

Understanding the Employability of College Graduates for Success in the Workplace

Richard James Rateau

Dissertation submitted to the faculty of the Virginia Polytechnic Institute and State  
University in partial fulfillment of the requirements for the degree of

Doctor of Philosophy  
In  
Agricultural and Extension Education

Eric K. Kaufman, Committee Chair  
Thomas W. Broyles  
Shelli B. Fowler  
J. Shane Robinson

October 11, 2011  
Blacksburg, VA

Keywords: Borich needs assessment, employability potential, learner-centered teaching,  
job skills, path-goal leadership theory, role of higher education, skills model of leadership

Copyright © Richard J. Rateau, 2011

# Fair Use Evaluation Documentation

Compiled using the Fair Use Evaluator [cc] 2008 Michael Brewer & the Office for Information Technology Policy,  
<http://librarycopyright.net/fairuse/>

---

**Name:** Richard J. Rateau  
**Job Title:** Doctoral Candidate  
**Institution:** Virginia Tech  
**Title of Work Used:** Basic and Applied Skills Categories  
**Copyright Holder:** Conference Board  
**Publication Status:** Published  
**Publisher:** Conference Board  
**Place of Publication:**  
**Publication Year:** 2006  
**Description of Work:** A listing on the different basic skills versus applied skills employers seek in their new hires  
**Date of Evaluation:** May 3, 2011  
**Date of Intended Use:** June 15, 2011

---

Describe the **Purpose** and Character of Your Intended Use:

[+] Use is socially beneficial (promotes the creation of new knowledge, learning, etc.). Use supports the critical nature of these skills and the purpose of the doctoral dissertation.

Fair



Unfair

The Average **"Fairness Level,"** Based on Your Rating of Each of the 4

Factors, is:

[see tool disclaimer for important clarifying information]:



Based on the information and justification I have provided above, I, Richard J. Rateau, am asserting this use is **FAIR** under Section 107 of the U.S. Copyright Code.

Signature: \_\_\_\_\_

Date of Signature: \_\_\_\_\_

*RJ*

*10-21-11*

**\*Disclaimer:** This document is intended to help you collect, organize & archive the information you might need to support your fair use evaluation. It is not a source of legal advice or assistance. The results are only as good as the input you have provided by are intended to suggest next steps, and not to provide a final judgment. It is recommended that you share this evaluation with a copyright specialist before proceeding with your intended use.

# Fair Use Evaluation Documentation

Compiled using the **Fair Use Evaluator** [cc] 2008 Michael Brewer & the Office for Information Technology Policy,  
<http://librarycopyright.net/fairuse/>

---

**Name:** Richard J. Rateau  
**Job Title:** Doctoral Candidate  
**Institution:** Virginia Tech  
**Title of Work Used:** The convergent parallel mixed methods research design  
**Copyright Holder:** Creswell, J. & Plano Clark, V.  
**Publication Status:** Published  
**Publisher:** Sage Publications, Inc.  
**Place of Publication:** Thousand Oaks, CA  
**Publication Year:** 2011  
**Description of Work:** A standard process flow diagram for a mixed methods research design  
**Date of Evaluation:** May 3, 2011  
**Date of Intended Use:** June 15, 2011

---

Describe the **Purpose** and Character of Your Intended Use:

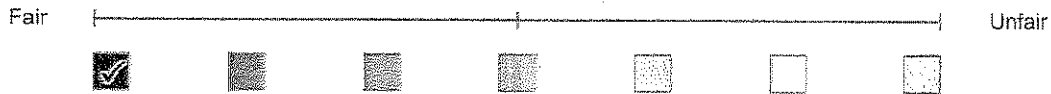
[+] Use is socially beneficial (promotes the creation of new knowledge, learning, etc.) This process flow diagram shows the steps and design of my research.  
[+] Use is not-for-profit



The Average **"Fairness Level,"** Based on Your Rating of Each of the 4

Factors, Is:

[see tool disclaimer for important clarifying information]:



Based on the information and justification I have provided above, I, Richard J. Rateau, am asserting this use is **FAIR** under Section 107 of the U.S. Copyright Code.

Signature: \_\_\_\_\_

Date of Signature: \_\_\_\_\_

**\*Disclaimer:** This document is intended to help you collect, organize & archive the information you might need to support your fair use evaluation. It is not a source of legal advice or assistance. The results are only as good as the input you have provided by are intended to suggest next steps, and not to provide a final judgment. It is recommended that you share this evaluation with a copyright specialist before proceeding with your intended use.

# Fair Use Evaluation Documentation

Compiled using the **Fair Use Evaluator** [cc] 2008 Michael Brewer & the Office for Information Technology Policy.  
<http://librarycopyright.net/fairuse/>

---

**Name:** Richard J. Rateau  
**Job Title:** Doctoral Candidate  
**Institution:** Virginia Tech  
**Title of Work Used:** Three components of the skills model.  
**Copyright Holder:** Northouse, P.  
**Publication Status:** Published  
**Publisher:** Sage Publications, Inc.  
**Place of Publication:** Thousand Oaks, CA  
**Publication Year:** 2010  
**Description of Work:** A flow diagram of different leadership skills.  
**Date of Evaluation:** May 3, 2011  
**Date of Intended Use:** June 15, 2011

---

Describe the **Purpose** and Character of Your Intended Use:

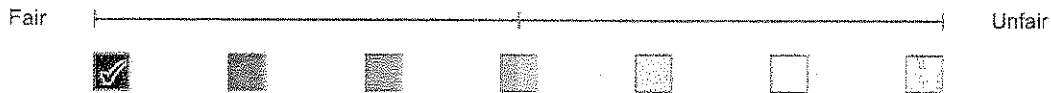
[+] Use is socially beneficial (promotes the creation of new knowledge, learning, etc.) This process flow diagram shows the three components of a leadership skills model.  
[+] Use is not-for-profit



The Average **"Fairness Level,"** Based on Your Rating of Each of the 4

Factors, is:

[see tool disclaimer for important clarifying information]:



Based on the information and justification I have provided above, I, Richard J. Rateau, am asserting this use is FAIR under Section 107 of the U.S. Copyright Code.

Signature: \_\_\_\_\_

Date of Signature: \_\_\_\_\_

*RJ*

*10-21-11*

**\*Disclaimer:** This document is intended to help you collect, organize & archive the information you might need to support your fair use evaluation. It is not a source of legal advice or assistance. The results are only as good as the input you have provided by are intended to suggest next steps, and not to provide a final judgment. It is recommended that you share this evaluation with a copyright specialist before proceeding with your intended use.

# Fair Use Evaluation Documentation

Compiled using the **Fair Use Evaluator** [cc] 2008 Michael Brewer & the Office for Information Technology Policy,  
<http://librarycopyright.net/fairuse/>

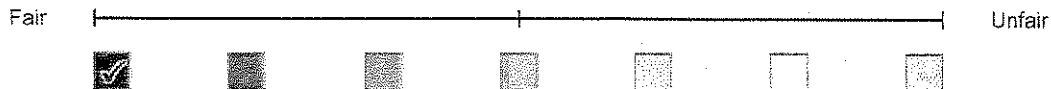
---

**Name:** Richard J. Rateau  
**Job Title:** Doctoral Candidate  
**Institution:** Virginia Tech  
**Title of Work Used:** The basic idea behind path-goal theory.  
**Copyright Holder:** Northouse, P.  
**Publication Status:** Published  
**Publisher:** Sage Publications, Inc.  
**Place of Publication:** Thousand Oaks, CA  
**Publication Year:** 2010  
**Description of Work:** A flow diagram of how leaders remove obstacles for followers to attain their goals.  
**Date of Evaluation:** May 3, 2011  
**Date of Intended Use:** June 15, 2011

---

Describe the **Purpose** and Character of Your Intended Use:

[+] Use is socially beneficial (promotes the creation of new knowledge, learning, etc.) This process flow diagram shows the three components of a leadership skills model.  
[+] Use is not-for-profit





The Average **"Fairness Level,"** Based on Your Rating of Each of the 4

Factors, Is:

[see tool disclaimer for important clarifying information]:



Based on the information and justification I have provided above, I, Richard J. Rateau, am asserting this use is FAIR under Section 107 of the U.S. Copyright Code.

Signature: \_\_\_\_\_



Date of Signature: \_\_\_\_\_

10-21-11

**\*Disclaimer:** This document is intended to help you collect, organize & archive the information you might need to support your fair use evaluation. It is not a source of legal advice or assistance. The results are only as good as the input you have provided by are intended to suggest next steps, and not to provide a final judgment. It is recommended that you share this evaluation with a copyright specialist before proceeding with your intended use.

# Fair Use Evaluation Documentation

Compiled using the **Fair Use Evaluator** [cc] 2008 Michael Brewer & the Office for Information Technology Policy,  
<http://librarycopyright.net/fairuse/>

---

**Name:** Richard J. Rateau  
**Job Title:** Doctoral Candidate  
**Institution:** Virginia Tech  
**Title of Work Used:** The products and procedures of a convergent parallel design.  
**Copyright Holder:** Creswell, J. & Plano Clark, V.  
**Publication Status:** Published  
**Publisher:** Sage Publications, Inc.  
**Place of Publication:** Thousand Oaks, CA  
**Publication Year:** 2011  
**Description of Work:** A flow diagram of merging qualitative and quantitative data and final interpretation of data.  
**Date of Evaluation:** May 3, 2011  
**Date of Intended Use:** June 15, 2011

---

Describe the **Purpose** and Character of Your Intended Use:

[+] Use is socially beneficial (promotes the creation of new knowledge, learning, etc.) This process flow diagram shows the three components of a leadership skills model.  
[+] Use is not-for-profit



