

RECRUITMENT and GRADUATION BENCHMARKS

2011-2012

University of Illinois at Urbana-Champaign

Collected and compiled by the

CAREER SERVICES COUNCIL

of the

University of Illinois at Urbana-Champaign

Rebecca Bryant, Ph.D.

2011-2012 Chair

Gail S. Rooney, Ph.D.

Executive Secretary

Recruitment and Graduation Benchmarks University of Illinois at Urbana-Champaign 2011-2012

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.

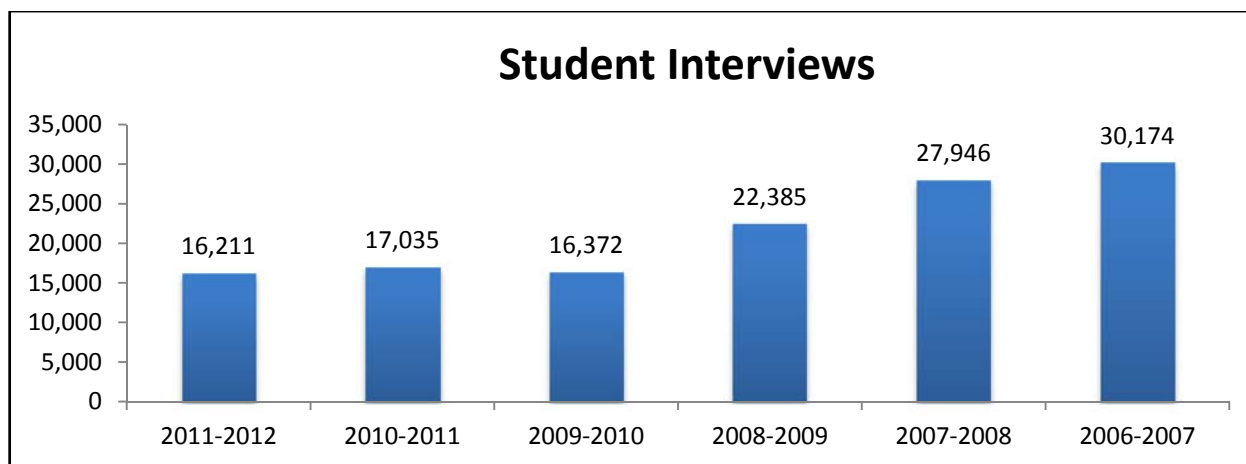
One function of the Council is to document the work of the various career offices on campus in their efforts to effectively and efficiently serve students, employers, and the university community. According to its mission adopted May 21, 2001, the Career Services Council is “a gateway for students to 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 from 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 the *Center for Teaching Excellence*, which administers the *Chancellor’s Senior Survey*.

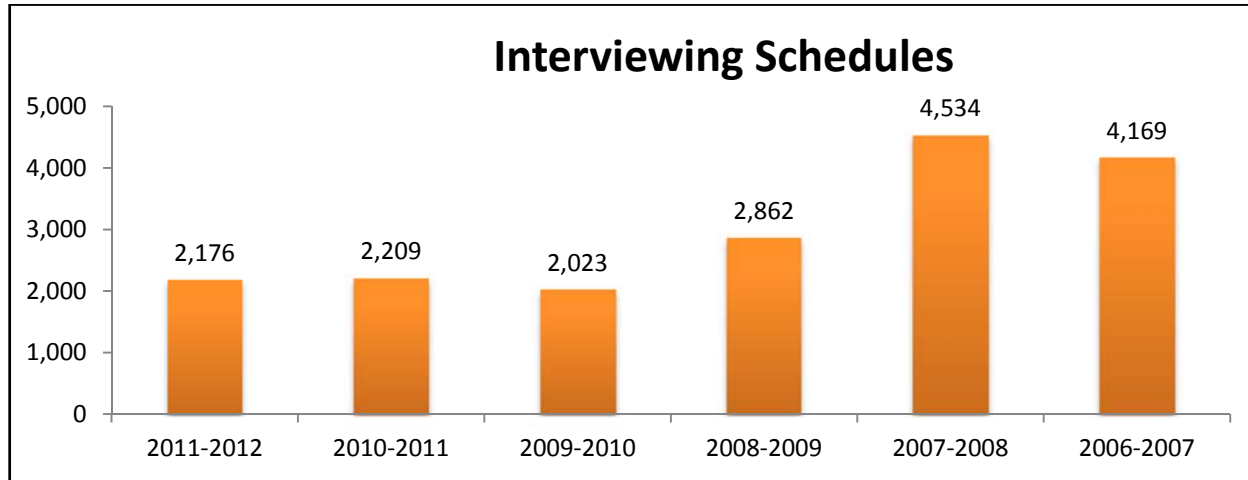
Recruitment at the University of Illinois at Urbana-Champaign

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 on-campus 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.

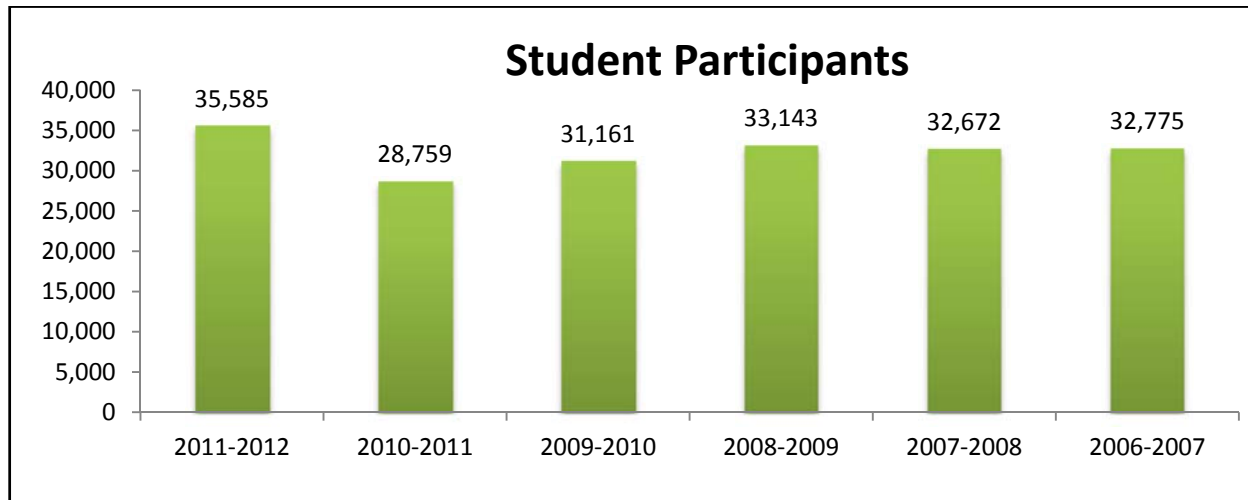
The number of on-campus student interviews decreased slightly this year with 16,211 interviews conducted on campus during 2011-12 (decrease of 824 interviews). The number of interviews is comparable to 2009-10. The economic recession has continued to impact student interviewing and campus recruiting.



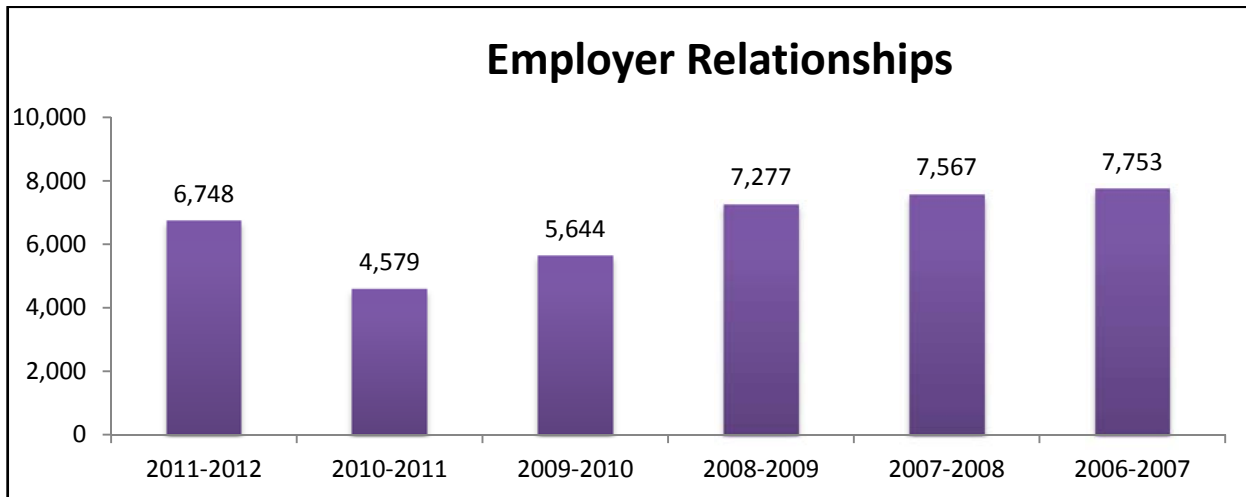
Similarly, the number of interview schedules decreased to 2,176 from 2,209 the previous year. Interview schedules seem to have stabilized during the past three years although they are significantly lower from their highs in 2006-08.



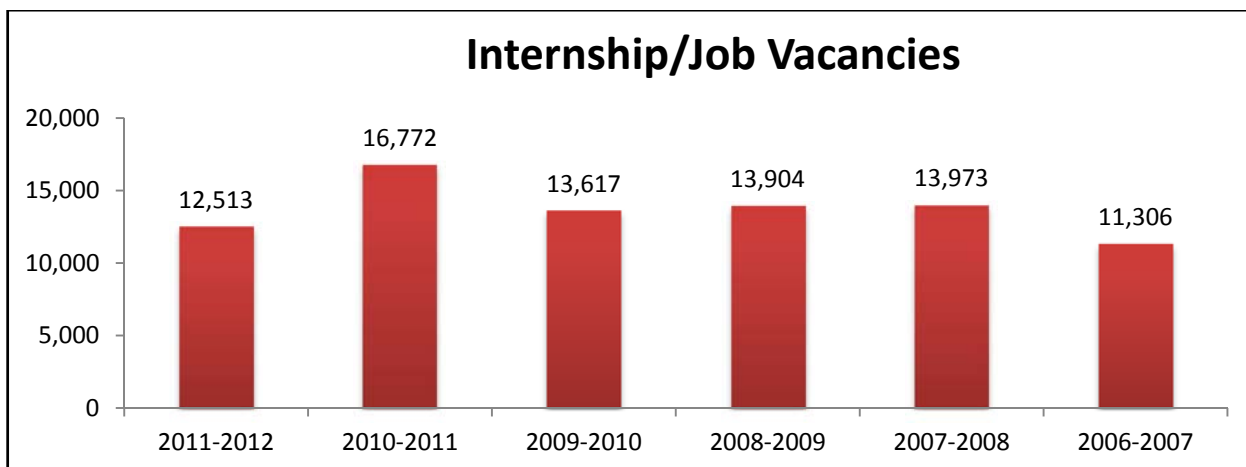
Student participation in career services efforts significantly increased this past year reaching an all-time high for the past six years. Nearly 7,000 more students participated in career services recruiting than last year (a 23.7% increase). The increased student participation indicates that students were more active in their pursuit of jobs and internships despite the slow economy. Increased student engagement may also reflect the continued outreach to students by career services offices. Until the last two years career services offices experienced a steady increase in student participation since the data was first collected in 1997-98 (details in Appendix B).



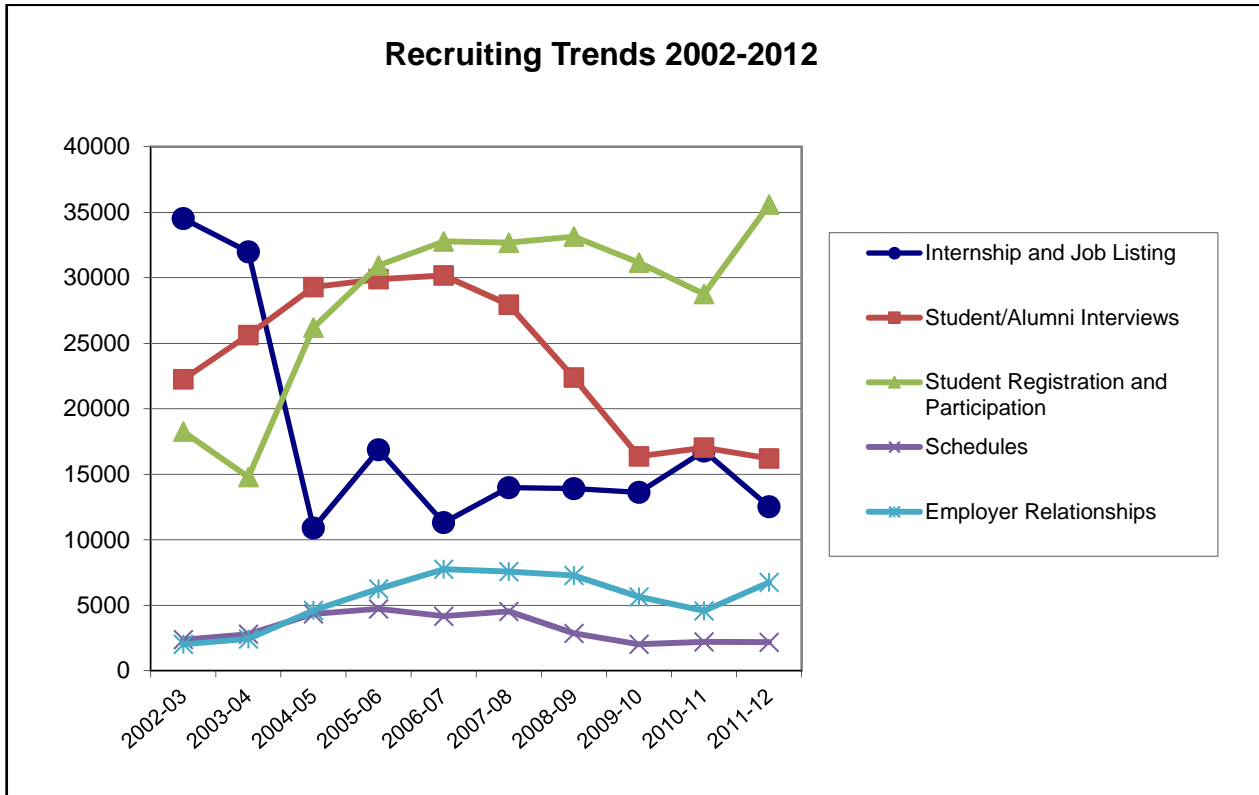
During 2011-2012, the number of employers participating in career services was 6,748 (47% increase from last year's 4,579 employer contacts). The rebound in employer participation is closer to the numbers in 2008-09. This increase is reflective of the intentional effort by the Illinois Career Services network to reach out to employers and engage them with multiple offices. The employer contact numbers are not unique thus one employer may have multiple relationships with several career services offices. Appendix B provides longitudinal data.



The number of job and internship vacancies posted with the career services offices decreased to 12,513 from a high of 16,772 last year. Internship/job vacancies are comparable to the previous four years. The higher number of vacancies reported last year may be attributable to one office reporting many vacancies and reporting none this year as they revise their office procedures. While over 12,500 vacancies is significant, employers continue to be cautious in their hiring of entry-level professionals.



A summary table of recruiting activity from career services offices reporting for 2011-2012, 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 as well.

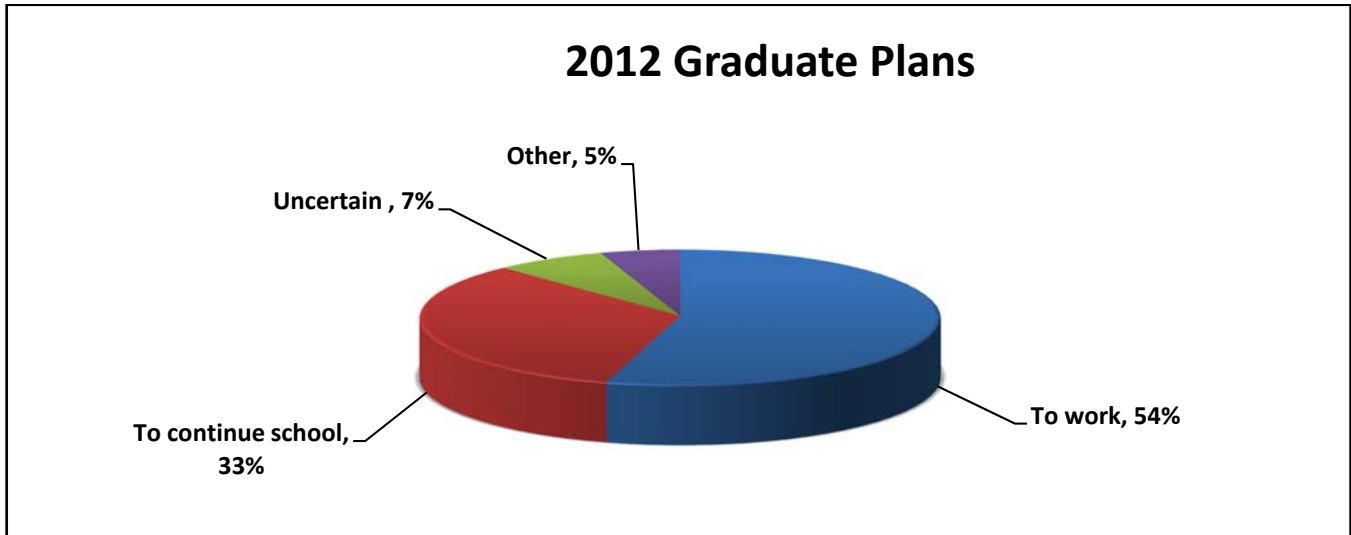


This chart shows recruiting trends during the past ten years. Student participation increased significantly this past year, reaching an all-time high after two years of decline in student contacts. The number of student interviews has remained consistent the past three years after significant declines in the previous three years. While the economic recession continues to impact on-campus recruiting, there seems to be some leveling off. Relationships with employers increased this year after several years of modest decline. It is noteworthy that position announcements decreased significantly this past year. Campus-wide recruitment activity for the University of Illinois at Urbana-Champaign from 1990 through 2011 is reported in Appendix B.

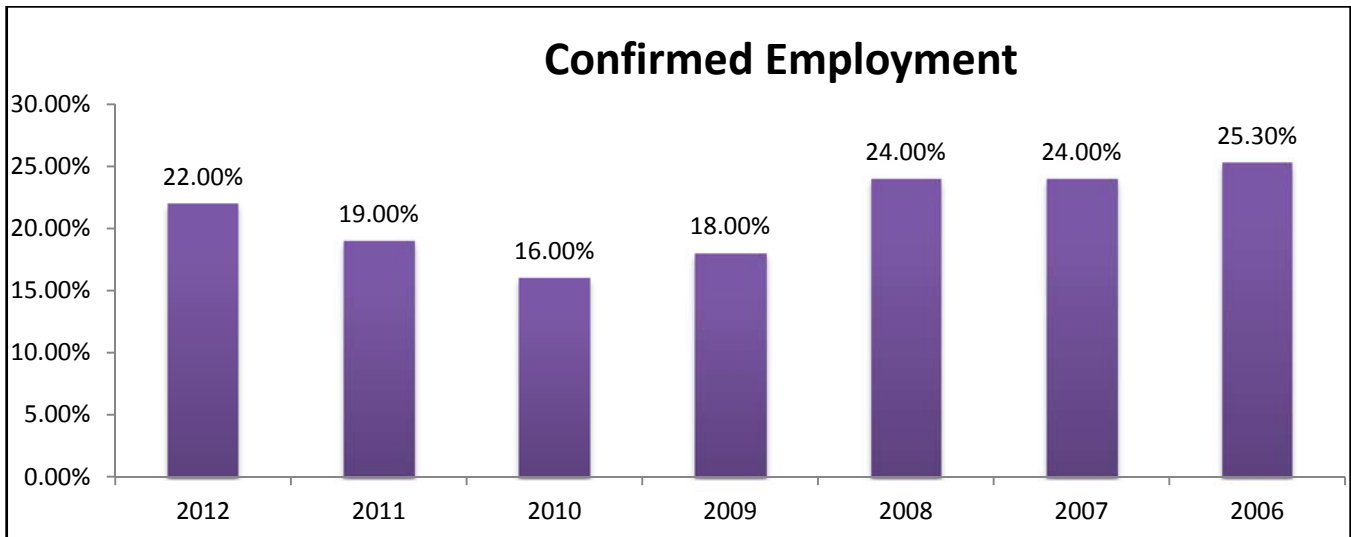
Graduation Plans - UIUC Senior Survey 2012

The *Chancellor's Senior Survey on the Undergraduate Experience at UIUC* is administered each spring to graduating seniors by the *Center for Teaching Excellence* (Christopher Migotsky, Interim Director). In addition to questions about their undergraduate experiences, seniors are asked about their post-graduation plans. Of the 5,844 seniors sent the survey, 2,249 responded (38% response rate). See Appendix C for representation data. A full summary of 2011 post-graduation plans by college may be found in Appendix D. It is noted that there is no analogous survey for graduate or professional students at the University of Illinois at Urbana-Champaign. Following is a general summary of the results regarding the post-graduation plans of 2012 senior respondents.

According to the *2012 Senior Survey*, 54% of the seniors planned to work, 33% planned to continue their studies, 5% had other plans, and 7% were uncertain. In 2011 seniors indicated that 52% were planning to work, 34% were continuing their studies, 6% indicated other plans, and 8% were uncertain. With a somewhat improving economy, it is not surprising that more seniors planned to work and fewer had other plans or were uncertain. It should be noted that the percentage of 2012 seniors indicating other plans and were uncertain decreased by 2% to 12%.



Of survey respondents, 22% had confirmed employment, an increase of 3% over last year. This confirmed employment number is closer to the 24%+ in 2006-2008. Improvement in the economy seems to be occurring.

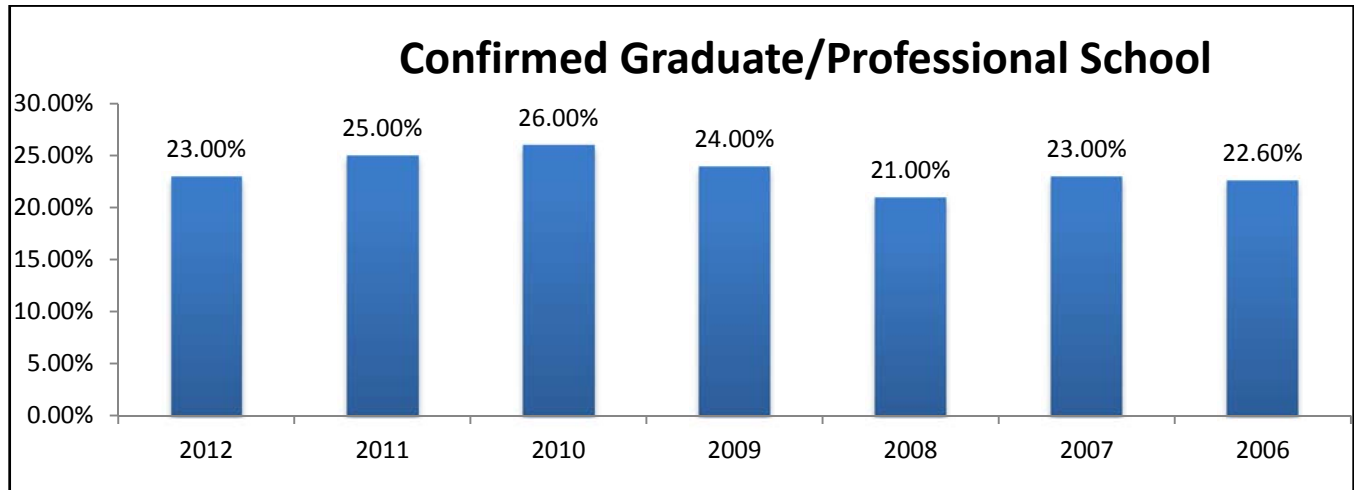


Following are the most frequent occupations indicated by the graduates of the class of 2012 compared to the class of 2011:

Most Popular Occupations—Class of 2012	Most Popular Occupations—Class of 2011
1. Engineering 27.0%	1. Engineering 24.3%
2. Accounting 9.3%	2. Accounting 7.2%
3. Business Operations 8.4%	3. Financial Operations 6.0%
4. Sales and Related Occupations 5.3%	4. Agriculture, Farming, Fishing, and Forestry 5.8%
5. Agriculture, Farming, Fishing, and Forestry 5.0%	5. Management/Trainee 5.6%
5. Computer and Mathematical 5.0%	6. Business Operations 5.1%
5. Education, Training, Library, and Museum 5.0%	6. Education, Training, Library, and Museum 5.1%
8. Financial Operations 3.6%	8. Sales and Related Occupations 4.9%
9. Management/Trainee 3.1%	9. Marketing 4.4%
10. Banking 2.6%	10. Banking 3.0%
11. Marketing 2.4%	10. Computer and Mathematical 2.8%
12. Actuary 1.2%	12. Actuary 1.6%

Engineering and *accounting* were the most frequent occupations cited by the Class of 2012. *Business Operations* and *Sales and Related Occupations* are third and fourth on the list suggesting the return of these sectors to recruiting. *Agriculture, Farming, Fishing, and Forestry* continues to be a strong occupational choice of students, tying for 5th with *Computer and Mathematical* on the list. The other occupations on the list were similar to last year. It should be noted that 11.7% of the respondents indicated *Other* when asked to name the field in which they will be employed.

While fewer graduates (23%) than last year had confirmed plans for graduate and professional school, it is still the third highest percentage during the past seven years. Even though fewer seniors indicated plans to continue their studies, a high percentage have confirmed graduate and professional school admission.



Below are the top graduate and professional degree programs in which 2012 graduates planned to enroll, compared to the classes of 2011 and 2010 (as reported by the seniors in each of the graduating classes). Again, *Engineering* was identified the most by seniors as their chosen graduate program. *Medicine* was second compared to 3rd last year while *Law* tied with *Accounting and Finance* for 3rd this year. *Psychology, Sociology, and Social Sciences, Biological Sciences, Social Work, Architecture, and Physical Therapy* continued to be mentioned by many graduates.

Class of 2012	Class of 2011	Class of 2010
1. Engineering 13.8%	1. Engineering 11.6%	1. Accounting & Finance 20.0%
2. Medicine 10.4	2. Law 11.1%	2. Veterinary Medicine & Sciences 10.3%
3. Accounting and Finance 8.0%	3. Medicine 9.0%	3. Human Resources & Industrial Relations 8.6%
3. Law 8.0%	4. Accounting and Finance 6.1%	4. Marketing 7.9%
5. Psychology, Sociology, & Social Sciences 5.3%	5. Biological Sciences & Related 4.1%	5. Engineering 6.5%
6. Biological Sciences & Related 4.2%	6. Physical Therapy 3.7%	6. Architecture 5.7%
7. Social Work 4.0%	7. Architecture 3.6%	7. Actuarial Sciences 4.7%
8. Architecture 3.4%	8. Psychology, Sociology, & Social Sciences 3.6%	8. Physician Assistant 4.0%
9. Physical Therapy 3.5%	9. Health Related Sciences or Services 3.4%	9. Education and Related 3.2%
10. Education & Related 3.2%	10. Education and Related 3.3%	10. Health Admin/Public Health 2.8%
11. Health Related Sciences or Services 2.7%	11. Veterinary Medicine & Sciences 3.3%	11. Psychology, Sociology, & Social Sciences 2.7%
11. Veterinary Medicine & Sciences 2.7%	12. Human Resources & Industrial Relations 2.7%	12. Audiology & Speech Pathology 2.5%
13. Health Administrators/Public Health 2.1%	13. Social Work 2.3%	13. Biological Sciences & Related 2.3%
14. Audiology & Speech Pathology 1.8%	14. Audiology & Speech Pathology 2.0%	14. Chemical Sciences and Related 2.1%
15. Human Resources & Industrial Relations 1.6%	15. Pharmacy & Pharmaceutical Sciences 2.0%	

The *Senior Survey* also asked 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 more than 43 of 336 seniors that responded to this question.

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 – 2012 Graduating Seniors as indicated on the Chancellor’s Survey

2012	2011	2010
1. Microsoft (4) 1. Coca Cola (4) 3. Abercrombie & Fitch (3) 3. Kohls (3) 3. John Deere (3) 3. Boeing (3) 3. KPMG (3) 3. Navistar (3) 3. BMO Harris (3) 3. Northrop Grumman (3) 3. Deloitte (3) 3. Teach For America (3)	1. Deloitte (13) 1. Teach for America (13) 3. Epic Systems (10) 4. Cummins (7) 4. KPMG (7) 4. Allstate (7) 7. Archer Daniels Midland (6) 8. Caterpillar (5) 8. John Deere (5) 10. JP Morgan, Simplex Investments, Sargent & Lundy, Dow, Liberty Mutual, Monsanto, Accenture, Hewlett-Packard, The Nielsen Company (4)	1. Teach for America (22) 2. JP Morgan Chase (11) 3. Accenture (9) 4. Deloitte (8) 5. Microsoft (7) 6. KPMG (6) 6. Sears Holdings Corp (6) 8. Northrop Grumman (5) 9. ADM, John Deere, General Electric, Abbott Laboratories, Epic Systems (4)

Microsoft and *Coca Cola* were the top mentioned employers this year with each of them being mentioned by 4 graduating seniors. The remainder of the employers were named by three of the graduating seniors and ranged from retail to manufacturing employers as well as Teach For America. The lower number of respondents on this year’s Senior Survey may explain the smaller numbers.

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

For the sixth 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 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.

Number of Employers (unique) by Number of Career Office Relationships 2011-2012	
Number of Career Office Relationships	Number of Employers
7	1
6	4
5	28
4	64
3	246
2	777
1	2,635
Total	3,755

Of the 3,755 unique employers that had relationships with career services at the University of Illinois at Urbana-Champaign, 1,120 employers had relationships with two or more of the career offices compared to 1,405 last year. The total number of unique employers is more than last year (3,755 compared to 3,645).

Number of Employers by Number of Contacts with Career Services Offices 2011-2012	
Number of Career Office Contacts	Number of Employers
12	1
11	1
10	4
9	2
8	10
7	11
6	29
5	56
4	113
3	299
2	748
1	2,481
	Total
	3,755

Each career service office may have contact with an employer through on-campus recruiting, career fairs, and job/internship position postings. The table above shows that 1,274 employers or 34% of the employers had 2 or more contacts with offices across campus. The number of employers with five or more contacts with Illinois career offices was 114 (down from 121 last year). See Appendix E for more information.

Below are the 33 employers/organizations that had recruiting relationships with 5 or more career services offices in 2011-12. The full list of 97 employers/organizations that had recruiting relationships with 4 or more career offices may be found in Appendix E.

<i>Employer/Organization</i>	<i># of Career Office Relationships</i>	<i>Employer/Organization</i>	<i># of Career Office Relationships</i>
Procter & Gamble	7	Epic Systems Corporation	5
Keyence Corporation of America	6	General Mills	5
Monsanto	6	Honeywell	5
Syngenta	6	JobSync	5
Texas Instruments	5	Kimberly-Clark Corporation	5
Abbott Laboratories	5	Kraft Foods, Inc	5
Apple	5	Reynolds & Reynolds	5
Archer Daniels Midland	5	U.S. Peace Corps	5
BN National Trail	5	Underwriters Laboratories	5
Boeing	5	Univ. of Illinois – Off. Of Tech Mgmt.	5
Central Intelligence Agency	5	Univ. of Illinois	5
D.E. Shaw Research LLC	5	Volkswagen	5
DC Energy	5	Xerox	5
Dow AgroSciences	5	Young Innovations	5
DuPont	5		

Fortune / Global 100 Companies at Illinois

The University of Illinois at Urbana/Champaign had 74 of the top Fortune 100 companies recruit on campus. See Appendix E for the complete list. Of the top 10, the following 7 companies recruited at Illinois including all of the top 4:

Rank	Employer/Organization	Rank	Employer/Organization
1.	Exxon Mobile	6.	General Electric
2.	Wal-Mart Stores	9.	Ford Motor
3.	Chevron	10.	Hewlett-Packard
4.	Conoco Philips		

The University of Illinois at Urbana/Champaign had 36 of the top Global Fortune 100 companies recruit on campus. See Appendix E for the complete list. Of the top 10, the following 7 companies recruited at Illinois including all of the top 4:

Rank	Employer/Organization	Rank	Employer/Organization
1.	Royal Dutch Shell	8.	Chevron
2.	Exxon Mobile	9.	Conoco Phillips
3.	Wal-Mart Stores	10.	Toyota Motor
4.	BP		

HireIllini Initiative 2011-2012 – Steering Committee

This was the 6th consecutive year of funding from the Provost's office for the HireIllini initiative. Initiatives and projects to enhance employer relations for the year included:

- Purchased advertising in the *Business Ledger Book of Lists* – full page/back cover/color ad for HireIllini with “Expertorial” piece on how to recruit at Illinois; readership of the Book of Lists is estimated at 25,000 in the Chicago area
- Continued alumni magazine ads – full page/color ads for each of the quarterly editions (encouraging alumni to recruit at their institution)
- Sponsored Midwest ACE and NACE Conferences for visibility to employer members
- Creation of 4 videos for employers, *Branding your Organization*, *Keeping New Hires Warm*, *Connecting with Students*, and *Career Fairs*, www.youtube.com/hireillini

Use of Career Services (according to Graduating Seniors)

This was the seventh year the *Chancellor's Senior Survey* asked seniors if they had used career services. This year 73% (up 2% from last year and the highest ever-recorded) of the 2012 graduating seniors responded that they had used career services. The table below reports results by the college of the graduating senior comparing the last three classes. The percentage of "yes" responses for each college regarding use of career services is fairly similar to previous years although LAS saw an increase of 5%, and Media Communication increased "yes" responses by a significant 7%. Social work seniors indicated that 90% had used career services.

College of Senior	2012		2011		2010	
	Yes Responses	Percentage	Yes Responses	Percentage	Yes Responses	Percentage
ACES	171	65%	175	66%	164	66%
Applied Health Sciences	117	73%	148	72%	146	73%
Aviation	1	14%	2	33%	2	33%
Business	207	90%	191	89%	222	90%
Education	28	52%	43	63%	39	61%
Engineering	304	81%	369	83%	284	77%
Fine and Applied Arts	66	43%	63	37%	63	38%
LAS	621	73%	791	69%	744	67%
Media/Communications	86	77%	105	70%	107	68%
Social Work	18	90%				
Total	1619	73%	1,887	71%	1,777	69%

*Total responses on survey – 2,232 (2012), 2,671 (2011), and 2,615 (2010)
38% Response Rate for Senior Survey in 2012

Summary

Career services offices at the University of Illinois at Urbana-Champaign has maintained nearly the same level of student interviews and scheduled interviews for the past three years. Job/internship postings decreased significantly (25%) from last year, yet it is comparable to previous years. On the other hand, employer relations increased significantly (47%), nearly reaching the level of 2008-09. Student participation also increased significantly (24%) this year, surpassing numbers of the past five years. Extensive efforts by career services offices continue to cultivate employer relationships campus-wide and increase student participation in career activities. The University of Illinois with its extensive career services network is in a favorable position to improve strong employer relationships and increase student participation.

Post-graduation plans of 2012 graduating seniors saw an increase in respondents indicating that they plan to work (54% - up 2%) and with confirmed employment (22% - up 3%). While the percentage of seniors planning to continue their education decreased slightly (33%), only 23% compared to 25% last year had confirmed a specific graduate/professional school.

The number of unique employers increased again this year, indicating Illinois' special attraction as a source of entry-level talent. The University of Illinois at Urbana-Champaign had 74 of the top Fortune 100 companies recruit on campus and seven of the top ten. In addition, seven of the top ten employers on the Global Fortune 100 companies recruit at Illinois, including all of the top four.

The percentage of graduating seniors indicating use of career services (73% compared to 71% last year) continues to be impressive and indicative of the value students place on career services at the University. This is the seventh year that senior survey data supports a broad use of career services. The widespread use of career services by students strengthens student candidacy for employment and graduate/professional school, on-campus recruiting by employers, and post-graduation opportunities for students.

**Recruitment and Graduation
BENCHMARKS
2011-2012**

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 2011/Spring 2012

CAREER SERVICE OFFICE	EMPLOYER* RELATIONSHIPS	SCHEDULES	STUDENT INTERVIEWS	INTERNSHIP AND JOB LISTINGS	STUDENT** REGISTRATION AND PARTICIPATION
Agricultural, Consumer & Environmental Sciences (ACES)	702	149	745	1,299	1,514
Actuarial Science	55	28	398		212
Biotechnology	4	6	37		
Business	691	1,190	7,712	1,763	8,885
Chemical Sciences	345	72	576	560	256
Engineering	1,765	586	5,900	5,745	18,476
Labor & Employment Relations	63	104.5	967	98	128
The Career Center	2,565	40	452	3,032	4,803
Other Fairs UIUC Participated	272				1,377
Total 2011-12	6,462	2,175.5	16,787	12,497	35,651
Total 2010-11	4,579	2,209	17,035	16,772	28,759
Total 2009-10	5,644	2,023	16,372	13,617	31,161

*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 2011/Spring 2012

CAREER SERVICES OFFICE	NUMBER OF EMPLOYERS	NUMBER OF SCHEDULES	NUMBER OF INTERVIEWS	TOTAL NUMBER OF JOB LISTINGS	STUDENT REGISTRATION
ACES	346	72	302	759	323
Actuarial Science	13	13	198		
Biotechnology Center	4	6	37	16	75
Business	230	684	4,699	1,206	1,220
Chemical Sciences	238	43		406	102
Engineering	1,033	394	3,953	4,436	8,148
Labor & Employment Relations	24	24	214	79	
The Career Center	1,804	20	243	1,801	1,525
Total	3,692	1,256	9,646	8,703	11,393

Internship/Coop Opportunities
RECRUITING STATISTICS
 UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
 Fall 2011/Spring 2012

CAREER SERVICES OFFICE	NUMBER OF EMPLOYERS	NUMBER OF SCHEDULES	NUMBER OF INTERVIEWS	TOTAL INTERNSHIP LISTINGS	STUDENT REGISTRATION FOR RECRUITING
ACES	234	77	443	540	339
Actuarial Science	15	15	200		
Business	144	506	3,013	557	2,499
Chemical Sciences	107	29		154	203
Engineering	413	192	1,947	1,309	XX
Labor & Employment Relations	39	80.5	753	19	
The Career Center	641	20	209	1231	1,975
Total	1,593	919.5	6,565	3,810	5,016

CAREER FAIR PARTICIPATION
 UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
 Fall 2011/Spring 2012

CAREER FAIR	EMPLOYERS @ CAREER FAIR ONLY	CAREER FAIR REGISTRATION/ PARTICIPATION (Students)
ACES & Sciences Career Fair	122	152
All-Campus Career Fair	120	1,303
Big 10 Conference Career Expo	70	120
Business Career Fairs (2)	317	5,166
Engineering Career Fairs (2)	319	5,628
Engineering Expo	286	4,700
Meet the Firms – Actuarial Science	27	150
Hire Big 10+ Virtual Career Fair	101	700
Hire Big 10+ International Career Fair	26	450
Total	1,463	19,176

**Recruitment and Graduation
BENCHMARKS
2011-2012**

Appendix B

Recruitment Activity

University of Illinois at Urbana-Champaign

1990-2012

RECRUITMENT ACTIVITY
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
1990-2012

ACADEMIC YEAR TOTALS	EMPLOYERS RELATIONSHIPS	SCHEDULES	STUDENT/ALUMNI INTERVIEWS	WAIT LIST	INTERNSHIP AND JOB LISTINGS	STUDENT REGISTRATION AND PARTICIPATION
Total UIUC 11-12	6,462	2,175.5	16,787	NA	12,497	35,651
Total UIUC 10-11	4579	2209	17035	NA	16772	28759
Total UIUC 09-10	5644	2023	16372	NA	13617	31161
Total UIUC 08-09	7277	2862	22385	NA	13904	33143
Total UIUC 07-08	7567	4534	27946	NA	13973	32672
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	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

**Recruitment and Graduation
BENCHMARKS
2011-2012**

Appendix C

*Chancellor's Senior Survey of
Undergraduate Experience*

Survey Demographics

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

2012 Summary

In 1989, a task force appointed by the Chancellor created a questionnaire to be administered to all graduating seniors at the University of Illinois at Urbana-Champaign. 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 2012 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 online survey via an embedded link within the message. 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 5,844 seniors, 2,249 (approximately 38%) responded. Similar to past years, the respondents were roughly representative of the graduating class by ethnic origin and academic affiliation, but a higher proportion of females than males responded to the survey.

Percentages

	Respondents	All Seniors
Gender		
Female	56.6	49.1
Male	43.0	50.8

	Respondents	All Seniors
Ethnic Origin		
Caucasian	70.2	63.9
Latino/a	4.3	6.1
African-American	4.4	5.6
Asian-American	17.8	13.1
Native American	0.2	0.1
Unknown	0.4	0.5
Other	2.8	10.7

	Respondents	All Seniors
College of Graduation		
ACES	11.8	8.0
Applied Health Sciences	7.2	7.6
Business	10.2	10.5
Media	5.0	4.9
Education	2.4	2.8
Engineering	16.7	17.1
Fine & Applied Arts	6.9	6.7
Liberal Arts & Sciences	38.2	41.1
Aviation	0.3	0.3
Social Work	0.9	0.8

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.

Reprinted from 2012 Summary, Chancellor's Senior Survey on the Undergraduate Experience UIUC, Christopher Migotsky, Center for Teaching Excellence

Recruitment and Graduation BENCHMARKS 2011-2012

Appendix D

Summary of Post-Graduation Plans

2012, 2011, and 2010

*Chancellor's Senior Survey of
Undergraduate Experience*

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

SUMMARY OF 2012 POST-GRADUATION PLANS

ACTIVITY	TOTAL		ACES		AHS		BUS		MEDIA		EDU		ENGR		FAA		LAS		SOCW	
	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%
ACQUIRED FULL-TIME WORK	423	22	61	26	10	7	103	54	14	15	0	0	135	41	11	8	87	12	0	0
SEEKING FULL-TIME WORK	624	32	77	33	36	26	24	13	55	60	47	90	74	22	56	43	252	34	1	5
ACCEPTED GRAD SCHOOL	447	23	47	20	43	30	52	27	7	8	2	4	82	25	33	25	164	22	16	84
AWAITING GRAD SCHOOL	184	10	16	7	37	26	2	1	1	1	3	6	19	6	7	5	100	14	0	0
UNCERTAIN	137	7	21	9	7	5	3	2	8	9	0	0	11	3	13	10	72	10	1	5
STARTING/RAISING FAMILY	7	0	0	0	0	0	1	0	1	1	0	0	1	0	1	1	3	0	0	0
MILITARY SERVICE	18	1	0	0	0	0	2	1	0	0	0	0	6	2	1	1	9	1	0	0
VOLUNTEER SERVICE	13	1	1	0	1	1	1	0	0	0	0	0	2	0	2	2	6	1	0	0
ADDITIONAL UG STUDY	11	1	0	0	2	1	0	0	0	0	0	0	0	0	1	1	8	1	0	0
OTHER	63	3	9	4	5	4	3	2	5	5	0	0	3	1	6	5	31	4	1	5
TOTAL	1927		232		141		191		91		52		333		131		732		19	

UIUC Senior Survey, conducted by *Center for Teaching Excellence*, Christopher Migotsky, Interim 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 2011 POST-GRADUATION PLANS

ACTIVITY	TOTAL		ACES		AHS		BUS		MEDIA		EDU		ENGR		FAA		LAS	
	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%
ACQUIRED FULL-TIME WORK	435	19	65	26	13	7	86	48	20	16	1	2	143	36	11	8	93	9
SEEKING FULL-TIME WORK	778	33	63	26	34	18	26	15	85	66	49	84	97	25	59	41	363	36
ACCEPTED GRAD SCHOOL	583	25	49	20	78	42	56	31	9	7	3	5	103	26	39	27	245	24
AWAITING GRAD SCHOOL	215	9	26	11	43	23	5	3	4	3	1	2	20	5	5	3	111	11
UNCERTAIN	178	8	17	7	11	6	4	2	6	5	2	3	14	4	17	12	107	11
STARTING / RAISING FAMILY	5	0	1	0	1	1	0	0	0	0	0	0	0	0	1	1	2	0
MILITARY SERVICE	27	1	4	2	0	0	0	0	0	0	0	0	8	2	1	1	14	1
VOLUNTEER SERVICE	22	1	2	1	0	0	1	1	2	2	0	0	0	0	1	1	17	2
ADDITIONAL UG STUDY	9	1	1	0	1	1	0	0	0	0	1	2	1	0	1	1	5	1
OTHER	91	4	18	7	3	2	1	1	3	2	2	3	6	2	10	7	48	5
TOTAL	2343		246		184		178		129		58		392		145		1005	

UIUC Senior Survey, conducted by *Center for Teaching Excellence*, Christopher Migotsky, Interim 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 2010 POST-GRADUATION PLANS

ACTIVITY	TOTAL		ACES		AHS		BUS		MEDIA		EDU		ENGR		FAA		LAS	
	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%	FREQ	%
ACQUIRED FULL-TIME WORK	368	16	54	24	10	6	78	36	21	15	3	5	104	33	8	5	90	9
SEEKING FULL-TIME WORK	724	31	74	33	26	15	47	22	70	51	50	86	81	25	69	45	301	30
ACCEPTED GRAD SCHOOL	604	26	39	18	67	38	77	36	15	11	0	0	82	26	39	26	281	28
AWAITING GRAD SCHOOL	254	11	21	9	49	28	3	1	10	7	0	0	20	6	10	7	140	14
UNCERTAIN	195	9	19	9	10	6	5	2	10	7	3	5	19	6	14	9	110	11
STARTING / RAISING FAMILY	4	0	0	0	1	1	0	0	1	1	0	0	0	0	0	0	2	0
MILITARY SERVICE	24	1	1	0	0	0	1	1	0	0	0	0	2	1	1	1	17	2
VOLUNTEER SERVICE	31	1	1	0	2	1	1	1	2	2	0	0	4	1	3	2	18	2
ADDITIONAL UG STUDY	13	1	2	1	2	1	0	0	0	0	1	2	1	0	1	1	6	1
OTHER	88	4	12	5	10	6	5	2	8	6	1	2	6	2	7	5	38	4
TOTAL	2305		223		177		217		137		58		319		152		1003	

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
2011-2012**

Appendix E

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

**Summary of Employer Relationships
with Career Services Offices*
July 2011 – June 2012**

Total Number of Employers – 3,755

Number of Employers (unique) by Number of Career Office Relationships	
Number of Career Office Relationships	Number of Employers
7	1
6	4
5	28
4	64
3	246
2	777
1	2,635
	Total
	3,755

Number of Employers by Number of Contacts with Career Services Offices	
Number of Career Office Contacts	Number of Employers
12	1
11	1
10	4
9	2
8	10
7	11
6	29
5	56
4	113
3	299
2	748
1	2,481
	Total
	3,755

* Information collected from Career Services Offices fall of 2011 for period of July 1, 2011 to June 30, 2012

Number of Career Fair Contacts by Number of Employers	
Number of Career Fair Contacts	Number of Employers
3	8
2	69
1	582
	Total *744

Number of On Campus Interview Contacts by Number of Employers	
Number of OCI Contacts	Number of Employers
4	3
3	11
2	50
1	365
	Total *510

Number of Job Board Posting Contacts	
Number of Job Board Posting Contacts	Number of Employers
6	4
5	22
4	60
3	227
2	702
1	2305
	Total *4,764

*Total explained below

Career Fair		On-Campus Interviewing		Job Board Postings	
Number of Employers	Number of Fairs	Number of Employers	Number of Offices On-Campus Interviewing	Number of Employers	Number of Offices Posting Positions
8	3 (24)	3	4 (12)	4	6 (24)
69	2 (138)	11	3 (33)	22	5 (110)
582	1 (582)	50	2 (100)	60	4 (240)
		365	1 (365)	227	3 (681)
				702	2 (1,404)
				2,305	1 (2,305)
	744		510		4,764

Below are the 97 employers/organizations that had recruiting relationships with 4 or more career services offices in 2011-12:

<i>Employer/Organization</i>	<i># of Career Office Relationships</i>	<i>Employer/Organization</i>	<i># of Career Office Relationships</i>
Procter & Gamble	7	Eli Lilly and Company	4
Keyence Corporation of America	6	EnterpriseWorks	4
Monsanto	6	Environment America	4
Syngenta Inc.	6	Flint Hills Resources	4
Texas Instruments	6	GATX Corporation	4
Abbott Laboratories	5	Goldman, Sachs & Co.	4
Apple Inc.	5	Hormel Foods Corporation	4
Archer Daniels Midland (ADM)	5	IBM	4
BN National Trail	5	IJC Partners	4
Boeing	5	Illinois River Energy	4
Central Intelligence Agency	5	International Titanium Powder	4
D. E. Shaw Research, LLC	5	Intertek/AAC Labs	4
DC Energy	5	Jacobson Companies	4
Dow AgroSciences	5	Knowles Electronics, LLC	4
DuPont	5	Lam Research Corporation	4
Epic Systems Corporation	5	Maui Jim Sunglasses	4
General Mills	5	Maxim Integrated Products, Inc	4
Honeywell	5	MIDSCI	4
JobSync	5	National Oilwell Varco	4
Kimberly-Clark Corporation	5	Navistar	4
Kraft Foods, Inc.	5	NAVSEA CRANE	4
Momentum Scientific LLC	5	Next Step China	4
Nestle Purina Company	5	Numerica Corporation	4
PepsiCo	5	Olenick & Associates, Inc.	4
Plastipak Packaging, Inc.	5	Philips North America	4
Reynolds and Reynolds	5	PPG Industries	4
U.S. Peace Corps	5	Primerica Inc.	4
Underwriters Laboratories Inc.	5	Progressive Bronze Products	4
University of Illinois - Office of Technology Management	5	Provisur Technologies	4
University of Illinois at Urbana-Champaign	5	Robert Bosch LLC	4
Volkswagen	5	Rockwell Automation	4
Xerox	5	Samsung Electronics	4
Young Innovations	5	SanDisk	4
AGCO Corporation	4	Science Education Programs at Oak Ridge National Laboratory	4
Agr International, Inc.	4	Sentinel Technologies	4
Allstate Insurance Company	4	Shell Oil Company	4
American Association for the Advancement of Science (AAAS)	4	Siemens Corporation	4
Argonne National Laboratory	4	Software Catalysts LLC	4
Associated	4	State Farm Insurance	4
AT&T, Inc.	4	SunCoke Energy	4
B&R Industrial Automation Corp.	4	The Leverage Group	4
BP Corporation	4	The Nielsen Company	4
Cargill	4	Unilever	4
Cerner Corporation	4	University of Illinois - Employee Relations & Human Resources	4
Chrysler LLC	4	VMware, Inc.	4
City of Urbana	4	Walgreens Corporation	4
Cobham	4	Whirlpool Corporation	4
Code Hennessy & Simmons LLC	4	XR Trading	4
comScore, Inc	4		

**Recruitment and Graduation
BENCHMARKS
2011-2012**

Appendix F

**Fortune/Global 100 Employers Recruiting at the
University of Illinois**

Fortune 100 Companies who recruit at the University of Illinois at Urbana/Champaign
 Companies with recruiting relationships on campus are highlighted.

Rank	Employer/Organization	Rank	Employer/Organization
1.	Exxon Mobil	51.	Intel
2.	Wal-Mart Stores	52.	United Parcel Service
3.	Chevron	53.	Best Buy
4.	ConocoPhillips	54.	Lowe's
5.	General Motors	55.	Prudential Financial
6.	General Electric	56.	Amazon.com
7.	Berkshire Hathaway	57.	Merck
8.	Fannie Mae	58.	Lockheed Martin
9.	Ford Motor	59.	Coca-Cola
10.	Hewlett-Packard	60.	Express Scripts Holding
11.	AT&T	61.	Sunoco
12.	Valero Energy	62.	Enterprise Products Partners
13.	Bank of America Corp.	63.	Safeway
14.	McKesson	64.	Cisco Systems
15.	Verizon Communications	65.	Sears Holdings
16.	J.P. Morgan Chase & Co.	66.	Walt Disney
17.	Apple	67.	Johnson Controls
18.	CVS Caremark	68.	Morgan Stanley
19.	International Business Machines	69.	Sysco
20.	Citigroup	70.	FedEx
21.	Cardinal Health	71.	Abbott Laboratories
22.	UnitedHealth Group	72.	DuPont
23.	Kroger	73.	Google
24.	Costco Wholesale	74.	Hess
25.	Freddie Mac	75.	Supervalu
26.	Wells Fargo	76.	United Continental Holdings
27.	Procter & Gamble	77.	Honeywell International
28.	Archer Daniels Midland	78.	CHS
29.	AmerisourceBergen	79.	Humana
30.	INTL FCStone	80.	Goldman Sachs Group
31.	Marathon Petroleum	81.	Ingram Micro
32.	Walgreens	82.	Oracle
33.	American International Group	83.	Delta Air Lines
34.	MetLife	84.	Liberty Mutual Insurance Group
35.	Home Depot	85.	World Fuel Services
36.	Medco Health Solutions	86.	New York Life Insurance
37.	Microsoft	87.	Plains All American Pipeline
38.	Target	88.	TIAA-CREF
39.	Boeing	89.	Aetna
40.	Pfizer	90.	Sprint Nextel
41.	PepsiCo	91.	News Corp.
42.	Johnson & Johnson	92.	General Dynamics
43.	State Farm Insurance Cos.	93.	Allstate
44.	Dell	94.	HCA Holdings
45.	WellPoint	95.	American Express
46.	Caterpillar	96.	Tyson Foods
47.	Dow Chemical	97.	Deere
48.	United Technologies	98.	Murphy Oil
49.	Comcast	99.	Philip Morris International
50.	Kraft Foods	100.	Nationwide

Global Fortune 100 Companies who recruit at the University of Illinois at Urbana/Champaign
Companies with recruiting relationships on campus are highlighted.

<i>Rank</i>	<i>Employer/Organization</i>	<i>Rank</i>	<i>Employer/Organization</i>
1.	Royal Dutch Shell	51.	J.P. Morgan Chase & Co.
2.	Exxon Mobil	52.	Enel
3.	Wal-Mart Stores	53.	HSBC Holdings
4.	BP	54.	Industrial & Commercial Bank of China
5.	Sinopec Group	55.	Apple
6.	China National Petroleum	56.	CVS Caremark
7.	State Grid	57.	International Business Machines
8.	Chevron	58.	Crédit Agricole
9.	ConocoPhillips	59.	Tesco
10.	Toyota Motor	60.	Citigroup
11.	Total	61.	Cardinal Health
12.	Volkswagen	62.	BASF
13.	Japan Post Holdings	63.	UnitedHealth Group
14.	Glencore International	64.	Honda Motor
15.	Gazprom	65.	SK Holdings
16.	E.ON	66.	Panasonic
17.	ENI	67.	Société Générale
18.	ING Group	68.	Petronas
19.	General Motors	69.	BMW
20.	Samsung Electronics	70.	ArcelorMittal
21.	Daimler	71.	Nestlé
22.	General Electric	72.	Metro
23.	Petrobras	73.	Électricité de France
24.	Berkshire Hathaway	74.	Nippon Life Insurance
25.	AXA	75.	Kroger
26.	Fannie Mae	76.	Munich Re Group
27.	Ford Motor	77.	China Construction Bank
28.	Allianz	78.	Costco Wholesale
29.	Nippon Telegraph & Telephone	79.	Freddie Mac
30.	BNP Paribas	80.	Wells Fargo
31.	Hewlett-Packard	81.	China Mobile Communications
32.	AT&T	82.	Telefónica
33.	GDF Suez	83.	Indian Oil
34.	Pemex	84.	Agricultural Bank of China
35.	Valero Energy	85.	Peugeot
36.	PDVSA	86.	Procter & Gamble
37.	McKesson	87.	Sony
38.	Hitachi	88.	Banco do Brasil
39.	Carrefour	89.	Deutsche Telekom
40.	Statoil	90.	Repsol YPF
41.	JX Holdings	91.	Noble Group
42.	Nissan Motor	92.	Archer Daniels Midland
43.	Hon Hai Precision Industry	93.	Bank of China
44.	Banco Santander	94.	AmerisourceBergen
45.	EXOR Group	95.	PTT
46.	Bank of America Corp.	96.	Meiji Yasuda Life Insurance
47.	Siemens	97.	Toshiba
48.	Assicurazioni Generali	98.	Deutsche Post
49.	Lukoil	99.	Reliance Industries
50.	Verizon Communications	100.	China State Construction Engineering