategic plans to support an organization's vision and mission.
2. Evaluate and apply leadership theories for a technical workforce.
3. Apply techniques leading multi-disciplinary project teams to solve complex problems in global operations involving processes, technology and people.
4. Assess financial status of programs and organizations using quantitative tools and propose solutions to root causes of deficiencies.
5. Develop and evaluate solutions to complex, contemporary engineering management problems using qualitative and quantitative decision and risk models.
6. Effectively communicate decision papers to senior stakeholders and decision makers.

Employer: ArcBest Corporation

Type of company: Transportation & Logistics

Contact Person: David Humphrey

Position Title: VP - Investor Relations

Email: dhumphrey@arcb.com

Telephone number: 479.879.7900

- List job titles with your company that require employees to have the knowledge and skills obtained from the proposed degree program:
Various VPs and Directors at our ABF Freight subsidiary
Various VPs and Directors in our IT subsidiary ArcBest Technologies
- List the degree required for each job title listed in #1:
Engineering degrees
Computer Science degrees
Math degrees
Quantitative degrees
Advanced business degrees
- Indicate the certification/licensure required for each job title listed in #1:
None specifically required for our company's jobs in these areas.
- How many positions do you currently have for each job title listed in #1?

1

5. How many position openings do you currently have for each job title listed in #1?

1

6. How many position openings will you have the next 2–5 years for each job title listed in #1?

4

7. What is the annual salary for each position listed in #4 & #5?

\$100,000 - \$120,000

8. If no openings now, when do you anticipate having openings for the positions listed in #1?

12-18 months

9. Would you give hiring preference to applicants with the proposed degree?

Yes

10. Indicate the number of employees who would benefit from enrolling in selected coursework in the proposed degree program?

3

If yes, would you provide tuition assistance?

Yes

11. Would it be helpful for your employees if the courses were offered online/distance technology, evenings or weekends? _____ Indicate your preference:

Online/Distance Technology

Evenings

Weekends

12. Indicate the type of support your company will provide for the proposed degree program, such as, program start-up funds, provide an internship site, part-time faculty, tuition reimbursement, employee release time, or equipment:

Tuition Reimbursement

Employee Release Time

Will you or a co-worker serve on the institution's program advisory committee? (provide name of employee email)

No

13. Indicate the skills individuals would need for employment in the positions listed in #1:

Interpersonal communications Supervision/Management Budgeting

Written/oral communications Leadership/initiative Data analysis

- | | | |
|--|---|--|
| <input checked="" type="checkbox"/> Team work | <input checked="" type="checkbox"/> Planning/Organizing | <input type="checkbox"/> Public Speaking |
| <input checked="" type="checkbox"/> Independent worker | <input type="checkbox"/> Conflict resolution | <input type="checkbox"/> Marketing |
| <input checked="" type="checkbox"/> Analytical reasoning | <input checked="" type="checkbox"/> Problem Solver | <input type="checkbox"/> Teacher/Trainer |
| <input type="checkbox"/> Computer programming | <input checked="" type="checkbox"/> Computer applications | <input checked="" type="checkbox"/> PowerPoint |

Presentations

- Foreign Language (specify) _____
- Other skills not listed (identify) _____

14. How will this proposed degree program benefit your local community, the state, region or nation?

Having persons in our company with these kinds of skills will be important for our future growth and for helping us reach our strategic goals.

15. Provide any additional comments about the proposed degree program.

I answered these questions the best that I could though I don't know the specifics of our needs for this type of degree. Regarding things like tuition assistance, employee release time, etc. our company does those kinds of things at times but I can't guarantee we would related to this degree program. We would certainly be generally interested in persons with these kinds of skills and education though I can't assure you of how many of these graduates our company would actually hire.

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6. Effectively communicate decision papers to senior stakeholders and decision makers.

Employer: Great Systems

Type of company: Training

Contact Person: Kevin McManus

Position Title: Chief Excellence Officer

Email: kevin@greatsystems.com

Telephone number: 206-226-8913

1. List job titles with your company that require employees to have the knowledge and skills obtained from the proposed degree program:
Process Improvement Leader
2. List the degree required for each job title listed in #1:
 3. BSIE
 4. MSIE
 5. MSME
6. Indicate the certification/licensure required for each job title listed in #1:
None
7. How many positions do you currently have for each job title listed in #1?
1
8. How many position openings do you currently have for each job title listed in #1?

1

9. How many position openings will you have the next 2–5 years for each job title listed in #1?

2

10. What is the annual salary for each position listed in #4 & #5?

\$60,000 - \$80,000

11. If no openings now, when do you anticipate having openings for the positions listed in #1?

18-24 months

12. Would you give hiring preference to applicants with the proposed degree?

Yes

13. Indicate the number of employees who would benefit from enrolling in selected coursework in the proposed degree program?

2

If yes, would you provide tuition assistance?

Yes

14. Would it be helpful for your employees if the courses were offered online/distance technology, evenings or weekends? _____ Indicate your preference:

Online/Distance Technology

15. Indicate the type of support your company will provide for the proposed degree program, such as, program start-up funds, provide an internship site, part-time faculty, tuition reimbursement, employee release time, or equipment:

Provide an Internship Site

Part-time Faculty

Tuition Reimbursement

Employee Release Time

Will you or a co-worker serve on the institution's program advisory committee? (provide name of employee email)

Yes

16. Indicate the skills individuals would need for employment in the positions listed in #1:

<input checked="" type="checkbox"/> Interpersonal communications	<input type="checkbox"/> Supervision/Management	<input type="checkbox"/> Budgeting
<input checked="" type="checkbox"/> Written/oral communications	<input checked="" type="checkbox"/> Leadership/initiative	<input checked="" type="checkbox"/> Data analysis
<input checked="" type="checkbox"/> Team work	<input checked="" type="checkbox"/> Planning/Organizing	<input type="checkbox"/> Public Speaking
<input type="checkbox"/> Independent worker	<input type="checkbox"/> Conflict resolution	<input type="checkbox"/> Marketing
<input checked="" type="checkbox"/> Analytical reasoning	<input checked="" type="checkbox"/> Problem Solver	<input checked="" type="checkbox"/> Teacher/Trainer

Computer programming

Computer applications

PowerPoint

Presentations

Foreign Language (specify) _____

Other skills not listed (identify) _____

17. How will this proposed degree program benefit your local community, the state, region or nation?

We help leaders at all levels develop more effective and engaged teams, design excellent processes, and sustain great results.

18. Provide any additional comments about the proposed degree program.

N/A

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6. Effectively communicate decision papers to senior stakeholders and decision makers.

Employer: Harrison Energy Partners

Type of company: Building Services

Contact Person: Bill Harrison

Position Title: CEO

Email: bharrison@harrisonenergy.com

Telephone number: 501-661-0621

- List job titles with your company that require employees to have the knowledge and skills obtained from the proposed degree program:
Sales Manager
Operations Manager
Executive
- List the degree required for each job title listed in #1:
BS in Engineering or BS with industry experience
- Indicate the certification/licensure required for each job title listed in #1:
None
- How many positions do you currently have for each job title listed in #1?
5
- How many position openings do you currently have for each job title listed in #1?

1

6. How many position openings will you have the next 2–5 years for each job title listed in #1?

2

7. What is the annual salary for each position listed in #4 & #5?

Over \$200,000

8. If no openings now, when do you anticipate having openings for the positions listed in #1?

18-24 months

9. Would you give hiring preference to applicants with the proposed degree?

Yes

10. Indicate the number of employees who would benefit from enrolling in selected coursework in the proposed degree program?

2

If yes, would you provide tuition assistance?

Yes

11. Would it be helpful for your employees if the courses were offered online/distance technology, evenings or weekends? _____ Indicate your preference:

Online/Distance Technology

12. Indicate the type of support your company will provide for the proposed degree program, such as, program start-up funds, provide an internship site, part-time faculty, tuition reimbursement, employee release time, or equipment:

Tuition Reimbursement

Employee Release Time

Will you or a co-worker serve on the institution's program advisory committee? (provide name of employee email)

No

13. Indicate the skills individuals would need for employment in the positions listed in #1:

Interpersonal communications Supervision/Management Budgeting

Written/oral communications Leadership/initiative Data analysis

Team work Planning/Organizing Public Speaking

Independent worker Conflict resolution Marketing

Analytical reasoning Problem Solver Teacher/Trainer

Computer programming Computer applications PowerPoint

Presentations

____ Foreign Language (specify) _____

____ Other skills not listed (identify) _____

14. How will this proposed degree program benefit your local community, the state, region or nation?

Allow accelerated professional development for full time employees

15. Provide any additional comments about the proposed degree program.

Nice addition to the MSOR program

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Employer: Harrison Energy Partners

Type of company: Multidisciplined firm providing environmental and energy conscious commercial comfort solutions for all stages of a building's life

Contact Person: Jim Bradford

Position Title: Sales Team Leader - Springdale sub office

Email: jbradford@harrisonenergy.com

Telephone number: 479.879.7900

- List job titles with your company that require employees to have the knowledge and skills obtained from the proposed degree program:
All sales positions
Operations management positions in service, energy services, and controls
- List the degree required for each job title listed in #1:
New equipment sales require and existing building sales prefer BS in one of the engineering disciplines.
Current holders of other positions mentioned have BS in engineering, but since I am not the HR person for our company, I do not know if BS in engineering is required.
- Indicate the certification/licensure required for each job title listed in #1:
See above answer for #2
Certification in LEED, CEM, ASHRAE, HVAC licensure
PE licensure, and other industry certifications are preferred for all those positions, but I'm not aware they are required.

4. How many positions do you currently have for each job title listed in #1?
11
5. How many position openings do you currently have for each job title listed in #1?
1
6. How many position openings will you have the next 2–5 years for each job title listed in #1?
1
7. What is the annual salary for each position listed in #4 & #5?
\$80,000 - \$100,000
8. If no openings now, when do you anticipate having openings for the positions listed in #1?
More than 2 years
9. Would you give hiring preference to applicants with the proposed degree?
Yes
10. Indicate the number of employees who would benefit from enrolling in selected coursework in the proposed degree program?
2
If yes, would you provide tuition assistance?
Yes
11. Would it be helpful for your employees if the courses were offered online/distance technology, evenings or weekends? _____ Indicate your preference:
Online/Distance Technology
Evenings
Weekends
12. Indicate the type of support your company will provide for the proposed degree program, such as, program start-up funds, provide an internship site, part-time faculty, tuition reimbursement, employee release time, or equipment:
Tuition Reimbursement
Employee Release Time
- Will you or a co-worker serve on the institution's program advisory committee? (provide name of employee email)
Yes
13. Indicate the skills individuals would need for employment in the positions listed in #1:

<input checked="" type="checkbox"/> Interpersonal communications	<input checked="" type="checkbox"/> Supervision/Management	<input checked="" type="checkbox"/> Budgeting
<input checked="" type="checkbox"/> Written/oral communications	<input type="checkbox"/> Leadership/initiative	<input checked="" type="checkbox"/> Data analysis
<input checked="" type="checkbox"/> Team work	<input type="checkbox"/> Planning/Organizing	<input checked="" type="checkbox"/> Public Speaking
<input type="checkbox"/> Independent worker	<input checked="" type="checkbox"/> Conflict resolution	<input checked="" type="checkbox"/> Marketing
<input checked="" type="checkbox"/> Analytical reasoning	<input checked="" type="checkbox"/> Problem Solver	<input checked="" type="checkbox"/> Teacher/Trainer
<input type="checkbox"/> Computer programming	<input checked="" type="checkbox"/> Computer applications	<input checked="" type="checkbox"/> PowerPoint

Presentations

Foreign Language (specify) _____

Other skills not listed (identify) People/Interpersonal Relationship Skills

14. How will this proposed degree program benefit your local community, the state, region or nation?

Technical people are hard to manage for a large number of reasons. Turnover in our industry of these technical people is huge. Training costs are huge so a skilled management person is key to keeping good technical people producing at the highest level.

15. Provide any additional comments about the proposed degree program.

Almost by definition, technical people including for sure engineering graduates lack managerial, communication, and people skills. Where is this taught for engineers? Dale Carnegie? Church? Internal company leadership training? School of hard knocks? I don't know whether creating a whole degree program is the answer, but these topics need to be included somewhere along with budgeting and marketing in an engineer's training.

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Employer: JB Hunt

Type of company: Transportation

Contact Person: Tarek Taha

Position Title: Sr. Director, Engineering & Technology

Email: tarek_taha@jbhunt.com

Telephone number: 479-820-8165

- List job titles with your company that require employees to have the knowledge and skills obtained from the proposed degree program:
Director of Engineering & Technology
VP of Engineering & Technology
- List the degree required for each job title listed in #1:
BSIE
MSIE
BS & MS in Computer Science
- Indicate the certification/licensure required for each job title listed in #1:
None
PE Licensure
BS IE
Doctorate

4. How many positions do you currently have for each job title listed in #1?
10
5. How many position openings do you currently have for each job title listed in #1?
1
6. How many position openings will you have the next 2–5 years for each job title listed in #1?
5
7. What is the annual salary for each position listed in #4 & #5?
\$100,000 - \$120,000
8. If no openings now, when do you anticipate having openings for the positions listed in #1?
18-24 months
9. Would you give hiring preference to applicants with the proposed degree?
No
10. Indicate the number of employees who would benefit from enrolling in selected coursework in the proposed degree program?
10
 If yes, would you provide tuition assistance?
Yes
11. Would it be helpful for your employees if the courses were offered online/distance technology, evenings or weekends? _____ Indicate your preference:
Online/Distance Technology
Evenings
Weekends
12. Indicate the type of support your company will provide for the proposed degree program, such as, program start-up funds, provide an internship site, part-time faculty, tuition reimbursement, employee release time, or equipment:
Tuition Reimbursement
Employee Release Time
- Will you or a co-worker serve on the institution's program advisory committee? (provide name of employee email)
Yes
13. Indicate the skills individuals would need for employment in the positions listed in #1:
X Interpersonal communications X Supervision/Management X Budgeting

- | | | |
|---|---|---|
| <input checked="" type="checkbox"/> Written/oral communications | <input checked="" type="checkbox"/> Leadership/initiative | <input checked="" type="checkbox"/> Data analysis |
| <input checked="" type="checkbox"/> Team work | <input checked="" type="checkbox"/> Planning/Organizing | <input checked="" type="checkbox"/> Public Speaking |
| <input checked="" type="checkbox"/> Independent worker | <input checked="" type="checkbox"/> Conflict resolution | <input checked="" type="checkbox"/> Marketing |
| <input checked="" type="checkbox"/> Analytical reasoning | <input type="checkbox"/> Problem Solver | <input type="checkbox"/> Teacher/Trainer |
| <input type="checkbox"/> Computer programming | <input checked="" type="checkbox"/> Computer applications | <input type="checkbox"/> PowerPoint |

Presentations

- Foreign Language (specify) _____
- Other skills not listed (identify) People/Interpersonal Relationship Skills

14. How will this proposed degree program benefit your local community, the state, region or nation?

It should add a technical element to an MBA style program.

15. Provide any additional comments about the proposed degree program.

Would you be required to have a BS in Engineering in order to enroll in the program? How would one distinguish between this program and the MSOM degree?

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Employer: Stevens Institute of Technology

Type of company: University

Contact Person: Mitchell Kerman

Position Title: Director of Program Development

Email: mkerman@stevens.edu

Telephone number: 201-618-4453

1. List job titles with your company that require employees to have the knowledge and skills obtained from the proposed degree program:

Director
Professor

2. List the degree required for each job title listed in #1:

Director - MS, MA
Professor - Ph.D.

3. Indicate the certification/licensure required for each job title listed in #1:

Doctorate

4. How many positions do you currently have for each job title listed in #1?

5

5. How many position openings do you currently have for each job title listed in #1?

6. How many position openings will you have the next 2–5 years for each job title listed in #1?
5
7. What is the annual salary for each position listed in #4 & #5?
\$120,000 - \$140,000
8. If no openings now, when do you anticipate having openings for the positions listed in #1?
0-6 months
9. Would you give hiring preference to applicants with the proposed degree?
Yes
10. Indicate the number of employees who would benefit from enrolling in selected coursework in the proposed degree program?
5
 If yes, would you provide tuition assistance?
No
11. Would it be helpful for your employees if the courses were offered online/distance technology, evenings or weekends? _____ Indicate your preference:
Online/Distance Technology
12. Indicate the type of support your company will provide for the proposed degree program, such as, program start-up funds, provide an internship site, part-time faculty, tuition reimbursement, employee release time, or equipment:
Part-time Faculty
Tuition Reimbursement
- Will you or a co-worker serve on the institution's program advisory committee? (provide name of employee email)
Yes
13. Indicate the skills individuals would need for employment in the positions listed in #1:
- | | | |
|---------------------------------------|---------------------------------|-----------------------------------|
| <u>X</u> Interpersonal communications | <u>X</u> Supervision/Management | <u> </u> Budgeting |
| <u>X</u> Written/oral communications | <u>X</u> Leadership/initiative | <u>X</u> Data analysis |
| <u>X</u> Team work | <u>X</u> Planning/Organizing | <u> </u> Public Speaking |
| <u>X</u> Independent worker | <u> </u> Conflict resolution | <u>X</u> Marketing |
| <u>X</u> Analytical reasoning | <u>X</u> Problem Solver | <u>X</u> Teacher/Trainer |
| <u> </u> Computer programming | <u>X</u> Computer applications | <u>X</u> PowerPoint Presentations |

____ Foreign Language (specify) _____

____ Other skills not listed (identify) _____

14. How will this proposed degree program benefit your local community, the state, region or nation?

Increased education; Need critical thinking skills in operations / management

15. Provide any additional comments about the proposed degree program.

None

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Employer: West Monroe Partners

Type of company: Consulting

Contact Person: Joel Brock

Position Title: Senior Manager

Email: jbrock@westmonroepartners.com

Telephone number: 773-414-5693

1. List job titles with your company that require employees to have the knowledge and skills obtained from the proposed degree program:

Consultant
Principal

2. List the degree required for each job title listed in #1:

Industrial Engineering
Information's Systems

3. Indicate the certification/licensure required for each job title listed in #1:

BS IE

4. How many positions do you currently have for each job title listed in #1?

10

5. How many position openings do you currently have for each job title listed in #1?

6. How many position openings will you have the next 2–5 years for each job title listed in #1?
10

7. What is the annual salary for each position listed in #4 & #5?
\$60,000 - \$80,000

8. If no openings now, when do you anticipate having openings for the positions listed in #1?
6-12 months

9. Would you give hiring preference to applicants with the proposed degree?
Yes

10. Indicate the number of employees who would benefit from enrolling in selected coursework in the proposed degree program?
5
If yes, would you provide tuition assistance?
No

11. Would it be helpful for your employees if the courses were offered online/distance technology, evenings or weekends?_____ Indicate your preference:
Online/Distance Technology
Evenings
Weekends

12. Indicate the type of support your company will provide for the proposed degree program, such as, program start-up funds, provide an internship site, part-time faculty, tuition reimbursement, employee release time, or equipment:
Employee Release Time
Equipment

Will you or a co-worker serve on the institution’s program advisory committee? (provide name of employee email)
Yes

13. Indicate the skills individuals would need for employment in the positions listed in #1:
- | | | | | | |
|----------|------------------------------|----------|------------------------|-----------|-----------------|
| <u>X</u> | Interpersonal communications | <u>X</u> | Supervision/Management | <u> </u> | Budgeting |
| <u>X</u> | Written/oral communications | <u>X</u> | Leadership/initiative | <u>X</u> | Data analysis |
| <u>X</u> | Team work | <u>X</u> | Planning/Organizing | <u> </u> | Public Speaking |
| <u>X</u> | Independent worker | <u>X</u> | Conflict resolution | <u> </u> | Marketing |
| <u>X</u> | Analytical reasoning | <u>X</u> | Problem Solver | <u> </u> | Teacher/Trainer |

Computer programming Computer applications PowerPoint Presentations
 Foreign Language (specify) _____
 Other skills not listed (identify) _____

14. How will this proposed degree program benefit your local community, the state, region or nation?

Help us to staff more industrial engineers across our U.S. offices

15. Provide any additional comments about the proposed degree program.

Keep the students coming.