

**RECRUITMENT and GRADUATION
BENCHMARKS
2003-2004**

University of Illinois at Urbana-Champaign

Collected and compiled by the

**CAREER SERVICES COUNCIL
of the
University of Illinois at Urbana-Champaign**

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With data and material contributed by:

- UIUC career services offices and recruiting coordinators
- The Chancellor's Senior Survey on the Undergraduate Experience 2004 administered by the Center for Teaching Excellence, John Ory, Director
- Career patterns derived from previous Senior Surveys and surveys conducted by the University of Illinois Office for Planning and Budgeting and Office of Instructional Resources

UIUC Interviewing/Recruiting Summary 2003-2004

	<i>Change</i>	<i>2003-2004</i>	<i>2002-2003</i>	<i>2001-2002</i>	<i>2000-01</i>	<i>1999-00</i>	<i>5 Yr. Ave.</i>
Interviewing Schedules	+13.9%	2,712	2,381	2,445	4,123	4,075	3,147
Student Interviews	+14.3%	25,429	22,251	23,089	34,591	34,798	28,032
Job Vacancy Listings	-9.6%	31,203	34,516	46,631	59,194	58,511	46,011
Student Participants	-18.6%	14,874	18,262	17,528	17,901	11,830	16,079

- The number of on-campus interviewing schedules increased for the first time in three years (13.9% from last year) with over 25,429 students interviewing, a 14.3% increase from the previous year. It appears that on-campus recruiting may be rebounding from its lows.
 - The number of student interviews is still short of the over 34,000 interviews in 1999-00 and 2000-01. It is 2,603 less than the 5-year average.
 - Illinois at Urbana-Champaign continues to host more student interviews than any other college or university in the United States. This was validated by a 2002 NACE (National Association of Colleges and Employers) Career Services Performance Measurement Survey.
- The number of job listing vacancies continued to decline (9.6%) although much less than last year when there was a 25% drop in job vacancy postings.
- The past year employers increased their contact with career services offices at the University of Illinois at Urbana-Champaign (20.3%). Yet, the number of actual internships and jobs that were published decreased (-7.3%). It appears that employers are maintaining, or increasing, their contacts with the university community yet posting less actual available positions. Speculation is that employers may be gearing up for future employment needs as the economy rebounds from its recession.
- Surprisingly, student participation declined significantly (18.6%) compared to the last three years with only 14,874 students involved compared to the average 18,000 the previous three years.
- There seems to be a national trend suggesting that on-campus employer activity is increasing while student participation decreases. This may be an indication of students' sense of hopelessness regarding job opportunities and traditional recruiting methods. It is not unusual that student participation lags behind a recovery in employment opportunities.
- While the number of internship listings declined, on-campus recruiting for internships grew with 248 employers (82% increase), 340 schedules (8% increase), and 2,754 interviews (16% increase). Student registration for internship recruiting increased even though student participation declined in other areas of recruiting.
- Career Search, a cooperative venture of career services offices on the three campuses and the Alumni Association supporting the largest employer information database in the world, was extensively used by students and alumni. From July to June, 15,149 searches were conducted on the Illinois system and company contact information was downloaded or printed on 1,338,074 potential employers.
- The Career Services Council website, inaugurated in fall 2002 to expedite employer and student access to the campus career services offices, has been overwhelmingly successful and utilized. During 2003-2004 the site had 6,673,270 hits serving 169,973 unique users that made 378,090 visits to the site to acquire information about career services at UIUC.

Top Employers of Graduates (all majors)

Chancellor's Senior Survey on the Undergraduate Experience 2004 administered by the Center for Teaching Excellence, John Ory, Director (reported by the graduates themselves in the Senior Survey)

In 2004	In 2003	In 2001
1. Deloitte and Touche	1. Bank One	1. Accenture
2. Motorola	2. Deloitte and Touche	2. Deloitte and Touche
3. US Armed Forces	3. University of Illinois	3. Motorola
4. Ernst & Young	4. General Electric	4. IBM
5. Caterpillar	4. Sears	5. Caterpillar
6. Hewitt and Associates	4. U.S. Navy	5. Microsoft
7. Bank One	7. Cerner	5. PricewaterhouseCoopers
7. CDW	7. PricewaterhouseCoopers	8. Ernst and Young
7. Cerner	9. Honeywell	9. Bank One
7. Northrop Grumman	9. IBM	10. Hewitt and Associates
7. Pulte Homes	11. Caterpillar	10. John Deere
7. Teach for America	11. CDW Computer Centers	12. Allstate
8. Abbott Laboratories	11. Lockheed Martin	12. Merrill Lynch
8. LaSalle Bank	14. Abbott Laboratories	12. U.S. Air Force
9. Chicago Public Schools	14. Enterprise Rent-A-Car	12. U.S. Navy
9. Boeing	14. Hewitt and Associates	16. CDW Computer Centers
9. Huron Consulting Group	14. Liberty Mutual Insurance	16. Dell
	14. Teach for America	16. Gibson and Associates
	14. U.S. Air Force	16. Intel
		16. Lucent Technologies
		16. Mervyn's of California
		16. Procter and Gamble
		16. State Farm Insurance

*2002 information not available due to technical difficulties.

- Illinois' top employers of graduates include Deloitte and Touche, Motorola, U.S. Armed Forces, Ernst & Young, and Caterpillar. Motorola, Ernst & Young, and Caterpillar returned to the top five this year after being absent last year.

UIUC Senior Plans, May 2004 - Compared to Previous Years

Chancellor's Senior Survey on the Undergraduate Experience (reported by the graduates themselves in the Senior Survey)

2004 Graduate Plans

	<u>2004</u>	<u>2003</u>	<u>2001</u>	<u>2000</u>
To work	51%	50.0%	56.4%	59.8%
To continue school	35%	35.7%	31.8%	28.8%
Uncertain or Other	14%	14.3%	11.8%	11.4%

* 2002 data not available due to technical difficulties with data collection.

- Over a third of the class of 2004 (35.0 %) planned to continue their education in a difficult labor market, an increase of 5-6% from years with stronger job opportunities.
- Over 50% of the graduates planned to work.

2004 Graduate Confirmed Plans

	<u>2004</u>	<u>2003</u>	<u>2001</u>	<u>2000</u>
Employed	17.0%	16.9%	26.4%	30.8%
Accepted to grad/professional school	23.0%	24.0%	21.4%	19.0%
Confirmed other	<u>6.0%</u>	<u>6.1%</u>	<u>5.0%</u>	<u>6.2%</u>
	46.0%	47.0%	52.8%	56.0%

* 2002 data not available due to technical difficulties with data collection.

- Less than half of the class of 2004 (46.0%) graduated in May with confirmed plans to work or attend school, a decrease of 10% from years with stronger labor markets.
- Business and Education graduates were most likely to have acquired employment at the time of the survey (38% and 29%, respectively). Engineering and Communications graduates were more likely to be seeking employment (78% and 54%, respectively). See Table on page 11 for details.
- Graduates accepted to graduate school or awaiting graduate school decisions were similar across several colleges: Applied Life Sciences (53%), Liberal Arts and Sciences (42%), ACES (41%), and Fine and Applied Arts (40%).
- Compared to last year the most significant change was for Education graduates who were more likely to have secured employment (29% compared to 11.8% a year ago) and been accepted to graduate school (25% compared to 1.3% a year ago).

Top Graduate Professional Degree Programs enrolled in by graduates

*Chancellor's Senior Survey on the Undergraduate Experience 2004
(reported by the graduates themselves in the Senior Survey)*

Class of 2004		Class of 2003	
	<u>of 452</u>		
1. Law	13.7 %	1. Law	13.1 %
2. Medicine	6.0 %	2. Medicine	7.3 %
3. Other Health Related (Pharm, Dentistry, etc)	5.8%	3. Accounting	4.5 %
4. Biological/Chemical Sciences & Related	5.1 %	3. Education & Related	4.5 %
4. Communication, Audiology, Speech Pathology	5.1 %	5. Electrical Engineering	4.0 %
6. Electrical Engineering	4.9 %	6. Audiology & Speech Path	3.4 %
7. Accounting	4.3 %	7. Veterinary Medicine	3.2 %
7. Other Engineering	4.3 %	8. Physical Therapy	2.9 %
9. Architecture	3.8%	9. Biological Sciences & Related	2.7 %
10. Social Work	3.1%	10. Architecture	2.4 %
11. Education & Related	2.9%	10. Psychology	2.4 %

12. Physical Therapy	2.7%		
13. Psychology	2.4%		
14. Veterinary Medicine	2.0%	Class of 2001	
		1. Law	12 %
		2. Medicine	10 %
		3. Accounting	8 %
		4. Human Resources/ LIR	6 %
		5. Electrical Engineering	4 %
		6. Architecture	3 %

Most popular occupations of graduates in 2004 Senior Survey at the University of Illinois at Urbana-Champaign (job titles provided by graduates and grouped into occupational type).

1. Engineer	19.7%
2. Management/Trainee	14.2
3. Sales/Account Executive	10.6
4. Banking/Finance	10.3
5. Analyst Position	9.4
6. Teacher/Education	5.8
6. Accounting	5.8
8. Research/Science	3.2
9. Actuary	1.9
9. Military Officer	1.9
9. Agriculture	1.9

(Represents 84.7% of the 310 job titles provided by graduates)

Most popular “other” pursuits of graduates in 2004

1. Working- plan to pursue graduate degree 1-2 yrs	29.4%
2. Internships	10.3
3. Work or study abroad	9.5
4. "Take time off"	7.9
5. Americorp, Peace Corps, other Voluntary Service	3.2

(Represents 63% of the 123 responses provided by graduates)

SUMMARY OF INTERVIEWING AND JOB LISTING ACTIVITY
FALL 2003 / SPRING 2004
FULL-TIME & INTERNSHIP/INTERVIEWING,
CAREER FAIRS AND VIRTUAL FAIRS
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

CAREER SERVICE OFFICE	EMPLOYER RELATIONSHIPS	SCHEDULES	STUDENT INTERVIEWS	INTERNSHIP AND JOB LISTINGS PUBLISHED	STUDENT REGISTRATION AND PARTICIPATION
Agric, Cons & Environ. Sciences (ACES)	297	76	596	378	640
Actuarial Science	22	54	600	0	103
Architecture	10	10	75	83	75
Biotechnology	23	14	486	532	391
Business	669	1,188	9,434	652	7,420
Chemical Sciences	94	87	718	81	141
Education	475	480	6,810	23,900	1,330
Engineering	271	784	5,684	1,375	2,695
Labor & Indust. Rel.	61	81	810	118	167
Minority Student Affairs	45	0	163	0	482
Rehabilitation Education Services	6	6	34	0	34
The Career Center	242	13	220	4,861	1,311
Other Fairs UIUC Participated	220	NA	NA	NA	11,938
Totals 2003-2004	2,435	2,793	25,630	31,980	14,789*

*Does not include "Other Fair" participants because not all are UIUC students

ACADEMIC YEAR TOTALS	EMPLOYERS RELATIONSHIPS	SCHEDULES AND VIRTUAL JOB VACANCIES	STUDENT/ALUMNI INTERVIEWS & APPLICATIONS	WAIT LIST	INTERNSHIP AND JOB LISTINGS PUBLISHED	STUDENT REGISTRATION AND PARTICIPATION
TOTAL UIUC 03-04	2435	2793	25630	NA	31980	14789*
Total UIUC 02-03	2024	2381	22251	212	34516	18262
Total UIUC 01-02	1864	2445	23089	719	46631	17528
Total UIUC 00-01	3849	4123	34591	2060	59194	17901
Total UIUC 99-00	3744	4075	34798	5496	58511	11836
Total UIUC 98-99	2173	4342.5	32103	10899	37494	9810
Total UIUC 97-98	2247	4465.5	35986	7976	54303	9273
Total UIUC 96-97	2099	4064	37273	9684	48310	NA
Total UIUC 95-96	1974	4212.5	34831	19187	36858	NA
Total UIUC 94-95	1770	4082	30800	17461	39600	NA
Total UIUC 93-94	1556	3046	30305	15726	35554	NA
Total UIUC 92-93	1438	2810	29969	14049	35509	NA
Total. UIUC 91-92	1518	3752	35014	20163	25352	NA
Total UIUC 90-91	1834	3970	37809	13828	27279	NA
Total UIUC 89-90	2123	4446	46520	25170	NA	NA
Total UIUC 88-89	2054	4421	47528	31661	NA	NA

*Does not include "Other Fair" participants because not all are UIUC students

Fall 2003/ Spring 2004 Totals
FOR INTERNSHIP/COOP OPPORTUNITIES ONLY
SUMMARY OF RECRUITING STATISTICS
 UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

CAREER SERVICES OFFICE	NUMBER OF EMPLOYERS	NUMBER OF SCHEDULES	NUMBER OF INTERVIEWS	TOTAL INTERNSHIP LISTINGS	STUDENT REGISTRATION FOR RECRUITING
ACES	91	36	215	137	133
Architecture	5	5	45	57	0
Biotech Center	2	2	22	2	0
Business	81	156	1,721	161	1,159
Chemical Sciences	10	11	85	10	54
Department of Rehabilitation Services	6	6	34	0	34
Engineering*	18	81	202	0	692
ILIR	35	43	430	55	76
The Career Center	0	0	0	1,906	0
Total 2003-2004	248	340	2,754	2,328	2,148
Total 2002-2003	136	316	2,377	4,043	2,087

*Estimated based on 2002-2003 data.

Fall 2003/ Spring 2004 Totals
FOR FULL-TIME EMPLOYMENT ONLY
SUMMARY OF RECRUITING STATISTICS
 UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

CAREER SERVICES OFFICE	NUMBER OF EMPLOYERS	NUMBER OF SCHEDULES	NUMBER OF INTERVIEWS	TOTAL NUMBER OF JOB LISTINGS	STUDENT REGISTRATION FOR RECRUITING
ACES	128	40	381	241	137
Architecture	5	5	30	26	30
Biotech Center	3	6	70	530	65
Business	325	1,032	7,713	491	1,225
Chemical Sciences	84	76	633	71	87
Education	245	250	3,425	23,900	825
Engineering	233	640	4,879	1,375	1,950
ILIR	26	38	380	63	91
Library Science	2	3	16	2	49
The Career Center	208	13	220	2,955	575
Total 2003-2004	1,259	2,103	17,747	26,841	5,004
Total 2002-2003	993	1,657	15,426	30,489	7,093

Fall 2003/ Spring 2004 Total
SUMMARY OF CAREER FAIR PARTICIPATION
 UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

CAREER FAIR	EMPLOYERS @ CAREER FAIR ONLY	EMPLOYERS INTERVIEWING	NUMBER OF SCHEDULES	NUMBER OF INTERVIEWS	CAREER FAIR REGISTRATION/ PARTICIPATION
ACES	78				370
Actuarial Science	22	22	54	600	103
Biotech Center	18	4	6	394	326
Business Career Fairs (2)	263				5,038
Communications Connection- HIREBIG10Plus	35				(400 total)* 7
UIC Diversity (Fall & Spring)	153				3,900*
Engineering Coop-Internship	20	33	63	603	53
Hire Big 10 plus Virtual Fairs (2)	32				3,000*
Multicultural Career Fair (2)	45	8		163	482
Non-Profit & Government Career Fair	34				736
Teacher Placement Day	230	230	230	3,385	505
Total 2003-2004	930	297	353	5,145	14,520*
Total 2002-2003	591	335	408	4,448	9,671

Not included in totals: Engineering Expo, Volunteer Career Fair, Graduate School Fair, and Health School Fair

*These career fair participants include students from UIUC and other universities

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
BACHELORS GRADUATES

SUMMARY OF 2004 POST-GRADUATION PLANS

ACTIVITY	TOTAL		ACES		ALS		BUS		COM		EDU		ENGR		FAA		LAS	
	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%
ACQUIRED FULL-TIME WORK	334	17	29	15	10	7	105	38	9	10	94	29	4	8	4	3	79	10
SEEKING FULL-TIME WORK	671	34	62	32	37	27	93	34	51	54	98	30	40	78	47	39	234	31
ACCEPTED GRAD SCHOOL	462	23	48	25	44	32	45	16	8	9	81	25	0	0	31	25	202	27
AWAITING GRAD SCHOOL	233	12	30	16	29	21	13	5	8	9	21	7	1	2	18	15	112	15
UNCERTAIN	151	8	10	5	9	7	8	3	13	14	17	5	3	6	10	8	78	10
OTHER	123	6	14	7	8	6	12	4	5	5	13	4	3	6	12	10	52	7
TOTAL	1974	100	193	100	137	100	276	100	94	101	324	100	51	100	122	100	757	100

UIUC Senior Survey, conducted by the Office of Instructional Resources; Post-graduate plans results compiled by The Career Center.

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
BACHELORS GRADUATES

SUMMARY OF 2003 POST-GRADUATION PLANS

ACTIVITY	TOTAL		ACES		ALS		BUS		COM		EDU		ENGR		FAA		LAS	
	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%
ACQUIRED FULL-TIME WORK	452	16.9	44	17.1	7	4.4	179	35.1	19	13.8	9	11.8	90	23.6	11	6.5	92	9.4
SEEKING FULL-TIME WORK	887	33.1	87	33.9	36	22.6	183	35.9	62	44.9	60	78.9	133	34.9	67	39.6	249	25.5
ACCEPTED GRAD SCHOOL	644	24.0	63	24.5	68	42.8	72	14.1	14	10.1	1	1.3	107	28.1	39	23.1	277	28.4
AWAITING GRAD SCHOOL	316	11.7	34	13.2	30	18.9	21	4.1	14	10.1	0	0	19	5.0	26	15.4	171	17.5
UNCERTAIN	218	8.1	14	5.4	10	6.3	31	6.1	17	12.3	2	2.6	26	6.8	11	6.5	107	11.0
OTHER	164	6.1	15	5.8	8	5	24	4.7	12	8.7	4	5.3	6	1.6	15	8.9	79	8.1
TOTAL	2681	99.9	257	99.9	159	100.0	510	100.0	138	99.9	76	99.9	381	100.0	169	100.0	975	100.0

UIUC Senior Survey, conducted by the Center for Teaching Excellence, John Ory, Director (reported by graduates)

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
BACHELORS GRADUATES

SUMMARY OF 2001 POST-GRADUATION PLANS

ACTIVITY	TOTAL		ACES		ALS		CBA		COM		EDU		ENGR		FAA		LAS	
	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%
ACQUIRED FULL-TIME WORK	660	26.4	46	19.6	5	5.0	261	49.3	9	8.8	2	3.2	229	46.0	16	9.6	92	11.4
SEEKING FULL-TIME WORK	749	29.9	78	33.2	22	22.0	149	28.2	50	49.0	53	85.5	122	24.5	61	36.5	214	26.5
ACCEPTED GRAD SCHOOL	533	21.3	48	20.4	37	37.0	68	12.9	9	8.8	1	1.6	101	20.3	24	14.4	245	30.2
AWAITING GRAD SCHOOL	258	10.3	35	14.9	19	19.0	11	2.1	14	13.7	0	0.0	18	3.6	29	17.4	132	16.3
UNCERTAIN	171	6.8	15	6.4	10	10.0	26	4.9	11	10.8	2	3.2	16	3.2	18	10.8	73	9.0
OTHER	125	5.0	13	5.5	7	7.0	13	2.5	9	8.8	4	6.5	10	2.0	19	11.4	50	6.2
TOTAL	2496	100.0	235	100.0	100	100.0	528	100.0	102	100.0	62	100.0	496	100.0	167	100.0	806	100.0

UIUC Senior Survey, conducted by the Office of Instructional Resources; Post-graduate plans results compiled by The Career Center.

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
BACHELORS GRADUATES

SUMMARY OF 2000 POST-GRADUATION PLANS

ACTIVITY	TOTAL		ACES		ALS		CBA		COM		EDU		ENGR		FAA		LAS	
	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%
ACQUIRED FULL-TIME WORK	690	30.8	38	26.2	7	6.6	292	62.5	13	13.3	2	9.1	212	54.1	20	13.4	83	11.6
SEEKING FULL-TIME WORK	651	29.0	39	26.9	33	31.1	112	24.0	55	56.1	16	72.7	78	19.9	61	40.9	194	27.1
ACCEPTED GRAD SCHOOL	426	19.0	25	17.2	43	40.6	25	5.4	7	7.1	2	9.1	72	18.4	22	14.8	201	28.0
AWAITING GRAD SCHOOL	220	9.8	23	15.9	9	8.5	16	3.4	7	7.1	1	4.5	14	3.6	17	11.4	119	16.6
UNCERTAIN	116	5.2	7	4.8	6	5.7	11	2.4	9	9.2	0	0	11	2.8	9	6.0	55	7.7
OTHER	140	6.2	13	9.0	8	7.5	11	2.4	7	7.1	1	4.5	5	1.3	20	13.4	65	9.1
TOTAL	2243	100	145	100.0	106	100.0	467	100.0	98	100.0	22	100.0	392	26.1	149	100.0	717	100.0

UIUC Senior Survey, conducted by the Office of Instructional Resources; Post-graduate plans results compiled by The Career Center.