

**RECRUITMENT and GRADUATION  
BENCHMARKS  
2012-2013**

**University of Illinois at Urbana-Champaign**

Collected and compiled by the

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

**Amy Fruehling**  
2012-2013 Chair

**Gail S. Rooney, Ph.D.**  
Executive Secretary

## Recruitment and Graduation Benchmarks University of Illinois at Urbana-Champaign 2012-2013

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.

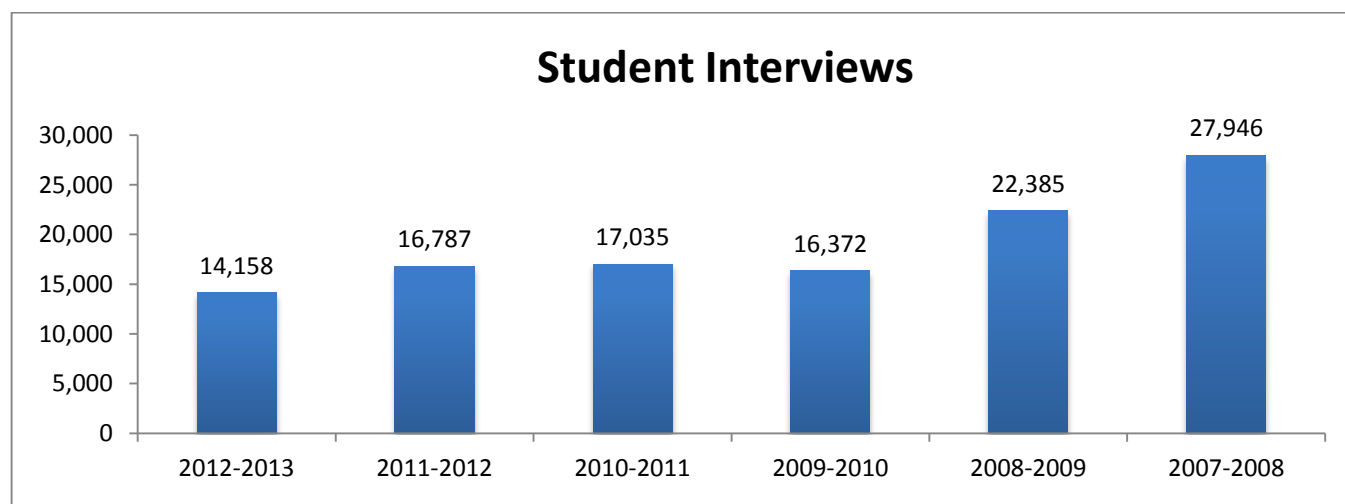
One function of the Council is to document the work of the various career offices on campus in their efforts to effectively and efficiently serve students, employers, and the university community. According to its mission adopted May 21, 2001, the Career Services Council is “a gateway for students to 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 *Office of the Provost* which administered the *Chancellor’s Senior Survey* in spring 2013.

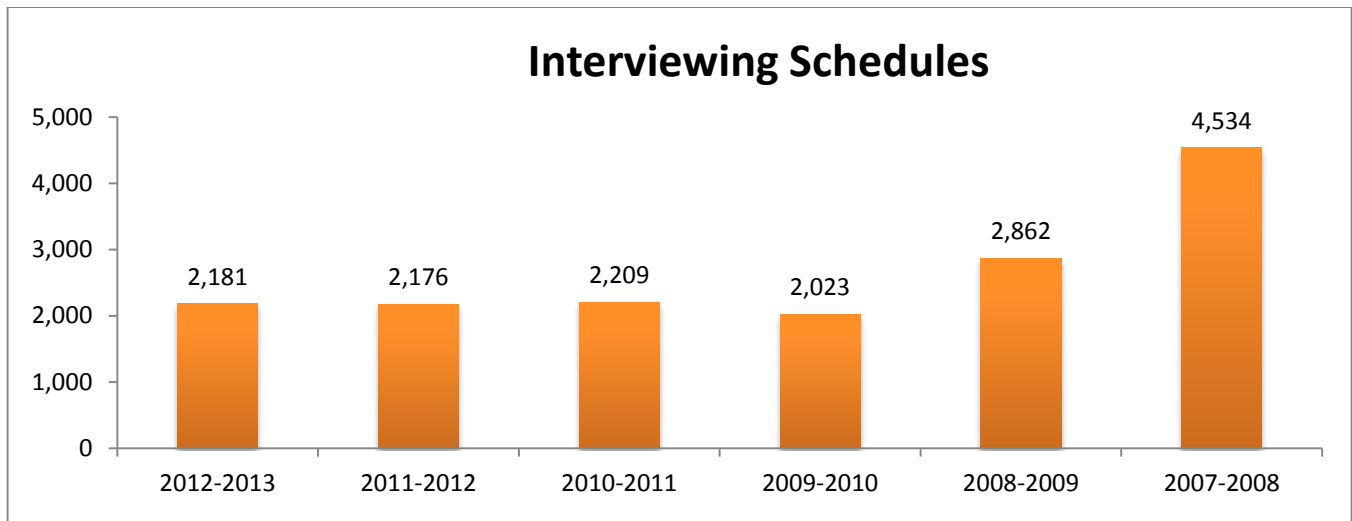
### Recruitment at the University of Illinois at Urbana-Champaign

Career services offices are asked to report on full-time employment recruiting, internship/co-op 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.

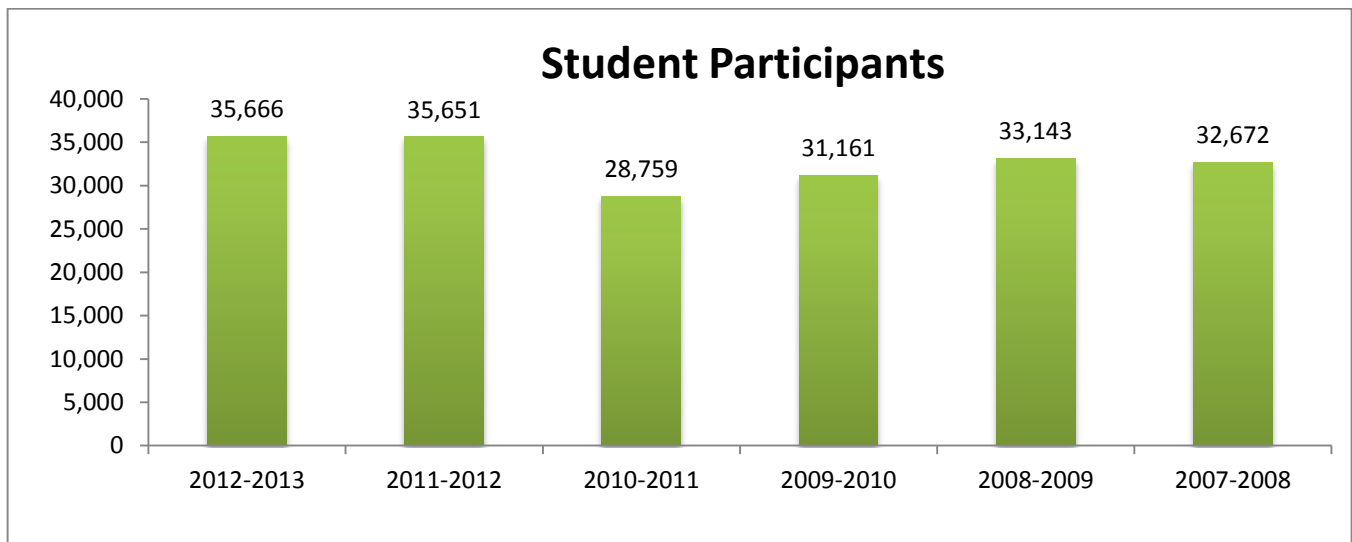
The number of on-campus student interviews decreased this year with 14,158 interviews conducted on campus during 2012-13 (decrease of 2,629 interviews). The decrease is attributed to more accurate reporting by individual units as well as a possible change in recruiting practices by employers. Employers are offering more full-time positions as a result of internships and are not actively interviewing for as many full-time positions on campus.



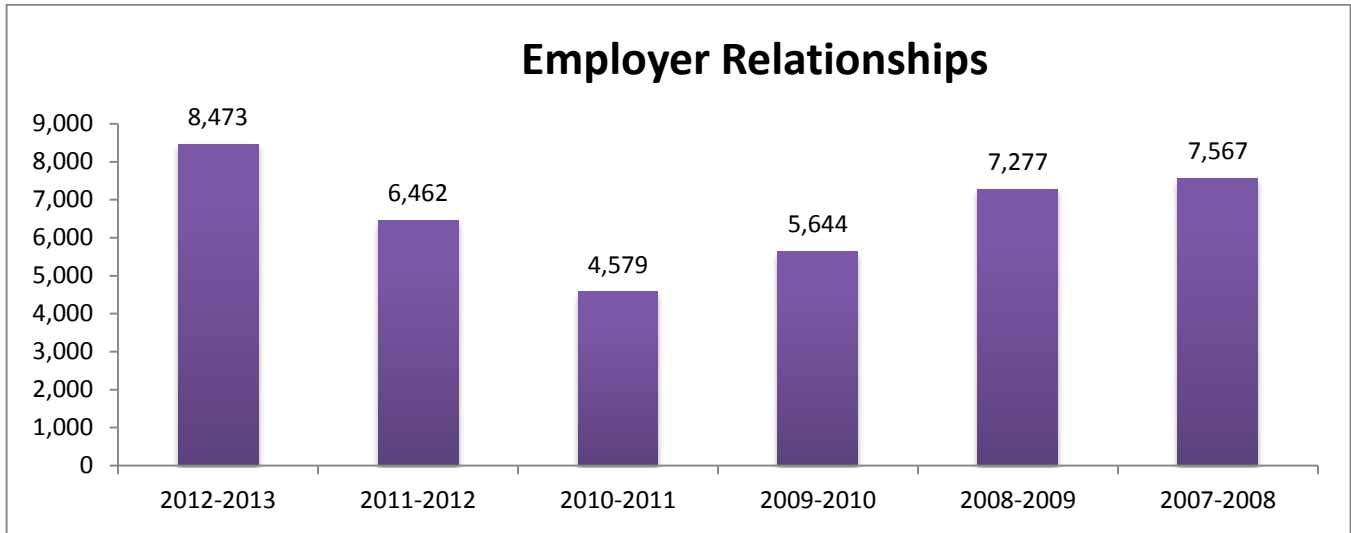
Similarly, the number of interview schedules increased slightly to 2,181 from 2,176 the previous year. Interview schedules seem to have stabilized during the past four years although they are significantly lower from their highs in 2007-08.



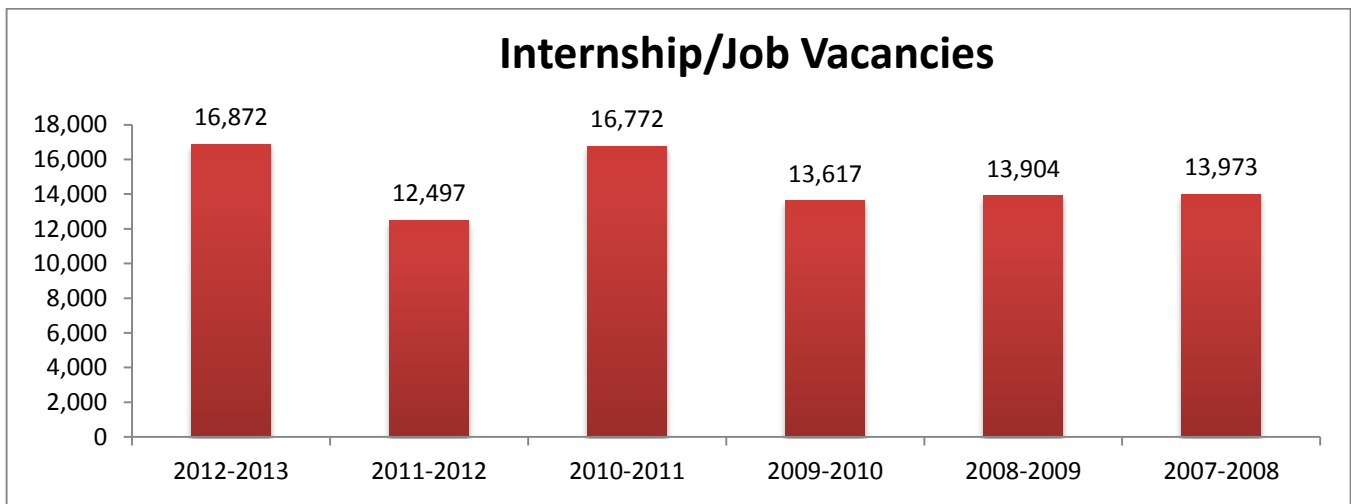
Student participation in career services efforts remained steady after a significant increase last year reaching an all-time high for the past six years. Last year, nearly 7,000 more students participated in career services recruiting than the previous year (a 23.7% increase). The increased student participation indicates that students are more active in their pursuit of jobs and internships with the slowly recovering economy. Increased student engagement may also reflect the continued outreach to students by career services offices. Usage of career services offices has generally experienced a steady increase in student participation since the data was first collected in 1997-98 (details in Appendix B).



During 2012-2013, the number of employers participating in career services was 8,473 (31% increase from last year's 6,462 employer contacts). The rebound in employer participation is the highest in the past six years. 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. Relationships are defined by any employer that engages a career office via career fairs, on-campus recruiting, and/or job postings. Appendix B provides longitudinal data.

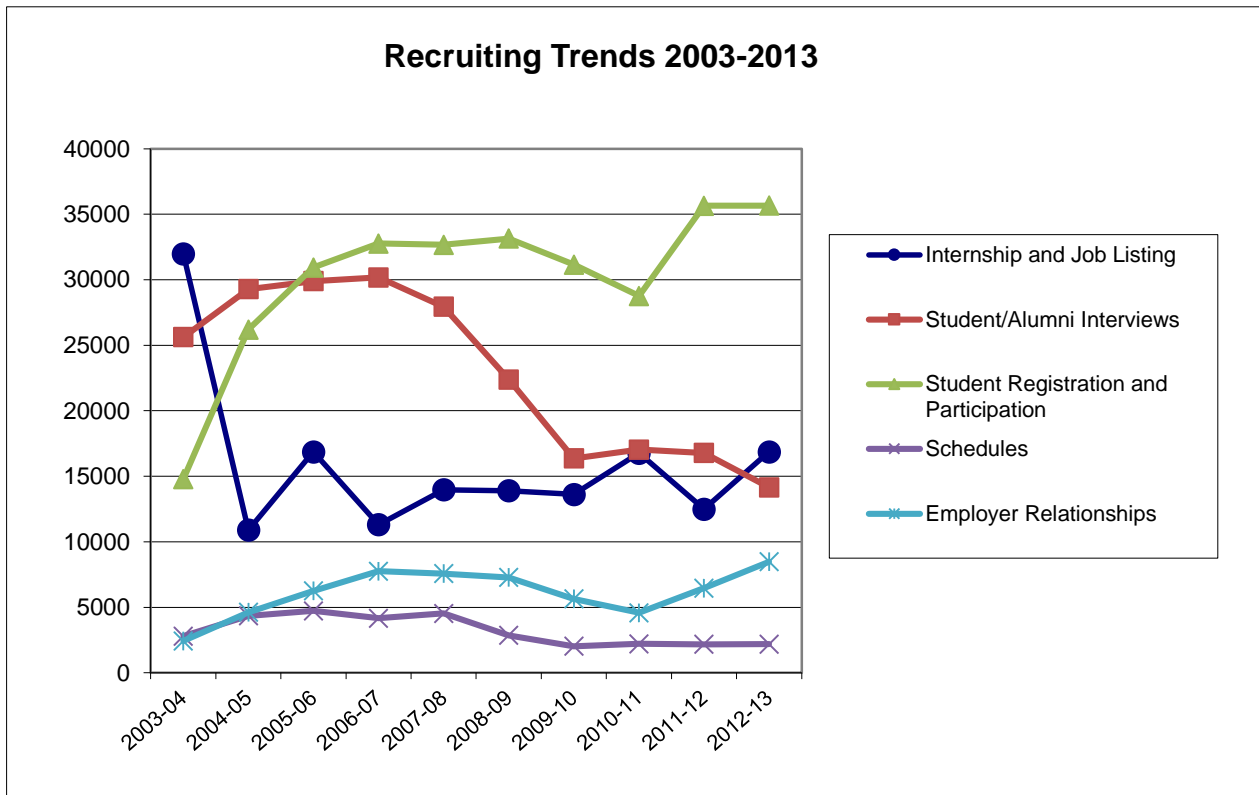


The number of job and internship vacancies posted with the career services offices increased to 16,872 from a previous high of 16,772 two years ago. With the exception of 2011-2012, internship/job vacancies are comparable to the previous four years. Posting of vacancies is still the most widely used way for employers to engage with career services offices at Illinois.



A summary table of recruiting activity from career services offices reporting for 2012-2013, 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.

The chart below shows recruiting trends during the past ten years. Student participation maintained the same level after a significant increase last year, reaching an all-time high. The number of student interviews declined slightly after three years of consistent numbers and significant declines in the previous three years. The increasing practice of hiring interns for full-time positions has reduced the number of interviews on campus. The number of schedules has remained nearly the same during the ten years. Relationships with employers increased again this year, reaching a 10-year high after several years of modest decline. It is noteworthy that position announcements increased significantly this past year after a drop last year.

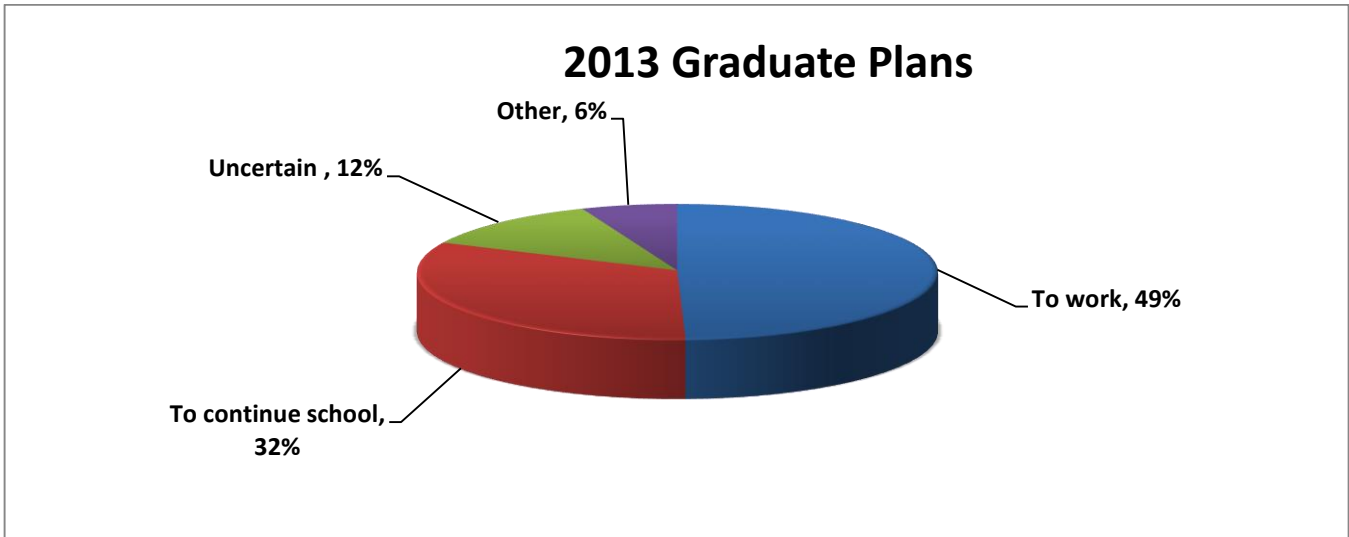


Campus-wide recruitment activity for the University of Illinois at Urbana-Champaign from 1991 through 2013 is reported in Appendix B.

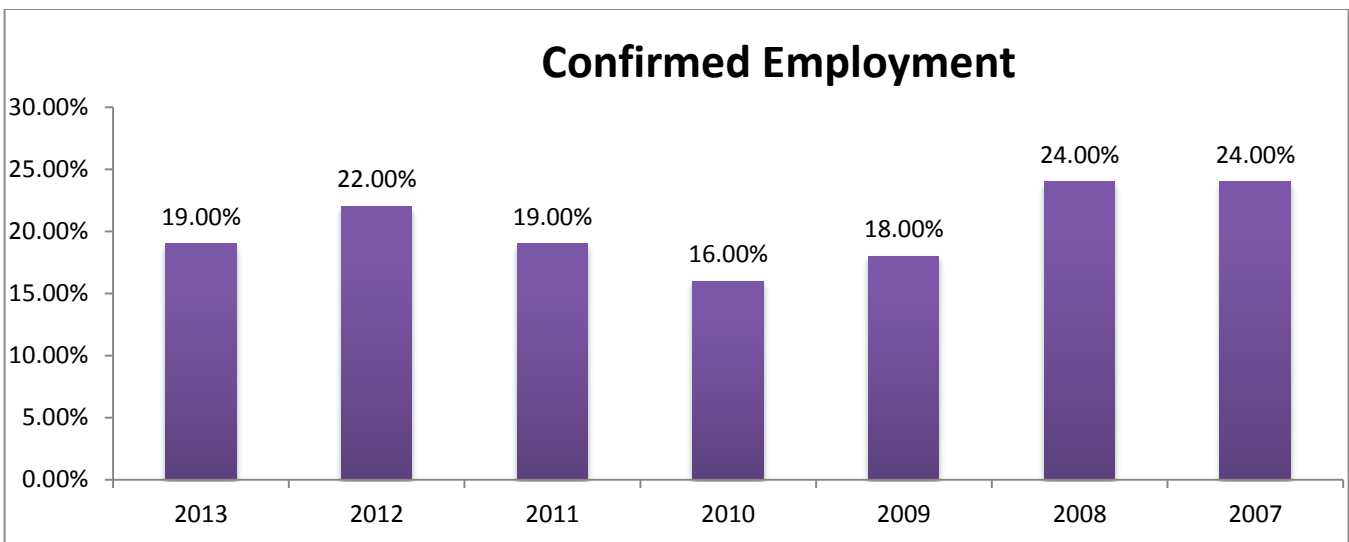
### Graduation Plans - UIUC Senior Survey 2013

The *Chancellor's Senior Survey on the Undergraduate Experience at UIUC* is administered each spring to graduating seniors. This year the survey was administered by the Office of the Provost (Staci Provezis, Senior Communication and Evaluation Coordinator) rather than the *Center for Teaching Excellence*. In addition to questions about their undergraduate experiences, seniors are asked about their post-graduation plans. Of the 5,856 seniors sent the survey, 3,135 responded (54% response rate). It needs to be noted that the survey was administered one month earlier than in previous years. See Appendix C for representation data. A full summary of 2013 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 2013 senior respondents.

According to the *2013 Senior Survey*, 49% of the seniors planned to work, 32% planned to continue their studies, 6% had other plans, and 12% were uncertain. In 2012, 54% of the seniors were planning to work, 33% were continuing their studies, 5% indicated other plans, and 7% were uncertain. With a somewhat improving economy, it is surprising that fewer seniors indicated planning to work than last year and slightly less are planning to continue their studies. A larger percentage is uncertain this year (+5%). Students may be waiting to decide on their plans based upon employment opportunities. While the economy shows some improvement, students are more uncertain about their future plans. Also, the earlier administration of the survey may have resulted in more uncertainty.



Of survey respondents, 19% had confirmed employment. This confirmed employment number is less than the 22% last year, but the same as 2011. Improvement in the economy seems to be fluctuating and last year's number was not sustained.

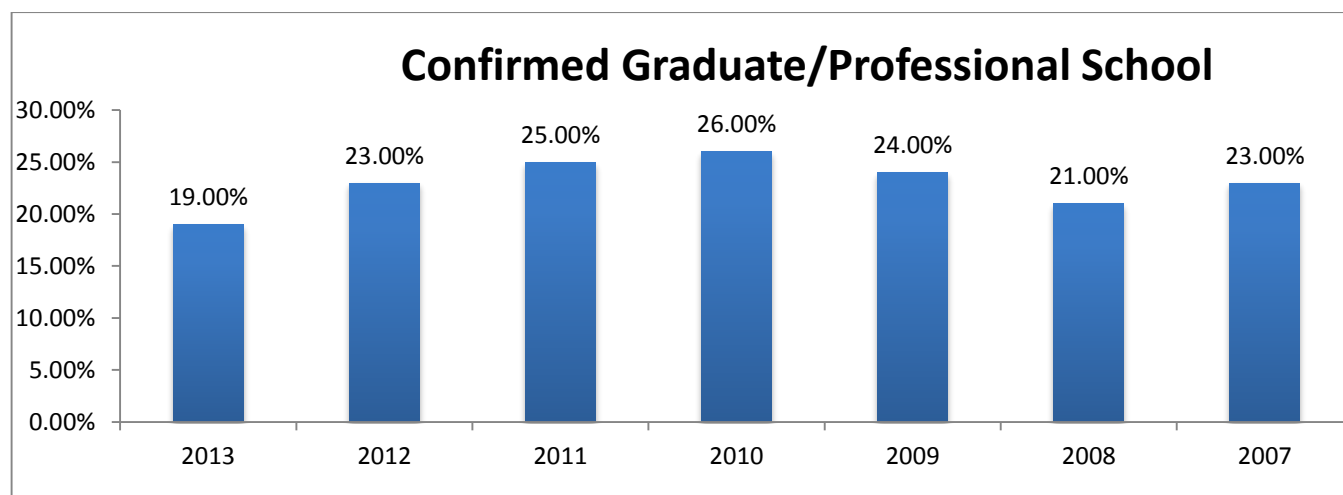


Following are the most frequent occupations indicated by the graduates of the class of 2013 compared to the class of 2012:

Most Popular Occupations-Class of 2013	Most Popular Occupations—Class of 2012
<ol style="list-style-type: none"> <li>1. Engineering 27.6%</li> <li>2. Business Operations 9.8%</li> <li>3. Financial Operations 6.9%</li> <li>4. Computer and Mathematical 5.5%</li> <li>5. Accounting 5.3%</li> <li>6. Management/Trainee 4.9%</li> <li>6. Sales and Related Occupations 4.9%</li> <li>8. Education, Training, Library and Museum 4.7%</li> <li>9. Marketing 4.3%</li> <li>10. Banking 3.2%</li> <li>11. Agriculture, Farming, Fishing and Forestry 3.0%</li> <li>12. Actuary 2.8%</li> </ol>	<ol style="list-style-type: none"> <li>1. Engineering 27.0%</li> <li>2. Accounting 9.3%</li> <li>3. Business Operations 8.4%</li> <li>4. Sales and Related Occupations 5.3%</li> <li>5. Agriculture, Farming, Fishing, and Forestry 5.0%</li> <li>5. Computer and Mathematical 5.0%</li> <li>5. Education, Training, Library, and Museum 5.0%</li> <li>8. Financial Operations 3.6%</li> <li>9. Management/Trainee 3.1%</li> <li>10. Banking 2.6%</li> <li>11. Marketing 2.4%</li> <li>12. Actuary 1.2%</li> </ol>

*Engineering and Business Operations* were the most frequent occupations cited by the Class of 2013. *Financial Operations* and *Computer/Mathematical* occupations are third and fourth on the list suggesting the return of these sectors to recruiting. *Accounting* dropped to fifth with *Management/Trainee* and *Sales and Related Occupations* tying for sixth. *Agriculture, Farming, Fishing, and Forestry* saw a drop to eleventh. The other occupations on the list were similar just in different order. It should be noted that 10.2% of the respondents indicated *Other* when asked to name the field in which they will be employed.

Fewer graduates (19%) had confirmed plans for graduate and professional school, the lowest percentage during the past seven years. The earlier administration of the Senior Survey may have meant seniors had not heard about graduate school acceptance. This may explain why both confirmed employment and confirmed graduate/professional school percentages are lower for this graduating class. It also may reflect the uncertainty of the economy and their options. It will be important to watch next year's numbers to determine if this is a trend or simply lower numbers for this class.



Below are the top graduate and professional degree programs in which 2013 graduates planned to enroll, compared to the classes of 2012 and 2011 (as reported by the seniors in each of the graduating classes). *Accounting* and *Engineering* were identified the most by seniors as their chosen graduate programs. *Medicine* is third with *Law* fourth. *Psychology, Sociology, and Social Sciences, Biological Sciences, Social Work, Architecture, and Physical Therapy* continued to be mentioned by many graduates as well as many other health-related graduate programs.

Class of 2013	Class of 2012	Class of 2011
1. Accounting and Finance 12.1%	1. Engineering 13.8%	1. Engineering 11.6%
2. Engineering 10.1%	2. Medicine 10.4	2. Law 11.1%
3. Medicine 8.8%	3. Accounting and Finance 8.0%	3. Medicine 9.0%
4. Law 8.1%	3. Law 8.0%	4. Accounting and Finance 6.1%
5. Psychology, Sociology, & Social Sciences 5.1%	5. Psychology, Sociology, & Social Sciences 5.3%	5. Biological Sciences & Related 4.1%
6. Social Work 4.7%	6. Biological Sciences & Related 4.2%	6. Physical Therapy 3.7%
7. Biological Sciences & Related 4.1%	7. Social Work 4.0%	7. Architecture 3.6%
7. Physical Therapy 4.1%	8. Architecture 3.4%	8. Psychology, Sociology, & Social Sciences 3.6%
9. Health Related Sciences or Services 3.9%	9. Physical Therapy 3.5%	9. Health Related Sciences or Services 3.4%
10. Architecture 3.3%	10. Education & Related 3.2%	10. Education and Related 3.3%
11. Audiology & Speech Pathology 2.7%	11. Health Related Sciences or Services 2.7%	11. Veterinary Medicine & Sciences 3.3%
12. Physician's Assistant 2.5%	11. Veterinary Medicine & Sciences 2.7%	12. Human Resources & Industrial Relations 2.7%
13. Veterinary Medicine & Sciences 1.8%	13. Health Administrators/Public Health 2.1%	13. Social Work 2.3%
13. Health Administrators/Public Health 1.8%	14. Audiology & Speech Pathology 1.8%	14. Audiology & Speech Pathology 2.0%
15. Human Resources & Labor and Ind. Rel. 1.7%	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 254 of 630 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 – 2013 Graduating Seniors as indicated on the Chancellor’s Survey

2013	2012	2011
1. Teach For America (21) 2. PwC (12) 3. John Deere (11) 3. Deloitte (11) 5. Epic (10) 6. Ernst & Young (9) 7. Microsoft (8) 7. Accenture (8) 7. KPMG (8) 10. ExxonMobil (6) 10. Allstate (6) 10. IBM (6)	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)

*Teach for America* was named by an overwhelming number of graduating seniors (21) in 2013. *PwC*, *John Deere*, *Deloitte*, and *Epic* were the next most named employers and represent a range of industries. After *Teach for America*, the number of seniors that named specific employers was in a small range and represent a diversity of employers, ranging from manufacturing and software technology to consulting and insurance employers. A larger number of respondents on this year’s Senior Survey is welcome and likely more representative of the destination of graduating seniors.

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

For the seventh 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 2012-2013	
Number of Career Office Relationships	Number of Employers
6	8
5	18
4	132
3	269
2	711
1	2364
	<b>Total</b>
	<b>3,502</b>

Of the 3,502 unique employers that had relationships with career services at the University of Illinois at Urbana-Champaign, 1,138 employers had relationships with two or more of the career offices compared to 1,120 last year. The total number of unique employers is less than last year (3,502 compared to 3,755).



**Number of Employers by Number of Contacts with  
Career Services Offices  
2012-2013**

Number of Career Office Contacts	Number of Employers
11	2
10	4
9	4
8	12
7	8
6	32
5	61
4	150
3	333
2	703
1	2193
	<b>Total</b>
	<b>3,502</b>

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 1,309 employers or 35% 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 123 (up from 114 last year). See Appendix E for more information.

Below are the 26 employers/organizations that had recruiting relationships with 5 or more career services offices in 2012-13. The full list of 158 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>
John Deere	6	Kraft Foods, Inc.	5
Monsanto	6	Momentum Scientific LLC	5
Archer Daniels Midland	6	Dow Chemical Company	5
Procter & Gamble	6	Epic Systems Corporation	5
General Mills	6	Ingredion	5
PepsiCo	6	Syngenta Inc.	5
Honeywell	6	BigMachines Inc.	5
Keyence Corporation	6	Kenexa	5
Kimberly-Clark Corporation	5	McCain Foods	5
Abbott Laboratories	5	McKinsey & Company	5
Cargill	5	Nestle Purina Company	5
Hormel Foods Corporation	5	Unilever	5
Boeing	5	Xerox	5

### **Fortune / Global 100 Companies at Illinois**

The University of Illinois at Urbana/Champaign had 69 of the top Fortune 100 companies recruit on campus. See Appendix E for the complete list. 8 of the top 10 companies recruited from Illinois last year.

<b>Rank</b>	<b>Employer/Organization</b>	<b>Rank</b>	<b>Employer/Organization</b>
1.	Wal-Mart Stores	7.	General Motors
2.	ExxonMobil	8.	General Electric
3.	Chevron	9.	Valero Energy
6.	Apple	10.	Ford Motor

The University of Illinois at Urbana/Champaign had 41 of the top Global Fortune 100 companies recruit on campus. See Appendix E for the complete list. Of the top 10, the following 5 companies recruited at Illinois including all of the top 3:

<i>Rank</i>	<i>Employer/Organization</i>	<i>Rank</i>	<i>Employer/Organization</i>
1.	Royal Dutch Shell	6.	BP
2.	Wal-Mart Stores	8.	Toyota Motor
3.	ExxonMobil		

### **HireIllini Initiative 2012-2013 – Steering Committee**

This was the 7<sup>th</sup> consecutive year of funding from the Provost’s office for the HireIllini initiative. Initiatives and projects to enhance employer relations for the year included:

- **Illinois Recruiting Forum** (5<sup>th</sup> annual) for employers to share best practices and recruiting trends; 98 individuals from 62 different organizations attended along with 36 students
- Purchased advertising in the *Business Ledger Book of Lists*– full page/back cover/color ad for HireIllini with “Expertorial” on how to recruit students; readership of the Book of Lists is estimated at 25,000
- Continued alumni magazine ads – full page/color ads for each of the quarterly editions
- Sponsored **Midwest ACE and NACE Conferences** for visibility to employer members

### **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% (same as last year and the highest ever-recorded) of the 2013 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 with relatively small increases or decreases by each College. Over 80% of *Business* and *Engineering* seniors indicated use of career services.

<b>College of Senior</b>	<b>2013</b>		<b>2012</b>		<b>2011</b>	
	<b>Yes Responses</b>	<b>Percentage</b>	<b>Yes Responses</b>	<b>Percentage</b>	<b>Yes Responses</b>	<b>Percentage</b>
ACES	184	<b>71%</b>	171	65%	175	66%
Applied Health Sciences	192	<b>69%</b>	117	73%	148	72%
Aviation	3	<b>75%</b>	1	14%	2	33%
Business	270	<b>87%</b>	207	90%	191	89%
Education	41	<b>49%</b>	28	52%	43	63%
Engineering	392	<b>82%</b>	304	81%	369	83%
Fine and Applied Arts	82	<b>45%</b>	66	43%	63	37%
LAS	863	<b>74%</b>	621	73%	791	69%
Media/Communications	132	<b>71%</b>	86	77%	105	70%
Social Work	20	<b>50%</b>	18	90%		
<b>Total</b>	<b>2178</b>	<b>73%</b>	<b>1619</b>	<b>73%</b>	<b>1887</b>	<b>71%</b>

\*Total responses on survey – 3,135 (2013), 2,249 (2012), and 2,671 (2011)  
54% Response Rate for Senior Survey in 2013

## Summary

Career services offices at the University of Illinois at Urbana-Champaign saw a decrease in the number of student interviews, likely due to employers hiring their own interns and conducting fewer interviews on campus for full-time positions. Scheduled interviews have remained the same for the past four years. Job/internship postings returned to the level of two years ago after a decrease last year. Employer relations increased significantly (31%) again this year, reaching the highest level in the past ten years. Student participation remained at the same high level as last year when it increased significantly (24%), surpassing numbers of the past ten 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 continues to enhance strong employer relationships and increase student participation.

Post-graduation plans of 2013 graduating seniors saw a decrease in respondents indicating that they plan to work (49% - down 5%) and with confirmed employment (19% - down 3%). While the percentage of seniors planning to continue their education decreased slightly (32%), only 19% compared to 23% last year had confirmed a specific graduate/professional school.

While the number of unique employers decreased this year, The University of Illinois at Urbana-Champaign had 69 of the top Fortune 100 companies recruit on campus and eight of the top ten. In addition, five of the top ten employers on the Global Fortune 100 companies recruit at Illinois, including all of the top three.

The percentage of graduating seniors indicating use of career services (73% in the last two years) 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  
2012-2013**

**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 2012/Spring 2013

CAREER SERVICE OFFICE	EMPLOYER* RELATIONSHIPS	SCHEDULES	STUDENT INTERVIEWS	INTERNSHIP AND JOB LISTINGS	STUDENT** REGISTRATION AND PARTICIPATION
Agricultural, Consumer & Environmental Sciences (ACES)	793	143	532	1133	2148
Actuarial Science	29	19	254		160
Biotechnology	1	2	18	197	75
Business	1957	1240	6650	3512	9248
Chemical Sciences	757	71	303	1673	1054
Engineering	2177	530	4983	4811	14362
Fine & Applied Arts	68				255
Labor & Employment Relations	57	95	874	53	158
The Career Center	2473	81	544	5493	7169
Other Fairs UIUC Participated	161				1037
<b>Total 2012-13</b>	<b>8,473</b>	<b>2,181</b>	<b>14,158</b>	<b>16,872</b>	<b>35,666</b>
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

\*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 2012/Spring 2013

<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	388	71	252	605	430
Actuarial Science		19	254		
Biotechnology Center	1	2	18	165	75
Business	1104	682	3716	2465	1289
Chemical Sciences	530	44	235	1252	580
Engineering	1090	348	3339	3709	2199
Graduate School of Library and Information Science		3	27	4927	
Labor & Employment Relations	23	29	260	40	64
The Career Center	1515	60	361	3771	3305
<b>Total</b>	<b>4,651</b>	<b>1,258</b>	<b>8,462</b>	<b>16,934</b>	<b>7,942</b>

**Internship/Coop Opportunities**  
**RECRUITING STATISTICS**  
 UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN  
 Fall 2012/Spring 2013

<b>CAREER SERVICES OFFICE</b>	<b>NUMBER OF EMPLOYERS</b>	<b>NUMBER OF SCHEDULES</b>	<b>NUMBER OF INTERVIEWS</b>	<b>TOTAL INTERNSHIP LISTINGS</b>	<b>STUDENT REGISTRATION FOR RECRUITING</b>
ACES	297	72	280	528	676
Biotechnology Center				32	
Business	579	558	2934	1047	2566
Chemical Sciences	227	27	68	421	474
Engineering	393	182	1644	1102	1728
Graduate School of Library and Information Science				543	
Labor & Employment Relations	34	66	614	13	94
The Career Center	830	21	183	1722	2664
<b>Total</b>	<b>2,360</b>	<b>926</b>	<b>5,723</b>	<b>5,408</b>	<b>8,202</b>

**CAREER FAIR PARTICIPATION**  
 UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN  
 Fall 2012/Spring 2013

<b>CAREER FAIR</b>	<b>EMPLOYERS @ CAREER FAIR ONLY</b>	<b>CAREER FAIR REGISTRATION/ PARTICIPATION (Students)</b>
ACES & Sciences Career Fair	108	1042
Actuarial Science Recruitment Conference	29	160
All-Campus Career Fair	128	1200
Big 10 Conference Career Expo	70	120
Business Career Fairs (2)	274	5393
Engineering Career Fairs (2)	321	6095
Engineering Expos (2)	373	4340
Fine & Applied Arts Career Fairs	68	255
Hire Big 10+ Virtual Career Fair	73	458
Hire Big 10+ International Career Fair	18	459
<b>Total</b>	<b>1,462</b>	<b>19,522</b>



**Recruitment and Graduation  
BENCHMARKS  
2012-2013**

**Appendix B**

**Recruitment Activity**

**University of Illinois at Urbana-Champaign**

**1991-2013**

**RECRUITMENT ACTIVITY**  
**UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN**  
**1991-2013**

ACADEMIC YEAR TOTALS	EMPLOYERS RELATIONSHIPS	SCHEDULES	STUDENT/ALUMNI INTERVIEWS	WAIT LIST	INTERNSHIP AND JOB LISTINGS	STUDENT REGISTRATION AND PARTICIPATION
<b>Total UIUC 12-13</b>	<b>8,473</b>	<b>2,181</b>	<b>14,158</b>	<b>NA</b>	<b>16,872</b>	<b>35,666</b>
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

**Recruitment and Graduation  
BENCHMARKS  
2012-2013**

**Appendix C**

*Chancellor's Senior Survey of  
Undergraduate Experience*

**Survey Demographics**

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

### 2013 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 2013 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. Three days following the initial e-mail message a follow-up message was sent reminding students to complete the survey. A second reminder was sent six days later and a final reminder a week later. Survey respondents were entered into a lottery for the chance to win a gift card (one \$500 Visa gift card and three \$150 Visa gift cards). Of these 5,856 seniors, 3,135 (approximately 54%) responded. Similar to past years, the respondents were roughly representative of the graduating class by academic affiliation, but a higher proportion of females than males responded to the survey as did a higher proportion of Caucasians and Asian-Americans.

#### Percentages

	Respondents	All Seniors
<b>Gender</b>		
Female	58.5	50.8
Male	41.2	49.2

	Respondents	All Seniors
<b>Ethnic Origin</b>		
Caucasian	77.3	64.5
Latino/a	5.7	6.2
African-American	5.1	4.6
Asian-American	19.0	12.2
Native American	0.7	0.1
Native Hawaiian	0.6	0.1
Unknown	0.0	0.3

	Respondents	All Seniors
<b>College of Graduation</b>		
ACES	8.5	8.7
Applied Health Sciences	9.2	8.4
Business	10.4	9.6
Media	6.4	5.5
Education	2.8	2.8
Engineering	15.8	18.1
Fine & Applied Arts	6.3	5.8
Liberal Arts & Sciences	38.9	40.1
Aviation	0.1	0.1
Social Work	1.4	1.0

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 2013 Summary, Chancellor's Senior Survey on the Undergraduate Experience UIUC, Christopher Migotsky, Center for Teaching Excellence*

# **Recruitment and Graduation BENCHMARKS 2012-2013**

## **Appendix D**

### **Summary of Post-Graduation Plans**

**2013, 2012, and 2011**

*Chancellor's Senior Survey of  
Undergraduate Experience*

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

**SUMMARY OF 2013 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	520	19	45	20	11	4	121	43	19	11	3	4	177	41	14	8	126	12	3	8
SEEKING FULL-TIME WORK	819	30	61	27	54	22	43	15	101	58	61	79	120	28	62	35	311	30	5	14
ACCEPTED GRAD SCHOOL	518	19	48	21	66	26	95	34	8	5	2	3	65	15	26	15	192	18	15	41
AWAITING GRAD SCHOOL	362	13	30	13	75	30	13	5	9	5	0	0	32	7	22	13	173	17	7	19
UNCERTAIN	326	12	33	14	25	10	4	1	30	17	7	9	27	6	35	20	163	16	2	5
STARTING/RAISING FAMILY	6	0	2	1	1	0	0	0	0	0	0	0	0	0	0	0	2	0	1	3
MILITARY SERVICE	24	1	1	0	2	1	2	1	0	0	0	0	4	1	0	0	14	1	0	0
VOLUNTEER SERVICE	15	1	1	0	1	0	0	0	1	1	0	0	0	0	1	1	10	1	1	3
ADDITIONAL UG STUDY	16	1	0	0	4	2	0	0	0	0	0	0	1	0	1	1	9	1	0	0
OTHER	107	4	9	4	12	5	5	2	7	4	4	5	4	1	14	8	49	5	3	8
TOTAL	2713		230		251		283		175		77		430		175		1049		37	

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 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
<b>TOTAL</b>	<b>2343</b>		<b>246</b>		<b>184</b>		<b>178</b>		<b>129</b>		<b>58</b>		<b>392</b>		<b>145</b>		<b>1005</b>	

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.



**Recruitment and Graduation  
BENCHMARKS  
2012-2013**

**Appendix E**

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

**Summary of Employer Relationships  
with Career Services Offices\*  
July 2012 – June 2013**

Total Number of Employers – 3,502

<b>Number of Employers (unique) by Number of Career Office Relationships</b>	
<b>Number of Career Office Relationships</b>	<b>Number of Employers</b>
6	8
5	18
4	132
3	269
2	711
1	2364
<b>Total</b>	<b>3,502</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>
11	2
10	4
9	4
8	12
7	8
6	32
5	61
4	150
3	333
2	703
1	2193
<b>Total</b>	<b>3,502</b>

\* Information collected from Career Services Offices fall of 2013 for period of July 1, 2012 to June 30, 2013

<b>Number of Career Fair Contacts by Number of Employers</b>	
Number of Career Fair Contacts	Number of Employers
4	1
3	8
2	61
1	659
	Total *806

<b>Number of On Campus Interview Contacts by Number of Employers</b>	
Number of OCI Contacts	Number of Employers
4	2
3	12
2	48
1	397
	Total *537

<b>Number of Job Board Posting Contacts</b>	
Number of Job Board Posting Contacts	Number of Employers
6	2
5	14
4	122
3	251
2	658
1	1960
	Total *4,599

\*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 (1)	2	4 (8)	2	6 (12)
8	3 (24)	12	3 (36)	14	5 (70)
61	2 (122)	48	2 (96)	122	4 (488)
659	1 (659)	397	1 (397)	251	3 (753)
				658	2 (1316)
				1960	1 (1960)
	806		537		4,599

Below are the 158 employers/organizations that had recruiting relationships with 4 or more career services offices in 2012-13:

<b>6 Offices</b>			
John Deere	Monsanto	Archer Daniels Midland (ADM)	Procter & Gamble
General Mills	PepsiCo	Honeywell	Keyence Corporation
<b>5 Offices</b>			
Kimberly-Clark Corporation	Abbott Laboratories	Cargill	Hormel Foods Corporation
Boeing	Kraft Foods, Inc.	Momentum Scientific LLC	Dow Chemical Company
Epic Systems Corporation	Ingredion	Syngenta Inc.	BigMachines Inc
Kenexa	McCain Foods	McKinsey & Company	Nestle Purina Company
Unilever	Xerox		
<b>4 Offices</b>			
Crowe Horwath LLP	Anheuser-Busch InBev	BP Corporation	Microsoft Corporation
Morningstar, Inc.	Northern Trust Company	Sandia National Laboratories	Schneider Electric
Union Pacific Railroad	Caterpillar Inc	Chase	Enterprise Holdings
General Motors (GM)	Rockwell Automation	State Farm Insurance	Allstate Insurance Company
AT&T, Inc.	Capital One	Continental Automotive Systems	Cymer, Inc.
Dow AgroSciences	DuPont Pioneer	Ecolab, Inc.	General Electric
LinkedIn	Noble Americas Corp.	Teach for America	Texas Instruments
Underwriters Laboratories Inc.	United Airlines	Whirlpool Corporation	Young Innovations
Aerotek	Aon Corporation	Bechtel Corporation	Belvedere Trading
Central Intelligence Agency	DuPont	Enova Financial	Evonik Degussa Corporation
GATX Corporation	Goldman, Sachs & Co.	IXL Learning	Kellogg Company
Northrop Grumman Corporation	Olenick & Associates, Inc.	Praxair, Inc.	Recsolu
salesforce.com	SanDisk	Sentry Insurance	Sunrise Futures
TATA Consultancy Services	The Maschhoffs	Thermo Fisher Scientific	ThoughtWorks
AGL Resources	ANSYS, Inc.	Athenahealth	Bayser Consulting
Blackstone	Bluewolf Group	BrightEdge	Callan Associates, Ltd
Clarity Solution Group	Constitution Group LLP	Coro Fellows Program in Public Affairs	D. E. Shaw Research, LLC
DataLogix	DBS Bank (Hong Kong) Limited	DC Energy	Dropbox
Edison Mission Marketing & Trading Inc.	eFulgent inc	Epic	Experis
FedEx Corporation	FlexTrade Systems, Inc.	Fourth Valley Concierge Corporation	Frederic W. Cook & Co., Inc.
Gelber Group LLC	Guaranteed Rate, Inc.	Hitachi Global Storage Technologies	IBM
Integrus Energy Group, Inc.	Interlake Mecalux, Inc.	InternshipDesk	INVISTA
JobSync	KLA-Tencor	Lasalle Network (The) (Third Party Recruiter)	Laserfiche
Littelfuse, Inc.	Mainstream Engineering	MAU Workforce Solutions	Morgan Stanley
Nestle USA, INC	Pacific Advisory Service	Pentair Water	Performance Validation
Processing Technologies International, LLC (PTi)	Promega Corporation	Quality Project Management, LLC	Redstone Haute Couture Co., Ltd.
Reynolds & Reynolds	RockAuto, LLC	Rolls-Royce North America	Saggezza
SAP America	Sapient Global Markets	Schreiber Foods, Inc.	schulze & burch biscuit co
SThree Group	Strata Decision Technology	SWC Technology Partners	Symplificity Corporation
systems-logic Inc	Textura Corporation	The Timken Company	Thyssenkrupp Presta
Tibra Trading America LLC	Trafigura	TransUnion	UNRRA
United States Steel Corporation	Universum	Valkyrie Trading, LLC	Veolia Water North America
WalkWater Technologies	Waterman Group	Wisconsin Institute for Sustainable Technologies	Zebra Technologies

**Recruitment and Graduation  
BENCHMARKS  
2012-2013**

**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.

<b>Rank</b>	<b>Employer/Organization</b>	<b>Rank</b>	<b>Employer/Organization</b>
1.	WalMart Stores	51.	Dell
2.	Exxon Mobil	52.	Dow Chemical
3.	Chevron	53.	United Parcel Service
4.	Phillips	54.	Intel
5.	Berkshire Hathaway	55.	Google
6.	Apple	56.	Lowe's
7.	General Motors	57.	CocaCola
8.	General Electric	58.	Merck
9.	Valero Energy	59.	Lockheed Martin
10.	Ford Motor	60.	Cisco Systems
11.	AT&T	61.	Best Buy
12.	Fannie Mae	62.	Safeway
13.	CVS Caremark	63.	FedEx
14.	McKesson	64.	Enterprise Products Partners
15.	Hewlett Packard	65.	Sysco
16.	Verizon Communications	66.	Walt Disney
17.	United Health Group	67.	Johnson Controls
18.	JP Morgan Chase & Co	68.	Goldman Sachs Group
19.	Cardinal Health	69.	CHS
20.	International Business Machines	70.	Abbott Laboratories
21.	Bank of America Corp	71.	Sears Holdings
22.	Costco Wholesale	72.	DuPont
23.	Kroger	73.	Humana
24.	Express Scripts Holding	74.	World Fuel Services
25.	Wells Fargo	75.	Hess
26.	Citigroup	76.	Ingram Micro
27.	Archer Daniels Midland	77.	Plains All American Pipeline
28.	Procter & Gamble	78.	Honeywell International
29.	Prudential Financial	79.	United Continental Holdings
30.	Boeing	80.	Oracle
31.	Freddie Mac	81.	Liberty Mutual Insurance Group
32.	Amerisource Bergen	82.	HCA Holdings
33.	Marathon Petroleum	83.	Delta Air Lines
34.	Home Depot	84.	Aetna
35.	Microsoft	85.	Deere
36.	Target	86.	Supervalu
37.	Walgreens	87.	Sprint Nextel
38.	American International Group	88.	Mondelez International
39.	INTL FCStone	89.	New York Life Insurance
40.	MetLife	90.	American Express
41.	Johnson & Johnson	91.	News Corp
42.	Caterpillar	92.	Allstate
43.	PepsiCo	93.	Tyson Foods
44.	State Farm Insurance Co.	94.	Massachusetts Mutual Life Insurance
45.	ConocoPhillips	95.	Tesoro
46.	Comcast	96.	Morgan Stanley
47.	WellPoint	97.	TIAA-CREF
48.	Pfizer	98.	General Dynamics
49.	Amazon.com	99.	Philip Morris International
50.	United Technologies	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.	UnitedHealth Group
2.	Wal-Mart Stores	52.	Enel
3.	ExxonMobil	53.	Siemens
4.	Sinopec Group	54.	Hitachi
5.	China National Petroleum	55.	JP Morgan Chase & Co
6.	BP	56.	Cardinal Health
7.	State Grid	57.	SK Holdings
8.	Toyota Motor	58.	Banco Santander
9.	Volkswagen	59.	Carrefour
10.	Total	60.	HSBC Holdings
11.	Chevron	61.	Societe Generale
12.	Glencore Xstrata	62.	International Business Machines
13.	Japan Post Holdings	63.	Tesco
14.	Samsung Electronics	64.	Agricultural Bank of China
15.	EON	65.	BASF
16.	Phillips	66.	Bank of America Corp
17.	ENI	67.	Costco Wholesale
18.	Berkshire Hathaway	68.	BMW
19.	Apple	69.	Nestle
20.	AXA	70.	Bank of China
21.	Gazprom	71.	China Mobile Communications
22.	General Motors	72.	Kroger
23.	Daimler	73.	Credit Agricole
24.	General Electric	74.	Express Scripts Holding
25.	Petrobras	75.	Petronas
26.	EXOR Group	76.	Noble Group
27.	Valero Energy	77.	Electricite de France
28.	Ford Motor	78.	Wells Fargo
29.	Industrial & Commercial Bank of China	79.	Citigroup
30.	Hon Hai Precision Industry	80.	China State Construction Engineering
31.	Allianz	81.	PTT
32.	Nippon Telegraph & Telephone	82.	Archer Daniels Midland
33.	ING Group	83.	Panasonic
34.	AT&T	84.	Prudential
35.	Fannie Mae	85.	Lloyds Banking Group
36.	Pemex	86.	Nippon Life Insurance
37.	GDF Suez	87.	Metro
38.	PDVSA	88.	Indian Oil
39.	Statoil	89.	Procter & Gamble
40.	CVS Caremark	90.	Prudential Financial
41.	BNP Paribas	91.	ArcelorMittal
42.	McKesson	92.	Munich Re Group
43.	Hewlett-Packard	93.	China National Offshore Oil
44.	JX Holdings	94.	Sony
45.	Honda Motor	95.	Boeing
46.	Lukoil	96.	Freddie Mac
47.	Nissan Motor	97.	Telefonica
48.	Verizon Communications	98.	AmerisourceBergen
49.	Assicurazioni Generali	99.	Rosneft Oil
50.	China Construction Bank	100.	China Railway Construction