

# **RECRUITMENT and GRADUATION BENCHMARKS**

**2007-2008**

**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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2007-2008 Chair

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## **Recruitment and Graduation Benchmarks**

### **University of Illinois at Urbana-Champaign**

### **2007-2008**

The *Recruitment and Graduation Benchmarks* is a report produced annually by the Career Services Council at the University of Illinois at Urbana-Champaign. The Career Services Council is comprised of career services offices and affiliates at the University. In 1954, placement and career services became an official function of the University of Illinois with the adoption of a policy statement by the Board of Trustees that recognized the “desirability of offering a coordinated service to facilitate the placement of its students and alumni in positions so that the maximum value of its education program may be realized both by graduates and by employers.” A basic tenant of this policy is that the “service is primarily an activity of the University as a whole and, secondarily, that of its constituent parts” (May 15, 1954). Thus, the University affirmed its desire to maintain specific career services for students yet supported a coordinated effort of service to students, alumni, and employers. The tradition continues today. This report not only summarizes the work of individual career services offices but it also provides a summary of the efforts campus-wide.

One function of the Council is to document the work of the various career offices on campus in their efforts to effectively and efficiently serve students, employers, and the university community. According to its mission adopted May 21, 2001, the Career Services Council is “a gateway for students to experiential education, post-graduation employment, and advanced degree work. The Council is a connecting and coordinating body that addresses policy and practice in matters of career service, employment, and post-graduate opportunities.”

The *Recruitment and Graduation Benchmarks* report is a compilation and summary of information collected each year from career services offices that have significant recruiting activities. The data is gathered each summer from the preceding academic year and the report is distributed in the fall. In addition, the report includes information provided by graduating seniors on the *Chancellor’s Senior Survey on the Undergraduate Experience at UIUC* regarding their plans post-graduation. The *Benchmarks* report has a long history with some data tracing back to 1988-89. Special thanks to the many career services offices that contribute to this report and to John Ory, Director of the *Center for Teaching Excellence*, which administers the *Chancellor’s Senior Survey*.

### **HireIllini Campaign**

In 2006-07 the Career Services Council laid the groundwork for a marketing campaign to promote the University of Illinois at Urbana-Champaign as the preeminent place to recruit talent. With funding from the Office of the Provost for three years (2006-09), the following goals were established:

- Position Illinois as the preeminent source for recruiting talented human capital.
- Impact economic stakeholders in the state, region, nation, and world by introducing employing partners to the vast opportunities for entry-level and experienced hires in all majors at the University of Illinois.
- Ensure that current employers from specific disciplines know the wide-range of quality human resources available from other disciplines on campus.
- Offer organizations a single online access point to the 25+ career services offices and affiliates in order to connect with unique talent across the entire campus.
- Promote cross-campus hiring for employers with multiple-discipline human resource needs.

During the first year the primary goals were to develop a brand identity for the campaign, design promotional materials, and establish a website “portal” or gateway to career services and recruiting at Illinois. After conducting market research with employers to determine recruiting needs and communication strategies, a strategic plan was designed for the marketing campaign. The *HireIllini.com* website ([www.hireillini.com](http://www.hireillini.com)) was created as a centralized site with links to career services offices and job fair calendars, as well as information about the University’s outstanding reputation and academic programs. *HireIllini.com* introduced recruiters to a higher level of service and collaboration within the Career Services Network, allowing for greater productivity for recruiters accessing talent across academic disciplines.

The second year (2007-08) of the HireIllini campaign was primarily focused on advertising and promoting HireIllini.com locally and nationally. Efforts included:

- Over 8,000 *Five Steps to Successful Recruiting* brochures were mailed to employers on the membership lists of the National Association of Colleges and Employers (NACE) and to the American Association for Employment in Education (AAEE). A smaller mailing of the brochure was sent to a Southern ACE employer list and to employers in surrounding suburbs of Chicago.
- Two ads were placed in the UI Alumni Association magazine – ½ page color ad in the March/April issue and a full page color ad in the July/August issue.
- The HireIllini e-card was sent to over **84,000+ UIUC alums** in Illinois, California, New York, Connecticut, New Jersey, Indiana, Iowa, Missouri, Wisconsin, Texas, and Ohio.
- E-card included in an electronic mailing to Carbondale Chamber of Commerce members.
- Promotional booth at the first annual Big 10 Men’s Basketball Tournament Career Expo in Indianapolis.
- Shared a booth with ILIR Career Services for the annual SHRM Conference held in Chicago.
- Sponsorship at 2008 Midwest ACE Conference held in St. Louis.
- Ordered 3,000 HireIllini “business cards” for handouts to employers. Four different messages/wording used which included HireIllini - *Brilliance, Talent, Excellence, or Potential*.
- HireIllini ads (electronic) in the following major publications:
  - Crain’s ChicagoBusiness.com – Weekly Text Ads 6/23 to 6/29/08 & 9/29 to 10/3/08
  - Chicago Business Ledger/Business Edge electronic banner advertisement from June-August 2008
  - SHRM Media – electronic ad for month of June and SHRM Conference Daily ad for SHRM Conference in Chicago, June 2008.

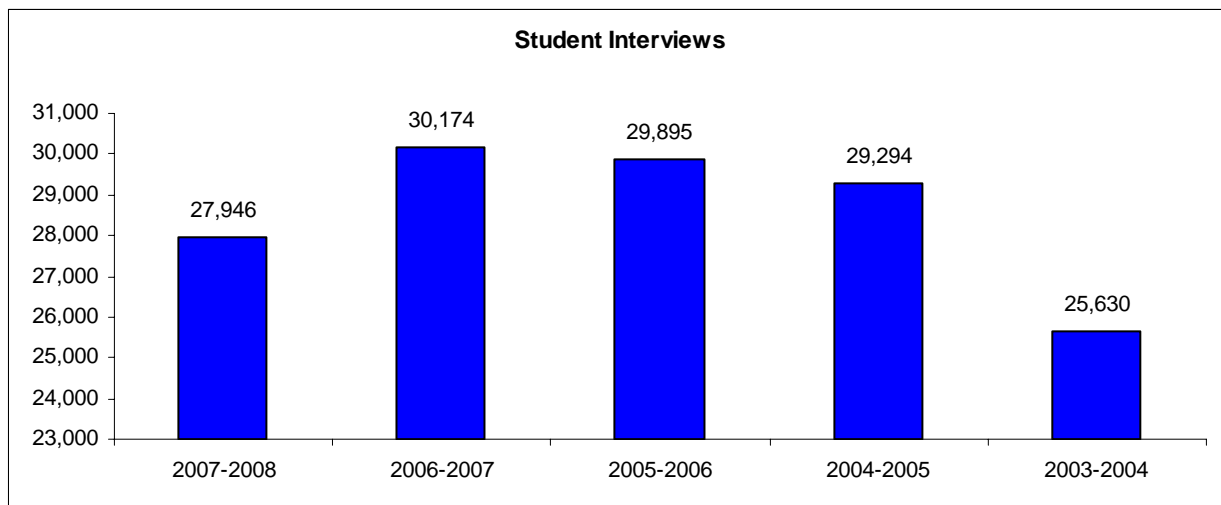
Other highlights included:

- A comprehensive Employer Survey was sent electronically to nearly 1500 employers in August 2007 and results will be distributed this coming year.
- HireIllini presentations were given at the Alumni Association C-CAR (Campus Council on Alumni Relations) meeting, the ACES Extension Office gathering on campus, ILACE meeting, and 2008 Midwest ACE Conference.
- Several members of the CSC marketing committee co-hosted and presented to a Champaign County Alliance breakfast meeting and Vermilion County/Danville Chamber of Commerce luncheon.

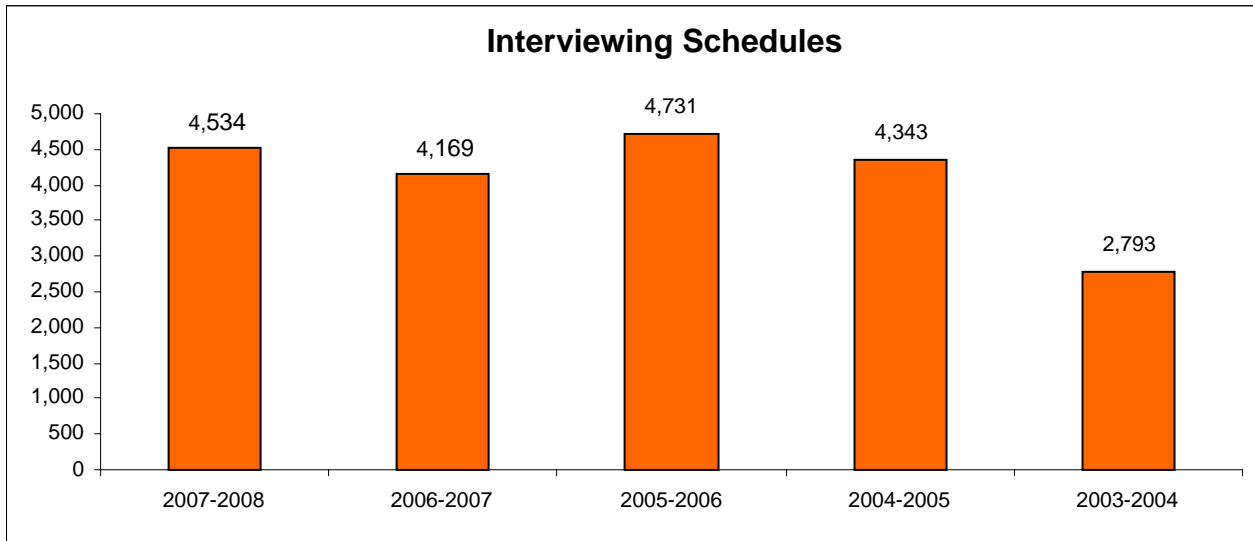
## Recruitment at the University of Illinois at Urbana-Champaign

Career services offices are asked to report on full-time employment recruiting, internship/coop recruiting, and career fair participation for the previous academic year. They provide data on the number of student interviews, interview schedules, employer contacts, job/internship postings, and student participants. Campus-wide totals and data for each of these areas by career services office may be found in Appendix A.

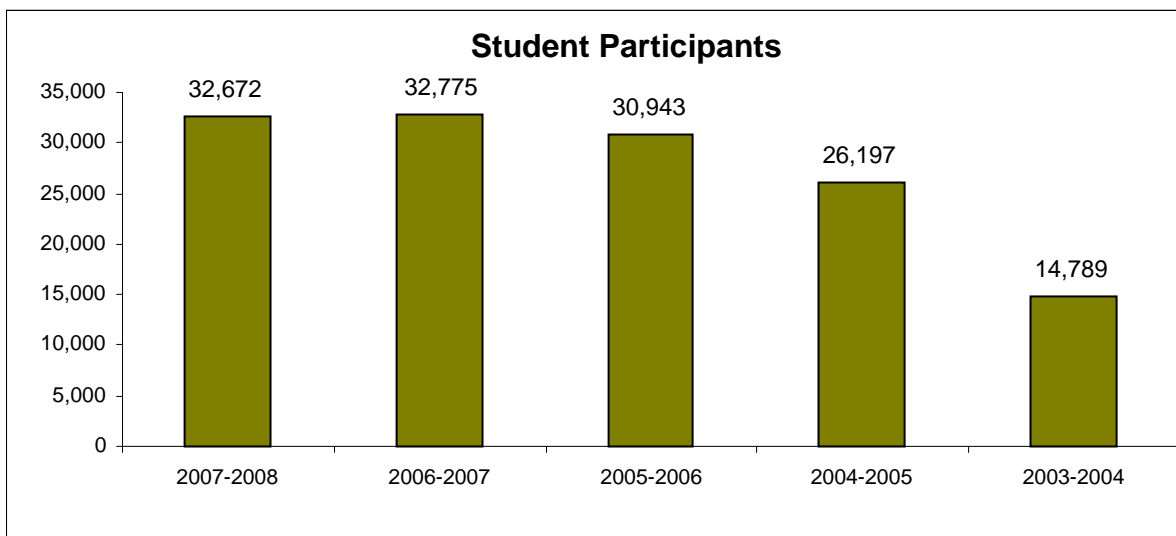
The number of student interviews declined 7.4% this past year with 27,946 interviews conducted on campus. This is the first decline in three years.



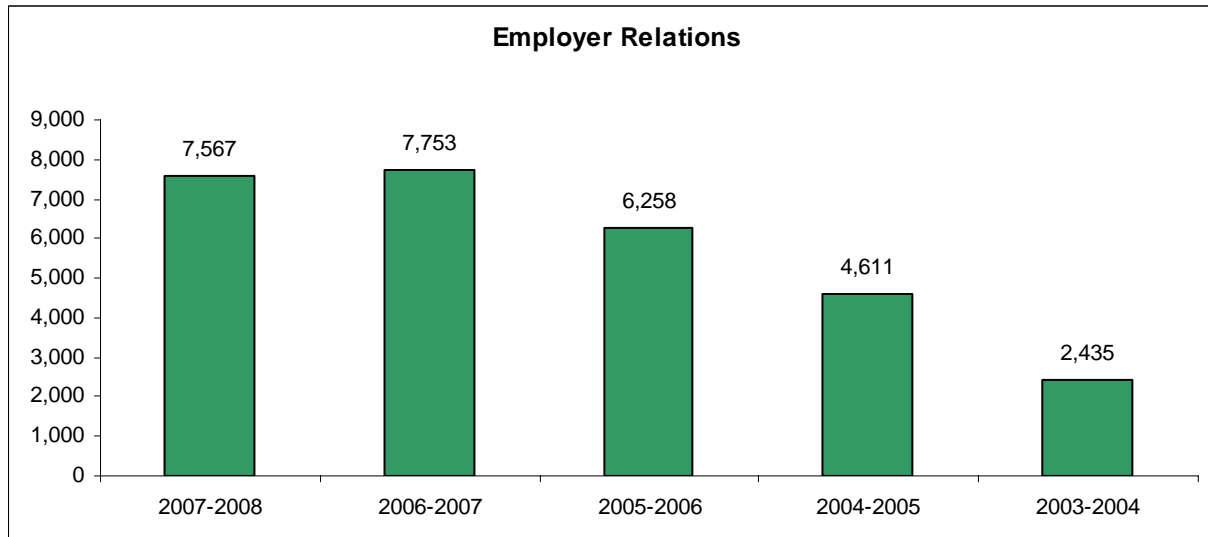
The number of interview schedules increased to 4,534 this year from 4,169 the previous year. A record high 4,731 interviews were scheduled in 2005-06 (data is available since 1988-89). While the number of schedules increased, the number of students interviewed decreased. The numbers indicate that employers interviewed an average of 6 students per schedule, which is lower than previous years. While on-campus recruiting continues to be strong with employers establishing schedules, they interviewed fewer candidates this past year. Career services professionals speculate this may be due to students being more selective and choosing fewer employers with whom to interview, more shared schedules among career offices resulting in duplicate scheduling reports, and more internships resulting in full-time employment offers leaving fewer students interviewing in their senior year.



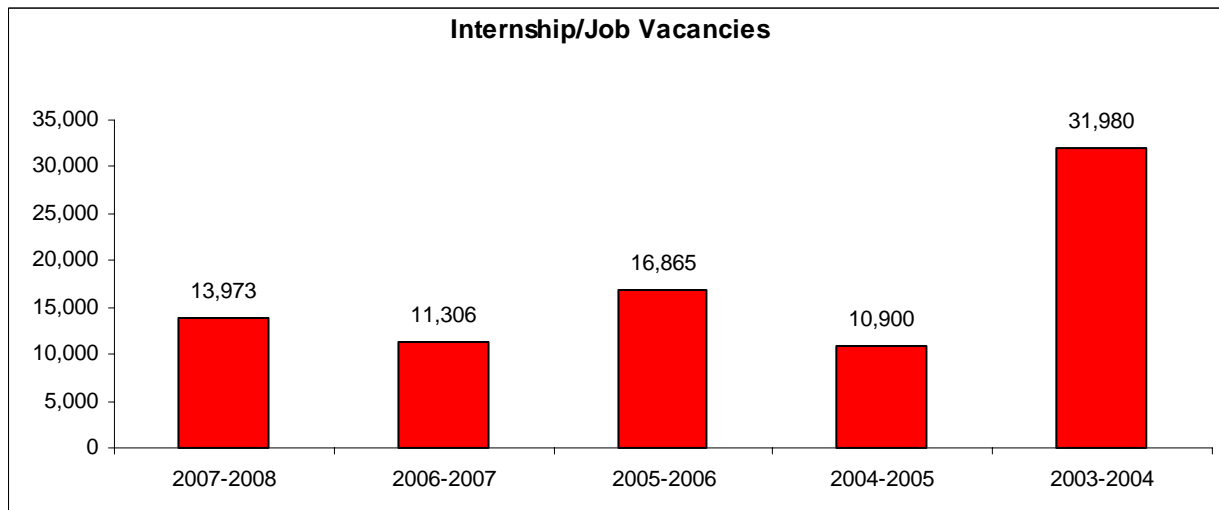
Student participation in campus recruiting efforts showed a slight decrease (103 fewer students) during the past year. Since 2003-04, student participation has increased nearly 121% despite the slightly fewer students this year. The significant increase may be explained by the enhanced efforts of career services offices to promote their services to a wider range of students (from freshmen to graduate students). Career services offices have seen a steady increase in student participation since the data was first collected in 1997-98 (details in Appendix B).



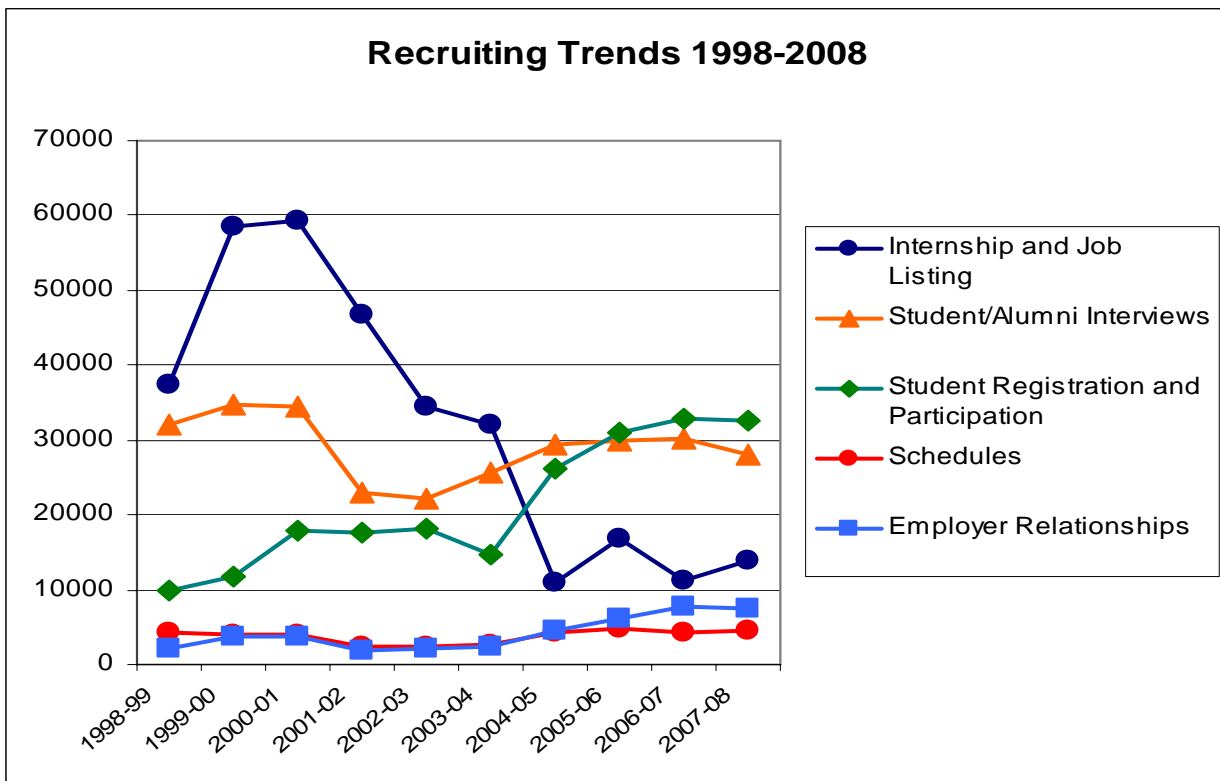
During 2007-08 the number of employers participating in career services was 7,567 (2.4% decrease from last year). The 7,753 employer contacts last year was the highest number of contacts ever recorded with career services at the University of Illinois at Urbana-Champaign. Since 2003-04, employer relations have increased over 210%. This significant increase can be attributed to coordinated efforts by career offices to expand and share employer contacts across campus. The employer contact numbers are not unique thus one employer may have multiple relationships with several career services offices, which is a desired goal of the Career Services Council. See Appendix A for details.



The number of job and internship vacancies posted with the career services offices increased to 13,973, a 23.6% increase over last year. Expansion of employer contacts has resulted in more internship/job postings with multiple career services offices. A primary reason for the significant decline in 2004-05 was due to a change in how vacancies were reported, particularly by The Career Center and Education Career Services.



A summary table of recruiting activity from career services offices reporting for 2007-08, including employer relationships, interview schedules, student interviews, internship/job vacancies posted, and student participation may be found in Appendix A. Individual career office details for each category of recruiting activity (full-time employment, internship/coop opportunities, and career fair participation) is available there as well.

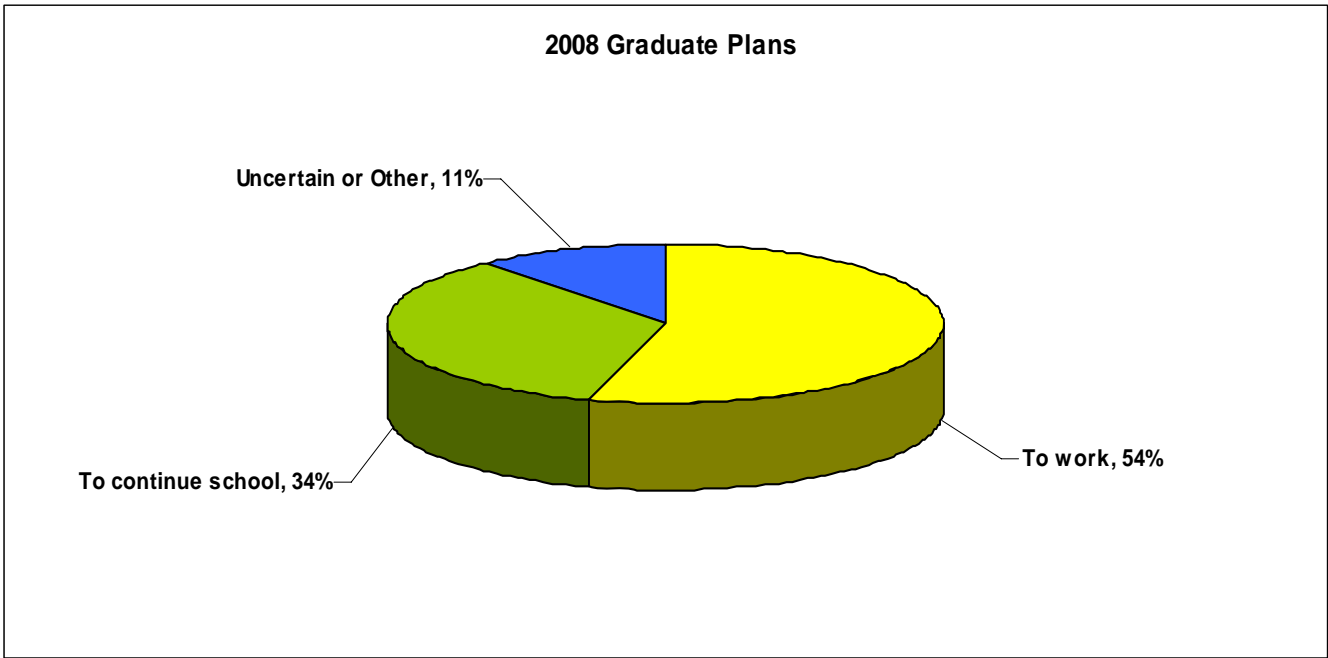


The above chart shows recruiting trends during the past ten years. Despite a slight decrease this year, student participation has increased significantly in recent years with 32,672 student contacts reported by career services offices. This is due to career services involving more first-year students, sophomores, and graduate students in their career fairs and services. While the number of students interviewed dropped from the all time high last year, the number of interview schedules increased over last year. Relationships with employers have increased in recent years even with a slight decrease this year (7,567 employer contacts). Campus-wide recruitment activity for the University of Illinois at Urbana-Champaign from 1988 through 2008 is reported in Appendix B. Recruiting activities are a significant activity of the career services offices and benchmark data shows the importance of this work in serving students and employers.

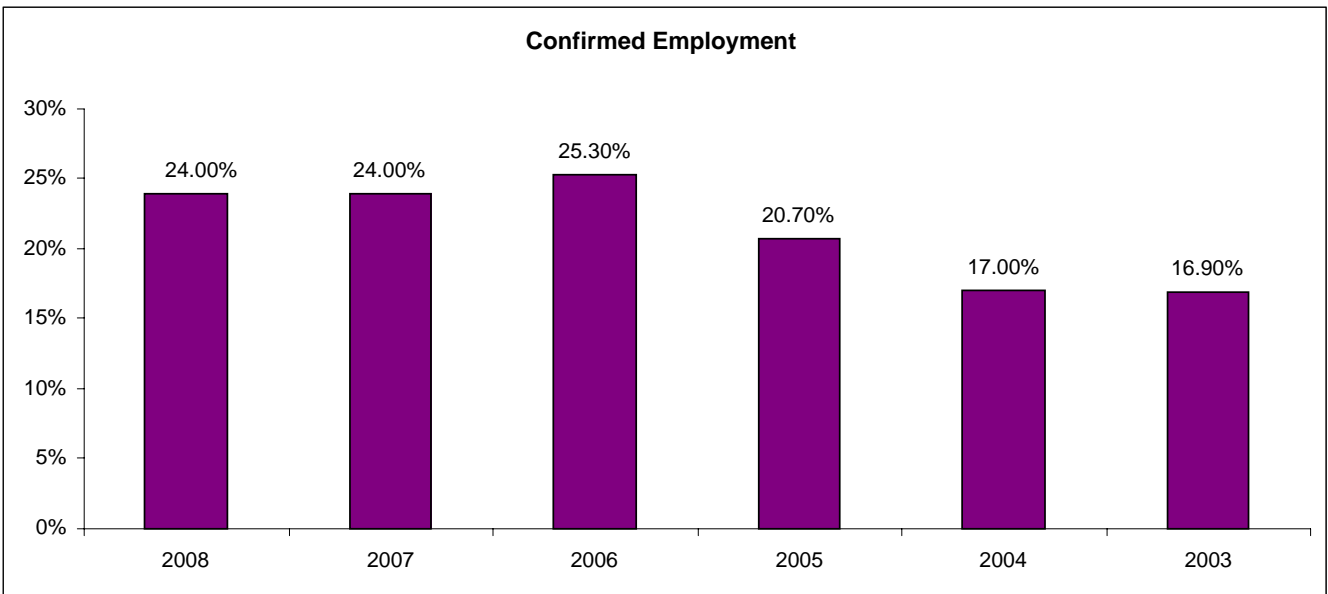
### Graduation Plans - UIUC Senior Survey 2008

The *Chancellor's Senior Survey on the Undergraduate Experience at UIUC 2008* is administered each spring to graduating seniors by the *Center for Teaching Excellence* (John Ory, Director). In addition to questions about their undergraduate experiences, seniors are asked about their post-graduation plans. Of the 5,266 seniors sent the survey, 2,812 responded (54% response rate). See Appendix C for representation data. A full summary of 2008 post-graduation plans by college may be found in Appendix D. Following is a general summary of the results from respondents regarding their post-graduation plans.

According to the *2008 Senior Survey*, 54% of the seniors planned to work, 34% planned to continue their studies, and 11% were uncertain or had other plans. In 2007 seniors answered similarly with 53% planning to work, 34% continuing their studies, and 13% were uncertain or indicated other plans.



Of the survey respondents, 24% had confirmed employment, the same number as last year. During the past six years the highest confirmed employment was 25.3% in 2006.

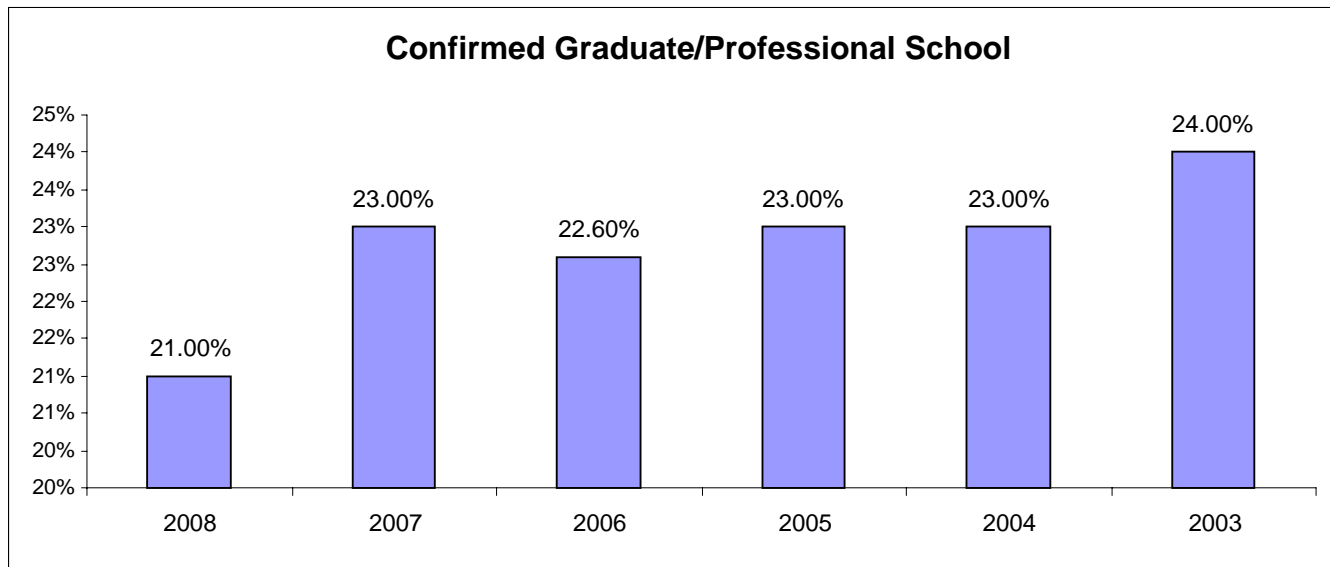


Following are the most popular occupations indicated by the graduates of the class of 2008 compared to the class of 2007:

<b>Most Popular Occupations-Class of 2008</b>	<b>Most Popular Occupations—Class of 2007</b>
1. Engineering 23.8%	1. Engineering 23.2%
2. Financial Operations 8.2%	2. Financial Operations 8.4%
3. Education/Training/Library/Museum 6.1%	3. Education/Training/Library/Museum 6.0%
4. Business Operations 4.4%	4. Sales and Related Occupations 4.7%
5. Sales and Related Occupations 4.3%	5. Accounting 4.2%
6. Accounting 4.0%	5. Banking 4.2%
6. Banking 4.0%	7. Management/Trainee 3.8%
8. Management Trainee 3.8%	8. Agriculture, Farming, Fishing & Forestry 3.7%
9. Computer and Mathematical 3.7%	9. Business Operations 3.3%
10. Actuary 3.5%	10. Actuary 2.8%
11. Marketing 3.4%	11. Military Specific Occupations 2.5%
12. Military Specific Occupations 2.4%	12. Marketing 2.0%
13. Agriculture, Farming, Fishing & Forestry 2.0%	13. Media and Communications related 1.6%

*Engineering* again is the most popular occupation cited by graduating students. *Financial Operations* and *Education/Training/Library/Museum* were again the second and third occupations identified by seniors (8.2% and 6.1%, respectively). *Business Operations* moved to the 4<sup>th</sup> most mentioned occupation from 9<sup>th</sup> last year. The remainder of the listed occupations is similar to last year except for the addition of *Computer and Mathematical* to the top list and the drop of *Agriculture, Farming, Fishing, and Forestry* occupations from 8<sup>th</sup> to 13<sup>th</sup>.

Fewer graduates (21%) had confirmed plans for graduate and professional school which is the lowest percentage during the past six years.





Below are the top graduate and professional degree programs in which 2008 graduates planned to enroll, compared to the classes of 2007 and 2006 (as reported by the seniors in each of the graduating classes). While *Law* remained the top choice this year, a smaller percentage of the class was planning to pursue Law (12.5% compared to 15.4% last year). *Accounting/Finance* and *Engineering* switched positions with more students identifying *Accounting/Finance* as their planned graduate program. *Medicine* remained in the 4<sup>th</sup> position with a similar percentage of the class indicating medicine as their professional pursuit. *Physical Therapy* moved from 11<sup>th</sup> most mentioned graduate degree program to 5<sup>th</sup> on this year's list. *Architecture* became the 6<sup>th</sup> most mentioned advanced degree program (4.7% of the class) compared to 9<sup>th</sup> last year (2.9% of the class). *Pharmacy & Pharmaceutical Sciences* moved on to the top list with 2.2% of the graduates indicating this as their post-graduation plans.

Class of 2008	Class of 2007	Class of 2006
1. Law 12.5%	1. Law 15.4%	1. Law 11.8%
2. Accounting & Finance 11.7%	2. Engineering 13.0%	2. Engineering 11.4%
3. Engineering 9.7%	3. Accounting & Finance 8.3%	3. Medicine 10.5%
4. Medicine 6.4%	4. Medicine 5.9%	4. Accounting & Finance 8.1%
5. Physical Therapy 4.9%	5. Biological Sciences & Related 4.6%	5. Veterinary Medicine & Sciences 5.1%
6. Architecture 4.7%	6. Psychology, Sociology, & Social Sciences 3.4%	6. Biological Sciences & Related 4.5%
7. Education and related 4.0%	6. Social Work 3.4%	7. Psychology, Sociology, & Social Sciences 4.3%
8. Biological Sciences & Related 3.7%	8. Education and Related 3.1%	8. Education and Related 4.0%
9. Social Work 3.4%	9. Architecture 2.9%	9. Social Work 3.6%
10. Human Resources & Industrial Relations 2.7%	9. Human Resources & Industrial Relations 2.9%	10. Physical Therapy 3.4%
11. Psychology, Sociology, & Social Sciences 2.5%	11. Physical Therapy 2.7%	11. Architecture 3.0%
11. Veterinary Medicine & Sciences 2.5%	11. Veterinary Medicine & Sciences 2.7%	11. Human Resources & Industrial Relations 3.0%
13. Pharmacy & Pharmaceutical Sciences 2.2%	13. Audiology & Speech Pathology 2.4%	13. Audiology & Speech Pathology 2.3%
14. Audiology & Speech Pathology 1.8%	14. Health Related Sciences or Services 2.0%	14. Chemical Sciences and Related 1.9%
		14. Dentistry and Dental Sciences 1.9%

The *Senior Survey* also asked those students that indicated they will be attending graduate/professional school to name the school they will be attending. The University of Illinois at Urbana-Champaign was listed by 185 of the seniors (38.2%).

Class of 2008 – Graduate/Professional School Attending (484 responses)		
School	Number	Percentage
University of Illinois	185	38.2%
University of Illinois – Chicago	19	3.9%
Northwestern University	18	3.7%
Rush University/Medical School	13	2.6%
Southern Illinois University (Carbondale & Edwardsville)	13	2.6%

Graduating seniors with confirmed employment are asked to name their future employer on the *Senior Survey*. Following are the results for the past 3 years:

### Top Employers – 2008 Graduating Seniors as indicated on the Chancellor’s Survey

In 2008	In 2007	In 2006
1. US Armed Forces (25)	1. US Armed Forces (21)	1. US Armed Forces (18)
2. Teach for America (24)	2. Huron Consulting Group (16)	2. Caterpillar Inc. (14)
3. Microsoft (13)	3. Caterpillar (11)	3. Deloitte and Touche (12)
4. Caterpillar (9)	4. JP Morgan Chase (10)	3. Motorola (12)
4. Sargent & Lundy (9)	5. Teach for America (9)	5. Accenture (10)
6. Accenture (7)	6. Motorola (8)	5. JP Morgan Chase (10)
6. Deloitte (7)	7. Deloitte (6)	7. Teach for America (7)
6. John Deere (7)	7. Epic Systems (6)	8. ADM (6)
9. Abbott Laboratories (6)	7. KPMG (6)	8. Sears (6)
9. All State Insurance (6)	7. Sargent & Lundy (6)	8. Target (6)
9. KPMG (6)	11. CNA Insurance (5)	11. LaSalle Bank(5)
9. Protiviti Consulting (6)	11. Huntley Consolidated School District (5)	11. Self-employed (5)
9. State Farm Insurance (6)	11. Liberty Mutual (5)	13. Ameriprise Financial (4)
14. Huron Consulting Group (5)	11. Lockheed Martin (5)	13. Bank of America (4)
14. J.P. Morgan Chase (5)	11. Monsanto (5)	13. John Deere (4)
14. Motorola (5)	11. US Government (5)	13. Kraft Foods (4)
17. ADM, AON Corp., Bank of America, Bon Ton Stores, Exelon Nuclear, Exxon Mobil, General Electric, Google, Kraft Foods, Lockheed Martin, Northrop Grumman, Pan Am International Flight Academy, Price-WaterhouseCoopers, Procter & Gamble, Walgreens, West Monroe Partners (4)	17. Accenture, Discover Financial Services, General Electric, John Deere, Navigant Consulting, Self-Employed, Wells Fargo (4)	13. Procter & Gamble (4) 13. United Airlines (4) 13. University of Illinois (4)

The Armed Forces continued to be the top employer listed by seniors. Teach for America continues its impressive move as an employer of choice as it was the second mentioned employer by graduating seniors. Microsoft was the third most identified employer and was not even on the list the past 2 years. Sargent & Lundy, Accenture, Deloitte, and John Deere (new) rounded out the top named employers. Abbott Laboratories, All State Insurance, Protiviti Consulting, and State Farm Insurance entered the top group for the first time in the past three years by being mentioned by six of the seniors. Finally, it needs to be noted that Huron Consulting was only mentioned by five students this year after being listed by 16 of the seniors last year.

For the fourth year the career services offices were asked to identify the names of their **top employers** that (1) hired their graduates and (2) participated in recruiting activity (interviewing, job postings, and resume referral) in their career office. Results of this survey of the career services offices follows:

<b>Career Office</b>	<b>Hired</b>	<b>Recruiting</b>
Agricultural, Consumer and Environmental Sciences	Archer Daniels Midland (8) Monsanto (5) John Deere (5) Bon-Ton Stores (4) Consolidated Grain Barge (3) Midwest Groundcovers (3) Nestle (3) Pioneer International Hi-Bred, Inc. (3)	Archer Daniel Midland Philip Morris Monsanto GROWMARK Syngenta John Deere
Biotechnology	Monsanto Syngenta University of Illinois at Urbana-Champaign Abbott University of Illinois - Chicago	USDA Promega University of Illinois at Urbana-Champaign Genentech Coskata
Business	Deloitte (41) Ernst & Young (39) McGladrey & Pullen (24) KPMG (63) PricewaterhouseCoopers (42)	Deloitte Ernst & Young McGladrey & Pullen KPMG PricewaterhouseCoopers
Chemical Sciences	Exxon Mobil – 6 Sage Environmental Consulting (3) Archer Daniels Midland (3) General Mills (3) Conoco Phillips (3) Honeywell UOP (3)	Abbott Labs Dow Chemical Eli Lilly Exxon Mobil Shell
Education	Chicago Pubic Schools - IL Champaign Unit 4 SD - IL Urbana SD 116 - IL Palatine Schools - IL Rantoul Schools - IL	Decatur Public Schools - IL Kildeer CCSD 96 - IL Palm Springs USD – CA Chicago Public Schools – IL The Menta Group Special Education Services - IL
Engineering	Accenture Caterpillar Microsoft Motorola Sargent & Lundy	Deloitte Accenture Caterpillar Microsoft Lockheed Martin
Fine and Applied Arts		Hitchcock Design Group EDSA ( Florida)
Labor and Employment Relations	Cummins General Electric YUM! Brands Boeing Honeywell	Cummins General Electric YUM! Brands Boeing Honeywell
Library & Information Sciences	University of Illinois Chicago Public Library Illinois State Library Champaign Public Library University of California	
MBA	Sears Holdings Corp. (7) Samsung (3) AT&T (3) Procter & Gamble (2) Whirlpool (2)	Sears Holding Corp. Ernst & Young Robert Bosch Corp. AEGON IBM
The Career Center		Google General Mills CNA Caterpillar Chase
OMSA	Inroads Jewel – Osco Philip Morris Prudential	Inroads Jewel – Osco Philip Morris Prudential

The list indicates that ten of the top organizations that hire and/or recruit at UIUC career services offices do so at more than one office: Abbott Labs (2), ADM (2), Caterpillar (2), Deloitte (2), Ernst & Young (2), General Mills (2), Monsanto (2), Philip Morris (2), Syngenta (2), and the University of Illinois (2). Please note that this data is preliminary, based upon survey responses immediately after graduation. Complete hiring numbers may be available from individual offices six months after graduation.

## Employer Relationships with Career Services Offices at the University of Illinois

For the third year, a master list of employers recruiting on campus was compiled from the career services offices involved in recruiting on campus. The summary (Appendix E) provides information on the total number of “unique” employers recruiting on campus as well as the number of employers having relationships with several offices on campus and the type of activity in each office (e.g. job/internship posting, on-campus recruiting, and career fairs). The data offers a benchmark for demonstrating the multiple recruitment activities and employer relationships for University of Illinois career services.

<b>Number of Employers by Number of Career Office Relationships</b>	
<b>Number of Career Office Relationships</b>	<b>Number of Employers</b>
7	2
6	3
5	16
4	55
3	148
2	543
1	2,589
<b>Total</b>	<b>3,356</b>

Of the 3,356 unique employers that had relationships with career services at the University of Illinois at Urbana-Champaign, 76 employers had relationships with four or more of the career services offices on campus. Nearly 800 employers had relationships with two or more of the offices.

<b>Number of Employers by Number of Contacts with Career Services Offices</b>	
<b>Number of Career Office Contacts</b>	<b>Number of Employers</b>
13	1
12	1
11	1
10	3
9	8
8	14
7	12
6	31
5	49
4	92
3	239
2	798
1	2,107
<b>Total</b>	<b>3,356</b>

Each career service office may have contact with an employer through on-campus recruiting, career fairs, and job/internship position posting. The above table shows that six employers have 10 or more contacts with offices across campus and 120 employers had five or more contacts with Illinois career offices. See Appendix E for more information.

## Use of Career Services (according to Graduating Seniors)

This was the fourth year the *Chancellor's Senior Survey* asked students if they had used career services. Once again an astounding 72% of the graduating seniors for the class of 2008 responded that they had used career services. This is consistent with last year's number of 73%. The four-year trend demonstrates strong usage of career services on campus. The table below reports results by the college of the graduating senior comparing the last three classes. ACES, Applied Health Sciences, and Aviation saw slight increases in the number of graduating seniors that responded "yes" to the question.

College of Senior	2008		2007		2006	
	Yes Responses	Percentage	Yes Responses	Percentage	Yes Responses	Percentage
ACES	200	65%	187	62%	142	65%
Applied Health Sciences	157	73%	104	71%	100	71%
Aviation	5	38%	3	18%	5	38%
Business	245	86%	267	88%	246	92%
Education	54	68%	56	72%	28	65%
Engineering	339	80%	374	81%	295	86%
Fine and Applied Arts	77	51%	96	53%	61	47%
Media/Communications	105	68%	112	75%	72	69%
LAS	756	69%	725	71%	566	71%
<b>Total</b>	<b>1,966*</b>	<b>72%</b>	<b>1,947*</b>	<b>73%</b>	<b>1,535*</b>	<b>74%</b>

\*Total responses on survey - 2,752 (2008), 2,656 (2007), and 2,067 (2006)

### Summary

Career services offices showed an increase in scheduled interviews and student participation, and declines in student interviews and employer relationships during the 2007-08 academic year. While extensive efforts by career services offices to cultivate employer relationships continue, the declining economy will impact on-campus recruiting and employer relationships. Yet, the University of Illinois at Urbana-Champaign with its extensive career services network is in a favorable position to continue strong employer relationships and capitalize on limited employment opportunities for students. The number of employers with relationships with multiple offices for multiple functions is impressive and continues to support Illinois as a one stop resource for talent in a variety of areas.

Post-graduation plans of 2008 graduating seniors showed similar results in terms of confirmed employment, but a smaller percentage with confirmed graduate/professional schools compared to previous graduating classes. While 34% of seniors indicate they plan to continue school after graduation, only 21% had confirmed school plans. It is not clear with only one year of data why the confirmed graduate/professional school plans are lower than previous years.

The number of graduating seniors indicating use of career services (72%) is significant and indicative of the value students place on career services at the University. This is the fourth year that senior survey data supports this broad use of career services. The widespread use of career services by students will strengthen student candidacy for employment and graduate/professional school, on-campus recruiting by employers, and post graduation opportunities for students.

**Recruitment and Graduation  
BENCHMARKS  
2007-2008**

**Appendix A**

**Summary of Recruitment Activity  
Recruitment Activity by Career Services Office  
for**

*Full-Time Employment*

*Internship/Coop Opportunities*

*Career Fair Participation*

## SUMMARY OF RECRUITMENT ACTIVITY

Employer Relationships, Interviewing, Internship/Job Listings, Career Fairs  
University of Illinois at Urbana-Champaign  
Fall 2007 – Spring 2008

CAREER SERVICE OFFICE	EMPLOYER* RELATIONSHIPS	SCHEDULES	STUDENT INTERVIEWS	INTERNSHIP AND JOB LISTINGS	STUDENT** REGISTRATION AND PARTICIPATION
Agricultural, Consumer & Environmental Sciences (ACES) Career Services	587	168	753	1,057	1,230
Actuarial Science	71	45	461		343
Architecture	81			3	350
Biotechnology Center Career Services	75	10	19	491	386
Business Career Services	911	1,409	8,299	1,234	9,072
Chemical Sciences Career Services	392	97	522	693	513
Educational Career Services	632	6	5,052	4,181	911
Engineering Career Services	2,546	2,322	10,792	3,178	13,860
Fine & Applied Arts Career Services	122		40	60	164
Labor & Employment Relations <i>(Spring '08 only)</i>	84	104	927	22	53
Library & Information Sciences	291	136	72	491	317
MBA Career Services	223	94	365	284	208
Minority Student Affairs	130	50	50		530
Disability Resources & Educational Services	8	8	22	7	22
The Career Center	1,243	85	572	2,272	4,069
Other Fairs UIUC Participated	171				644
<b>Total 2007-08</b>	<b>7,567</b>	<b>4,534</b>	<b>27,946</b>	<b>13,973</b>	<b>32,672</b>
Total 2006-07	7,753	4,169	30,174	11,306	32,775
Total 2005-06	6,258	4,731	29,895	16,865	30,943

\*Does not represent unique users across all offices

\*\* Students may have participated in multiple activities; does not represent unique users

**Full-Time Employment  
RECRUITING STATISTICS**  
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN  
Fall 2007/Spring 2008

<b>CAREER SERVICES OFFICE</b>	<b>NUMBER OF EMPLOYERS</b>	<b>NUMBER OF SCHEDULES</b>	<b>NUMBER OF INTERVIEWS</b>	<b>TOTAL NUMBER OF JOB LISTINGS</b>	<b>STUDENT REGISTRATION</b>
ACES Career Services	292	87	411	655	350
Biotechnology Center Career Services	48	4	13	480	74
Business Career Services	341	874	5,421	782	1,086
Chemical Sciences Career Services	282	71	401	511	340
Disability Resources & Educational Services	4	4	4	3	4
Educational Career Services	319	6	2,552	4,181	461
Engineering Career Services	1,359	1,482	7,623	2,565	3,457
Fine & Applied Arts Career Services				60	
Labor & Employment Relations ( <i>Spring '08 only</i> )	36	43	382	22	53
Library & Information Sciences	161	6	72	341	214
MBA Career Services	152	58	222	206	106
The Career Center	1,243	56	454	1,474	3,050
<b>Total</b>	<b>4,237</b>	<b>2,691</b>	<b>17,555</b>	<b>11,280</b>	<b>9,195</b>



**Internship/Coop Opportunities**  
**RECRUITING STATISTICS**  
 UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN  
 Fall 2007/Spring 2008

CAREER SERVICES OFFICE	NUMBER OF EMPLOYERS	NUMBER OF SCHEDULES	NUMBER OF INTERVIEWS	TOTAL INTERNSHIP LISTINGS	STUDENT REGISTRATION FOR RECRUITING
ACES Career Services	196	81	342	402	312
Architecture Career Placement	1			3	
Biotechnology Center Career Services	8	1	6	11	10
Business Career Services	198	535	2,878	452	1,397
Chemical Sciences Career Services	110	26	121	182	173
Disability Resources & Educational Services	4	4	18	4	18
Engineering Career Services	586	675	1,942	613	
Fine & Applied Arts Career Services					42
Labor & Employment Relations ( <i>Spring 08 only</i> )	48	61	545		
Library & Information Sciences	130	130		150	103
MBA Career Services	71	36	143	78	102
The Career Center		29	118	798	1,019
<b>Total</b>	<b>1,352</b>	<b>1,578</b>	<b>6,,113</b>	<b>2,693</b>	<b>3,176</b>

**CAREER FAIR PARTICIPATION**  
 UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN  
 Fall 2007/Spring 2008

<b>CAREER FAIR</b>	<b>EMPLOYERS @ CAREER FAIR ONLY</b>	<b>EMPLOYERS INTERVIEWING (If applicable)</b>	<b>NUMBER OF SCHEDULES (If applicable)</b>	<b>NUMBER OF INTERVIEWS (If applicable)</b>	<b>CAREER FAIR REGISTRATION/ PARTICIPATION (Students)</b>
ACES Career Fair	99				568
<i>Meet the Firms</i> Actuarial Science	43				143
Architecture Career Expo	80	25			350
Biotechnology Career Fair	19	2	5		302
Business Career Fairs (2)	372				6,589
Hire Big 10 plus-Spring 2008 Career Fair	82				20
Engineering Expo (Fall)	350	158			8,200
Engineering Career Fair (Spring & Fall)	251	89	165	1,227	2,203
Big Ten Career Expo - Indy	50				164
Multicultural Career Fairs (2)	130	10	50	50	530
Non-Profit & Government Career Fair	39				415
Teacher Placement Day	313	313		2,500	450
Diversity Programs - Diversity at LaSalle, Law, and Communications					45
Fine and Applied Arts Career Fairs – Landscape Arch and Graphic Design	122			40	122
Actuarial Science Recruitment Conference	28	28	45	461	200
<b>Total</b>	<b>1,978</b>	<b>625</b>	<b>265</b>	<b>4,278</b>	<b>20,301</b>

**Recruitment and Graduation  
BENCHMARKS  
2007-2008**

**Appendix B**

**Recruitment Activity**

**University of Illinois at Urbana-Champaign**

**1988-2008**

**RECRUITMENT ACTIVITY**  
**UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN**  
**1988-2008**

ACADEMIC YEAR TOTALS	EMPLOYERS RELATIONSHIPS	SCHEDULES	STUDENT /ALUMNI INTERVIEWS	WAIT LIST	INTERNSHIP AND JOB LISTINGS	STUDENT REGISTRATION AND PARTICIPATION
<b>Total UIUC 07-08</b>	<b>7567</b>	<b>4534</b>	<b>27946</b>	<b>NA</b>	<b>13973</b>	<b>32672</b>
Total UIUC 06-07	7753	4169	30174	NA	11306	32775
Total UIUC 05-06	6258	4731	29895	NA	16865	30943
Total UIUC 04-05	4611	4343	29294	NA	10900	26197
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	4591	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

**Recruitment and Graduation  
BENCHMARKS  
2007-2008**

**Appendix C**

*Chancellor's Senior Survey of  
Undergraduate Experience*

**Survey Demographics**

## The Chancellor's Senior Survey on the Undergraduate Experience at UIUC

### 2008 Summary

In 1989, a task force appointed by the Chancellor created a questionnaire to be administered to all graduating seniors at UIUC. The results of the survey, the Chancellor said, “will be useful in responding to requests for information on how our students feel about the educational experience they have had as undergraduates here and in identifying problems on campus which need our attention.” The survey was administered in 1990 through 1993 and from 1996 to the present year.

Beginning in 1998 the Senior Survey has been administered electronically. In March 2008 an e-mail message regarding the Senior Survey was sent to all seniors on the May graduation list. The e-mail message from the Chancellor asked students to complete the survey posted on a university Web-site. Ten days following the initial e-mail message a follow-up message was sent reminding students to complete the survey. Survey respondents were entered into a lottery with a single prize of two free airline tickets valued at \$500 each. Of these 5,266 seniors, 2,812, or approximately 54%, responded. Similar to past years, the respondents were roughly representative of the graduating class by gender, ethnic origin, and academic affiliation as indicated below.

### Percentages

Gender	Respondents	All Seniors
Female	57.4	51.2
Male	42.7	48.8

Ethnic Origin	Respondents	All Seniors
Caucasian	77.0	71.6
Latino/a	4.6	5.6
African-American	3.0	5.2
Asian-American	12.3	15.5
Native American	.3	.4
Unknown	.4	1.7
Other	2.6	1.7

College of Graduation	Respondents	All Seniors
ACES	11.1	8.1
Applied Health Sciences	7.8	7.2
Business	10.2	10.4
Communications	5.6	5.4
Education	3.0	3.2
Engineering	15.3	13.6
Fine & Applied Arts	5.5	6.0
Liberal Arts & Sciences	40.9	45.6
Aviation	.5	.5

Care should be taken in interpreting the results of the survey because the small number of respondents in some sub-categories makes the results statistically unreliable.

**Recruitment and Graduation  
BENCHMARKS  
2007-2008**

**Appendix D**

**Summary of Post-Graduation Plans**

**2008, 2007, and 2006**

*Chancellor's Senior Survey of  
Undergraduate Experience*

**UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN**  
**BACHELORS GRADUATES**

*SUMMARY OF 2008 POST-GRADUATION PLANS*

ACTIVITY	TOTAL		ACES		AHS		BUS		COM		EDU		ENGR		FAA		LAS	
	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%
ACQUIRED FULL-TIME WORK	670	24	78	26	14	7	150	53	22	14	7	8	207	49	12	8	165	15
SEEKING FULL-TIME WORK	838	30	91	30	32	15	47	17	87	56	67	81	81	19	61	42	345	31
ACCEPTED GRAD SCHOOL	594	21	45	15	89	42	64	23	9	6	5	6	84	20	35	24	250	22
AWAITING GRAD SCHOOL	357	13	48	16	56	26	9	3	8	5	0	0	28	7	11	8	192	17
UNCERTAIN	176	6	20	7	13	6	7	3	16	10	2	2	12	3	14	10	84	8
OTHER	128	5	17	6	5	2	4	1	11	7	1	1	6	1	13	9	68	6
<b>TOTAL</b>	<b>2763</b>		<b>299</b>		<b>209</b>		<b>281</b>		<b>153</b>		<b>82</b>		<b>418</b>		<b>146</b>		<b>1104</b>	

UIUC Senior Survey, conducted by *Center for Teaching Excellence*, John Ory, Director (reported by graduates)  
 Percentages do not equal 100% in some cases due to rounding and missing values.



**UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN**  
**BACHELORS GRADUATES**

*SUMMARY OF 2007 POST-GRADUATION PLANS*

ACTIVITY	TOTAL		ACES		AHS		BUS		COM		EDU		ENGR		FAA		LAS	
	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%
ACQUIRED FULL-TIME WORK	640	24	72	25	8	6	152	52	17	12	10	13	209	47	12	7	138	14
SEEKING FULL-TIME WORK	781	29	81	28	29	20	57	20	82	55	58	75	80	18	81	46	294	29
ACCEPTED GRAD SCHOOL	627	23	53	18	63	44	61	21	14	10	2	3	111	25	44	25	265	26
AWAITING GRAD SCHOOL	301	11	46	16	27	19	13	4	9	6	5	7	24	5	12	7	164	16
UNCERTAIN	180	7	21	7	10	7	3	1	16	11	1	1	14	3	13	7	95	9
OTHER	146	6	21	7	6	4	7	2	10	7	1	1	8	2	15	9	70	7
<b>TOTAL</b>	<b>2675</b>		<b>294</b>		<b>143</b>		<b>293</b>		<b>148</b>		<b>77</b>		<b>446</b>		<b>177</b>		<b>1026</b>	

UIUC Senior Survey, conducted by *Center for Teaching Excellence*, John Ory, Director (reported by graduates)  
 Percentages do not equal 100% in some cases due to rounding and missing values.

**UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN**  
**BACHELORS GRADUATES**

*SUMMARY OF 2006 POST-GRADUATION PLANS*

ACTIVITY	TOTAL		ACES		AHS		BUS		COM		EDU		ENGR		FAA		LAS	
	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%
ACQUIRED FULL-TIME WORK	520	25	47	21	11	8	144	54	9	9	5	12	166	49	23	18	107	13
SEEKING FULL-TIME WORK	564	27	54	25	40	28	51	19	64	62	34	79	60	18	48	37	199	25
ACCEPTED GRAD SCHOOL	466	22	44	20	51	36	46	17	8	8	1	2	68	20	21	16	225	28
AWAITING GRAD SCHOOL	250	12	30	14	22	16	11	4	4	4	1	2	23	7	17	13	138	17
UNCERTAIN	138	7	19	9	8	6	6	2	13	12	0	0	14	4	12	9	61	8
OTHER	115	6	21	10	8	6	6	2	4	4	2	5	6	2	7	5	56	7
<b>TOTAL</b>	<b>2053</b>		<b>215</b>		<b>140</b>		<b>264</b>		<b>102</b>		<b>43</b>		<b>337</b>		<b>128</b>		<b>786</b>	

UIUC Senior Survey, conducted by *Center for Teaching Excellence*, John Ory, Director (reported by graduates)  
 Percentages do not equal 100% in some cases due to rounding and missing values.

**Recruitment and Graduation  
BENCHMARKS  
2007-2008**

**Appendix E**

**Summary of Employer Relationships  
with Career Services Offices**

**Summary of Employer Relationships  
with Career Services Offices\*  
July 2007 – June 2008**

Total Number of Employers – 3,356

<b>Number of Employers by Number of Career Office Relationships</b>	
<b>Number of Career Office Relationships</b>	<b>Number of Employers</b>
7	2
6	3
5	16
4	55
3	148
2	543
1	2,589
	<b>Total</b>
	<b>3,356</b>

<b>Number of Employers by Number of Contacts with Career Services Offices</b>	
<b>Number of Career Office Contacts</b>	<b>Number of Employers</b>
13	1
12	1
11	1
10	3
9	8
8	14
7	12
6	31
5	49
4	92
3	239
2	798
1	2,107
	<b>Total</b>
	<b>3,356</b>

\* Information collected from Career Services Offices fall of 2008 for period of July 1, 2007 to June 30, 2008

<b>Number of Career Fair Contacts by Number of Employers</b>	
Number of Career Fair Contacts	Number of Employers
4	1
3	11
2	61
1	830
	<b>Total</b> 989*

<b>Number of On Campus Interview Contacts by Number of Employers</b>	
Number of OCI Contacts	Number of Employers
4	11
3	23
2	92
1	448
	<b>Total</b> 745*

<b>Number of Job Board Posting Contacts</b>	
Number of Job Board Posting Contacts	Number of Employers
6	0
5	12
4	34
3	128
2	494
1	2,248
	<b>Total</b> 3,816*

\*Total explained below

<b>Career Fair</b>		<b>On-Campus Interviewing</b>		<b>Job Board Postings</b>	
Number of Employers	Number of Fairs	Number of Employers	Number of Offices On-Campus Interviewing	Number of Employers	Number of Offices Posting Positions
1	4 (4)	11	4 (44)	0	6 (0)
11	3 (33)	23	3 (69)	12	5 (60)
61	2 (122)	92	2 (184)	34	4 (136)
830	1 (830)	448	1 (448)	128	3 (384)
				494	2 (988)
				2,248	1 (2,248)
	989		745		3,816