



ANDERSEN TAX EMPLOYER SURVEY
Office of Assessment and Accreditation Support
1 December 2017

General Information about the Survey

Purpose: The purpose of this report is to investigate the educational effectiveness of the University of San Francisco School of Law's Graduate Tax programs. This purpose was achieved by surveying Managing Partners at Andersen Tax on their Graduate Tax program employees' achievement of program learning outcomes and written communication skills. In addition, the survey asked participants to report the areas in which the Graduate Tax program best prepares its students and areas for improvement.

Originators:

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Data Collection

Sample: 10 Managing Partners at Andersen Tax

Instrument: Eight-item Qualtrics survey developed in collaboration with the School of Law and the Office of Assessment and Accreditation Support

Period: November 1st – 17th, 2017

Suggestions for Use

This report is recommended for distribution to the following stakeholders:

- Graduate Tax Team
- School of Law Associate Dean for Academic Affairs
- Office of Assessment and Accreditation Support
- Office of the Provost

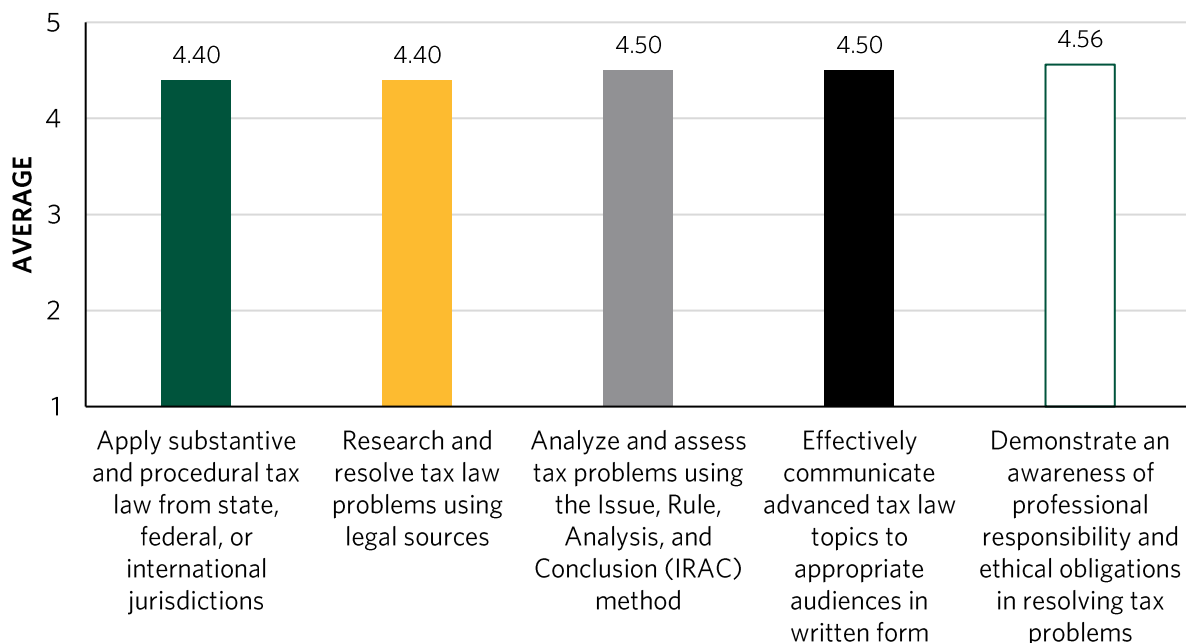
Included in this Report

- Quantitative data with accompanying figures
- Qualitative responses

PROGRAM LEARNING OUTCOMES

Participants rated their Graduate Tax program employees on each of the following Graduate Tax program learning outcomes: apply substantive and procedural tax law from state, federal, or international jurisdictions; research and resolve tax law problems using legal sources, analyze and assess tax problems using the Issue, Rule, Analysis, and Conclusion (IRAC) method; effectively communicate advanced tax law topics to appropriate audiences in written form; and demonstrate an awareness of professional responsibility and ethical obligations in resolving tax problems. Participants answered using a 5-pt. scale (1 = *Poor*, 5 = *Excellent*). Participants were provided with an “I don’t have sufficient information” option, but no participants used it.

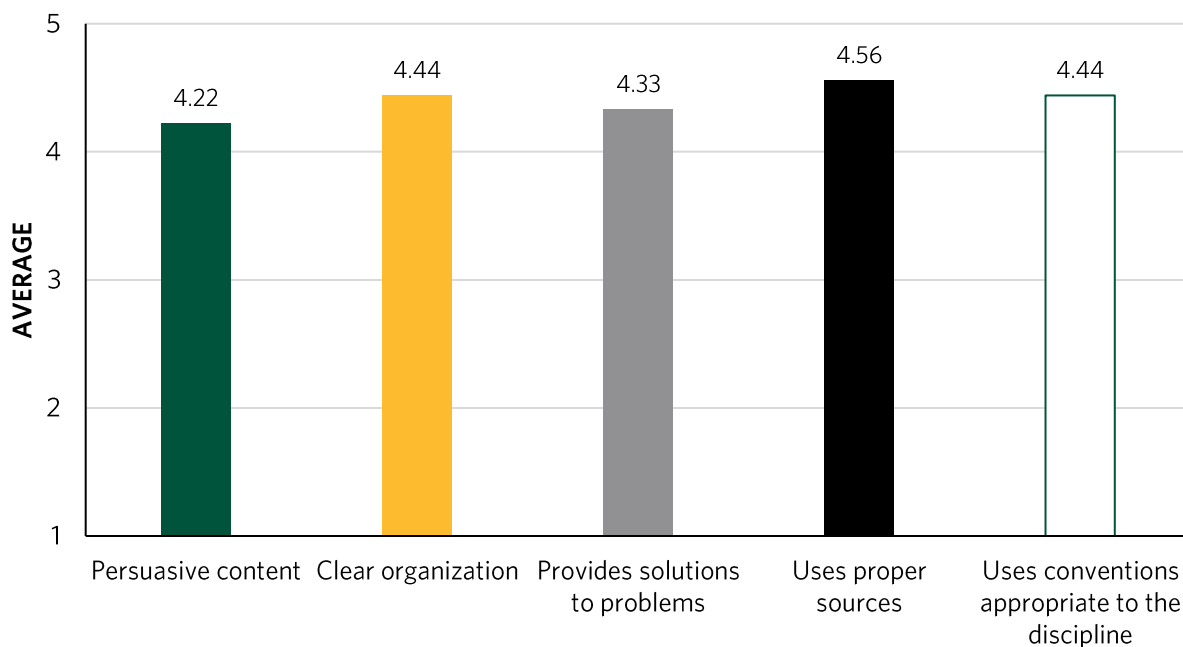
The figure below depicts participants’ average evaluation of Graduate Tax program employees on the Graduate Tax program learning outcomes.



WRITTEN COMMUNICATION

Participants rated their Graduate Tax program employees on the following written communication skills: persuasive content, clear organization, provides solutions to problems, uses proper sources, and uses conventions appropriate to the discipline. Participants answered using a 5-pt. scale (1 = *Poor*, 5 = *Excellent*). Participants were provided with an “I don’t have sufficient information” option, but no participants used this option.

The figure below depicts participants’ average evaluation of Graduate Tax program employees on written communication skills.



AREAS OF BEST PREPARATION

Participants indicated the areas in which they think the Graduate Tax programs best prepare Andersen Tax employees for their current role at the firm. Verbatim responses are presented below with the participant's office location in brackets.

- Breadth of tax knowledge [San Francisco, CA]
- Complex tax issues basis. t risk, etc. Also, just being able to use the code and regulations for research [New York, NY]
- I believe the technical aspect helped and organizational skills, as well as multi-tasking [Greenwich, CT]
- Analytical and research skills [Houston, TX]
- Research and tax memos perhaps [New York, NY]
- Technical abilities [New York, NY]
- Technical background [Houston, TX]
- Technical expertise [San Francisco, CA]
- Technical tax skills [Seattle, WA]
- Written communication, ability to ask relevant questions [San Francisco, CA]

AREAS FOR IMPROVEMENT

Participants provided suggestions for areas in which the Graduate Tax programs could improve training in the Graduate Tax program. Verbatim responses are presented below with the participant's office location in brackets.

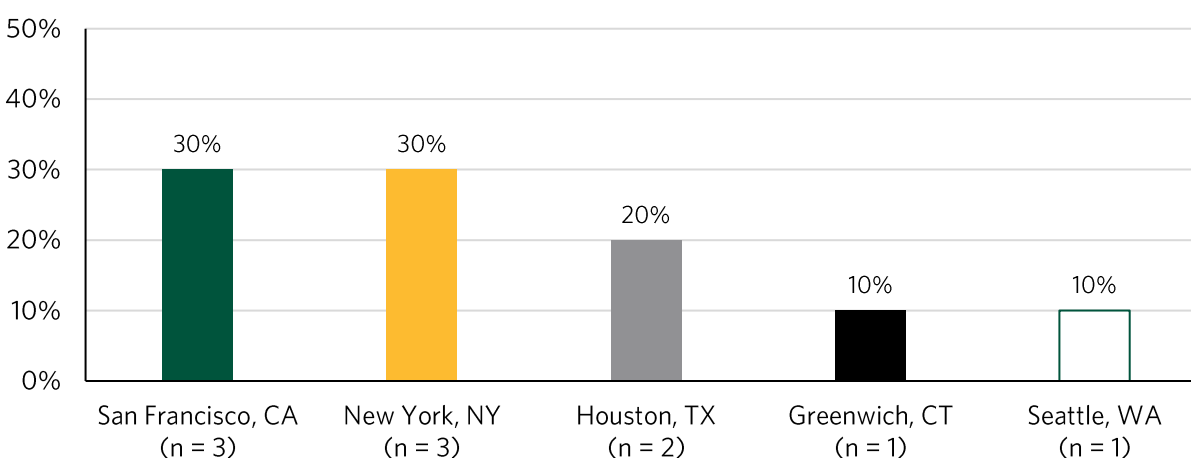
- I haven't had enough exposure with the program to answer [Houston, TX]
- Continue doing good work [San Francisco, CA]
- I don't have any [San Francisco, CA]
- No suggestions [New York, NY]
- None [New York, NY]
- None [New York, NY]
- Not enough familiarity with the program to comment [Greenwich, CT]
- Stress ability to focus on big picture while maintaining eye for detail. [San Francisco, CA]

DEMOGRAPHICS

Office Location

Participants reported the Andersen Tax office at which they are located from the following list: Baltimore, MD; Boston, MA; Chicago, IL; Dallas, TX; Florham Park, NJ; Greenwich, CT; Harrisburg, PA; Houston, TX; Long Island, NY; Los Angeles, CA; New York, NY; Orange County, CA; Philadelphia, PA; San Francisco, CA; Seattle, WA; Silicon Valley, CA; Washington, D.C.; West Palm Beach, FL; or Woodland Hills, CA. It should be noted that Graduate Tax program alumni are not employed at all of the Andersen Tax office locations.

The figure below depicts the Andersen Tax office locations at which participants reported working.



Number of Graduate Tax Program Alumni

Participants reported the number of Graduate Tax program alumni that are currently employed at their office.

- Participants reported a mode of **one** Graduate Tax program alumni currently employed at their office.
- The number of Graduate Tax program alumni currently employed ranged from **three** (San Francisco, CA) to **one** (Greenwich, CT, New York, NY, and Seattle, WA) (tie).

Number of Years Practicing Law

Participants reported the number of years, if any, that they practiced law in their career.

- Those participants that indicated they practiced law reported, on average, practicing for **23.20 years** ($SD = 11.35$).

Number of Years Employed at Andersen Tax

Participants reported the number of years that they have been employed by Andersen Tax.

- Participants, on average, reported being employed by Andersen Tax for **12.90 years** ($SD = 5.74$).