

RECRUITMENT BENCHMARKS

2015-2016 | **University of Illinois at Urbana-Champaign**

COLLECTED AND COMPILED BY THE **CAREER SERVICES COUNCIL**
OF THE UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

Kim Surles
2015-2016 Chair

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ABOUT THE REPORT

The *Recruitment 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. 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.” Additionally, our commitment to coordinated service to students and employers is demonstrated by the launch of a single online career services management system, I-Link, in 2013-2014.

The *Recruitment Benchmarks* report summarizes the collective work of the career services community related to engagement of students and employers in recruiting activities across the campus. The report also serves as the official record of the annual activities of the Career Services Council and its Committees. Special thanks to the many career services offices that contribute to this report.

Note: Due to increased precision in data collection, caution should be used when comparing data collected prior to 2013-2014 to that of more recent years.

EMPLOYER ENGAGEMENT IN RECRUITING ACTIVITIES

Annually, a master list of employers that engage in recruiting activities with career services is compiled. Information about on-campus interviews for full-time and internship positions, interview schedules, and career fair participation is collected, and individual career services offices indicate which employers engaged with their office. Appendix A provides detailed information regarding employer engagement and recruiting activities.

This year, 5,739 unique employers engaged in 7,601 recruiting activities.* The number of unique employers increased by 16% and the number of recruiting engagements increased 10% over last year. Of the 5,739 unique employers, 925 participated in two or more recruiting activities and 36 of those had seven or more activities. The list of companies that had seven or more recruiting activities includes:



11 ACTIVITIES

Archer Daniels Midland Company

10 ACTIVITIES

AbbVie

Allstate Insurance Company

PepsiCo

State Farm Insurance

Target Corporation

Union Pacific Railroad

9 ACTIVITIES

Deloitte LLP

General Electric

PricewaterhouseCoopers

Workday

8 ACTIVITIES

Aerotek

Caterpillar

COUNTRY Financial

Deere & Company

Hormel Foods Corporation

Monsanto

7 ACTIVITIES

3M

AT&T

Cargill

Chicago Trading Company

CME Group

Crowe Horwath LLP

Enercon Services, Inc.

EY

Kimberly-Clark Corporation

Medline Industries, Inc.

Motorola Solutions

Quicket Solutions

Rockwell Automation

Schlumberger Technology Corp

Sears Holding Co.

Textron

W.W. Grainger, Inc.

West Monroe Partners

Wolverine Trading LLC

*Recruiting activities include posting positions (counted as one activity regardless of number of positions posted), attending career fairs, and conducting on-campus interviews.

Additionally, the breadth of employer reach across multiple offices is tracked. 835 employers worked with two or more offices in their efforts to recruit students from a variety of disciplines for full-time and internship positions. Those that worked with four or more offices are listed.

7 OFFICES

PepsiCo

6 OFFICES

AbbVie

Aerotek

Archer Daniels Midland Company

Deere & Company

Jimmy John's Gourmet Sandwiches

Target Corporation

5 OFFICES

Abbott Laboratories

ALDI

Anheuser-Busch InBev

AXA Advisors, LLC

Bunge

Cargill

Caterpillar

General Electric

Granular

Hormel Foods Corporation

Monsanto

Motorola Solutions

OSI Group

Shell

State Farm Insurance

Teach for America

University of Illinois at Springfield

WestPoint Financial Group

4 OFFICES

1st Farm Credit Services

3M

Allstate Insurance Company

Bank of America Merrill Lynch

Baxter Healthcare Corporation

Boeing

BP

Buckle (The)

CGB Enterprises, Inc.

CNH America LLC

COUNTRY Financial

Creative Werks

Deloitte LLP

Eli Lilly and Company

ExxonMobil

EY

General Mills

Kraft Heinz Company, The

Liberty Mutual Insurance Group

Mu Sigma, Inc.

Navigant Consulting, Inc.

PricewaterhouseCoopers

Procter & Gamble

Rush Enterprises, Inc.

Schlumberger Technology Corp

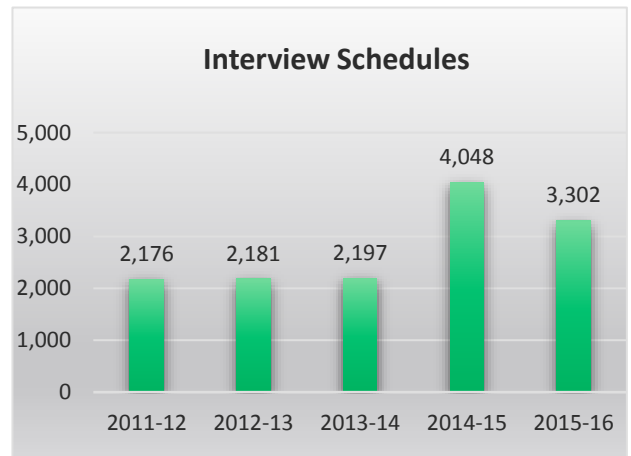
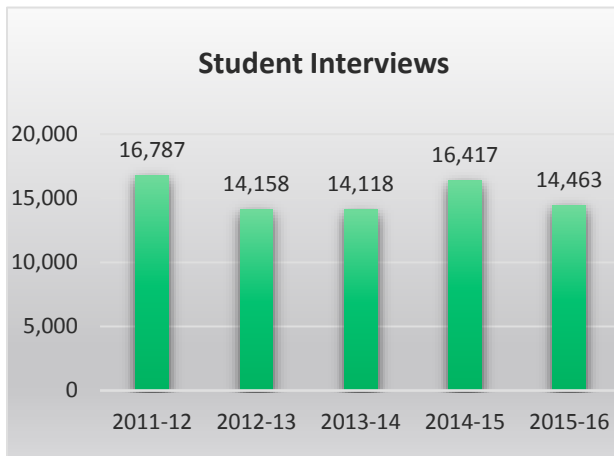
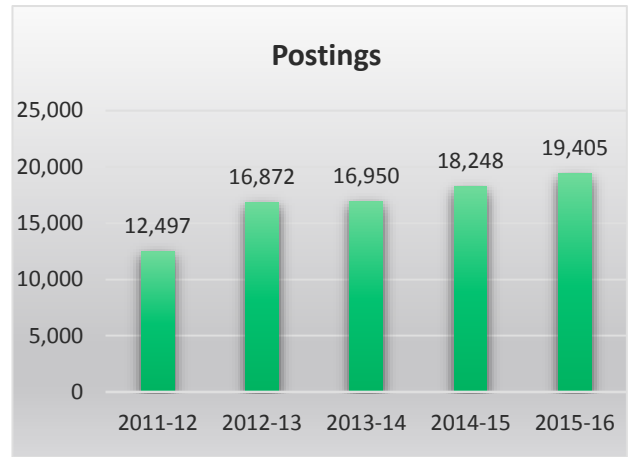
Sears Holding Co.

Union Pacific Railroad

US Navy

Whitnell & Co

The number of job and internship postings continues to increase, with 6% more postings this year than last year. While there was an increase in number of postings, the number of on-campus interviews decreased to a similar level of 2013-14 and 2012-13. There was a sharp decrease in the number of interview schedules in 2015-16 relative to last year. The large decrease in the number of schedules is not in proportion to the decrease in number of student interviews and may suggest that the large number of interview schedules in 2014-15 is an anomaly.



FORTUNE / GLOBAL 100 COMPANIES AT ILLINOIS

The University of Illinois at Urbana-Champaign had 77 of the Fortune 100 companies recruit on campus. Eight of the top ten Fortune 100 companies recruited from Illinois last year:

Rank	Employer/Organization	Rank	Employer/Organization
1	Walmart	7	CVS Health
2	ExxonMobil	8	General Motors
3	Apple	9	Ford Motor
5	McKesson	10	AT&T

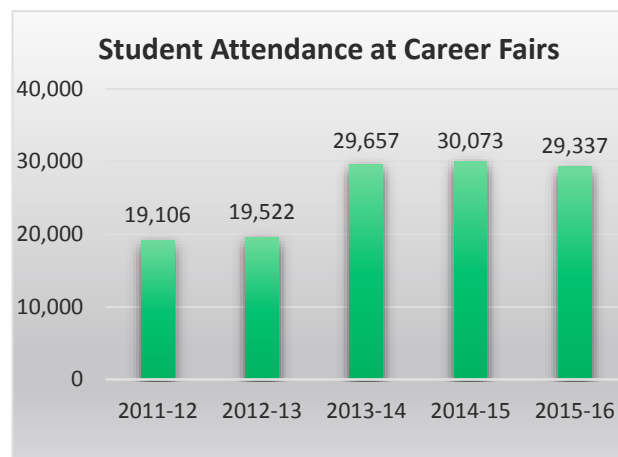
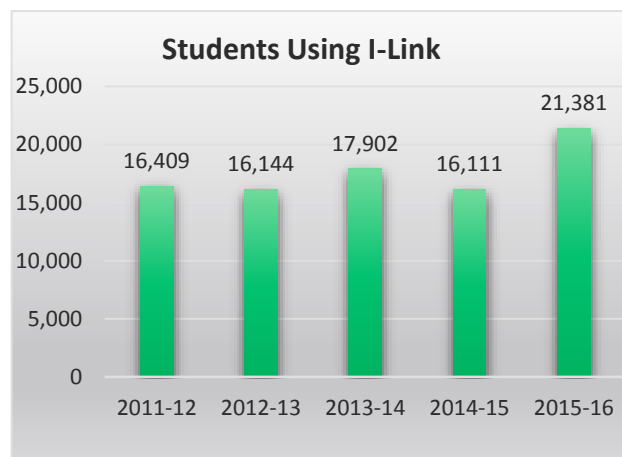
Additionally, 46 of the Global Fortune 100 companies recruited on campus. Of the top ten, the following five companies recruited at Illinois:

Rank	Employer/Organization	Rank	Employer/Organization
1	Walmart	9	Apple
6	ExxonMobil	10	BP
8	Toyota Motor		

See Appendix A for the complete list of Fortune 100 and Global 100 companies that recruited at Illinois.

STUDENT ENGAGEMENT IN RECRUITING ACTIVITIES

There was a sharp increase (33%) in students using I-Link this year which may be attributable to providing all enrolled students with an I-Link account, as opposed to requiring students to register for one. Providing all students with an I-Link account also allows career offices to effectively utilize I-Link to schedule student appointments and track attendance at career events, consequently students engage with I-Link beyond simply using it as a tool to seek internships and jobs. Student attendance at career fairs has hovered near 30,000 for three years.



CAREER SERVICES COUNCIL, STEERING COMMITTEE AND HIREILLINI INITIATIVE

Kim Surlis, Director of Business Career Services, served as Chair for the Career Services Council (CSC) in 2015-2016. Three sub-committees of CSC were formed to better support and implement CSC activities: Staff Professional Development, International Student Career Connections, and Employer Professional Development. Several events throughout the year focused on sharing best practices and learning from each other. CSC provides grants to support programs and staff professional development. This year CSC provided \$18,277 for ten Innovative Programming Grants and \$4,344 for eleven Professional Development Grants. Monthly meeting topics included:

- Working with International Students, presentation by the International Student and Scholar Services Office
- Student and Employer Engagement, sharing and brainstorming by CSC members on strategies to increase student and employer engagement
- Trends in Recruiting, summary by staff on insights gained from two conferences on current trends in recruiting
- Undergraduate Education Initiatives, presentation by Chuck Tucker, Vice Provost for Undergraduate Education and Innovation
- Serving Veterans, presentation by staff on collaborating across campus; overview of the Center for Wounded Veterans and their services
- Research Park Overview, panel discussion with several Research Park employers

The Career Services Steering Committee establishes policies, guides campus-wide career services activities, and advocates for career services and the integration of career and professional development into the Illinois educational experience. This year the Committee 1) advocated for and assisted in the implementation of the Illini Success initiative; 2) responded to the closure of Alumni Career Services and the exclusion of local part-time

positions from the Student Virtual Job Board hosted by the Office of Financial Aid; and 3) assessed vendor-provided platforms to meet the needs of our coordinated and collaborative model of managing on-campus recruiting activities. Additionally, the committee met with campus experts regarding legal and contractual obligations related to unpaid internships and career fair booth agreements. Special accomplishments included:

- Won national award for Technology Excellence from NACE for development of the Hirellini Data Dashboard
- Met twice with the Employer Advisory Board, HR thought leaders from across the country that guide and advise our service to employers
- Guided integration of local part-time positions into I-Link

This was the 10th consecutive year of funding from the Provost's Office for the Hirellini marketing initiative. Initiatives and projects to enhance employer relations for the year included:

- Launched *Hirellini Data Dashboard* – interactive graphs that provide statistics on student enrollment and degrees awarded
- Experienced 53,005 visits to *Hirellini website* (75% increase compared to last year)
- Organized seventh annual Illinois Recruiters' Forum: *Using Data Insights to Hire Illinois Talent* (94 recruiters from 68 organizations attended)
- Represented Illinois at Big10+ reception in Chicago in conjunction with the NACE Conference
- Sponsored Midwest ACE and NACE Conferences for visibility to employers
- Planned a workshop in Chicago for employers presented by JB Training Solutions: *Navigating the Lifecycle of Recruiting: Inspiring, Engaging, and Retaining Today's College Talent*

See Appendix C for a complete description and structure of CSC and its sub-committees.

SUMMARY

Career services offices at the University of Illinois at Urbana-Champaign continue to have strong employer and student engagement. The number of unique employers recruiting on campus and their recruiting activities increased for the fourth consecutive year. The number of job and internship postings topped 19,000 for the first time. The number of students using I-Link continues to trend higher. Student attendance at career fairs remains strong, hovering around 30,000 for the third consecutive year.

The coordinated and collaborative career services network at Illinois allows employers to access talent from across the campus to fill a wide variety of roles and provides students with multiple places to access career development services, resources, and activities. The widespread use of career services by students strengthens their candidacy for employment, graduate/professional school, and other post-graduation opportunities.

APPENDIX A

SUMMARY OF RECRUITMENT

ON-CAMPUS RECRUITING BY OFFICE

CAREER SERVICES OFFICE	NUMBER OF EMPLOYERS	NUMBER OF ROOMS SCHEDULED	NUMBER OF INTERVIEWS FOR FULL-TIME POSITIONS	NUMBER OF INTERVIEWS FOR INTERNSHIP POSITIONS	TOTAL NUMBER OF INTERVIEWS
Agricultural, Consumer, & Environmental Sciences	123	94	247	417	664
Business	355	720	2,200	2,173	4,373
Chemical Sciences	146	93	395	171	566
Engineering	710	2,118	3,722	3,179	6,901
Fine & Applied Arts	178	2	11	6	17
Labor & Employment Relations	37	105	195	535	730
Library & Information Sciences	3	5	55	0	55
Media	3	4	8	14	22
The Career Center	300	161	812	323	1,135
TOTAL	1,855	3,302	7,645	6,818	14,463

CAREER FAIR PARTICIPATION BY EVENT

CAREER FAIR	NUMBER OF EMPLOYERS	NUMBER OF STUDENTS
ACES and Sciences Career Fair	123	1,539
Actor's Showcase	16	16
Actuarial Science Recruiting	31	Not Available
ArchEXPO	41	200
Arts & Culture Career Fair	21	88
Business Career Fair – Fall 2015	246	6,378
Business Career Fair – Spring 2016	142	2,601
Civil & Environmental Engineering Job Fair – Fall 2015	80	641
Civil & Environmental Engineering Job Fair – Spring 2016	77	500
Design+	17	85
Educators' Job Fair	105	250
Engineering Career Fair – Fall 2015	298	6,816
Engineering Career Fair – Spring 2016	194	3,428
Engineering Employment EXPO – Fall 2015	133	2,250
Engineering Employment EXPO – Spring 2016	95	857
Engineering Start-Up Career Fair	28	486
Graphic Design	22	27
Illini Career and Internship Fair	134	741
Industrial Design Job Fair	36	66
Landscape Architecture Fair	19	65
Level 21 Fair for Performing Arts	28	Not Available
Reflections Projections Career Fair	21	1,700
Research Park Career Fair	38	603
TOTAL	1,945	29,337

JOB POSTINGS

POSTING TYPE	NUMBER OF JOB POSTINGS	NUMBER OF INTERNSHIP POSTINGS	TOTAL NUMBER OF POSTINGS
I-Link	12,389	5,209	17,598
Positions Shared by means other than I-Link	1,058	749	1,807
TOTAL	13,447	5,958	19,405

FORTUNE 100 COMPANIES THAT RECRUITED AT ILLINOIS

Companies and their ranking (highlighted companies have a recruiting relationship on campus)

1	Walmart	34	Procter & Gamble	67	American Airlines Gr
2	ExxonMobil	35	State Farm Insurance	68	Delta Air Lines
3	Apple	36	Alphabet	69	Nationwide Insurance
4	Berkshire Hathaway	37	Comcast	70	Johnson Controls
5	McKesson	38	Target Corporation	71	Best Buy
6	UnitedHealth Group	39	Johnson & Johnson	72	Merck
7	CVS Health	40	MetLife	73	Liberty Mutual Insurance
8	General Motors	41	Archer Daniels Midland Company	74	Goldman Sachs Group
9	Ford Motor	42	Marathon Petroleum	75	Honeywell International
10	AT&T	43	Freddie Mac	76	Massachusetts Mutual
11	General Electric	44	PepsiCo	77	Oracle
12	AmerisourceBergen	45	United Technologies	78	Morgan Stanley
13	Verizon	46	Aetna	79	Cigna
14	Chevron	47	Lowe's	80	United Continental Holdings
15	Costco	48	UPS	81	Allstate Insurance
16	Fannie Mae	49	AIG	82	TIAA
17	Kroger	50	Prudential Financial	83	INTL FCStone
18	Amazon.com	51	Intel	84	CHS
19	Walgreens	52	Humana	85	American Express
20	HP	53	Disney	86	Gilead Sciences
21	Cardinal Health	54	Cisco Systems	87	Publix Super Markets
22	Express Scripts Hold	55	Pfizer	88	General Dynamics
23	J.P. Morgan Chase	56	Dow Chemical Company	89	TJX
24	Boeing	57	Sysco	90	ConocoPhillips
25	Microsoft	58	FedEx	91	Nike
26	Bank of America Corp.	59	Caterpillar	92	World Fuel Services
27	Wells Fargo	60	Lockheed Martin	93	3M
28	Home Depot	61	New York Life Insurance	94	Mondelez International
29	Citigroup	62	Coca-Cola	95	Exelon
30	Phillips 66	63	HCA Holdings	96	Twenty-First Century
31	IBM	64	Ingram Micro	97	Deere and Company
32	Valero Energy	65	Energy Transfer Equity	98	Tesoro
33	Anthem	66	Tyson Foods	99	Time Warner
				100	Northwestern Mutual

GLOBAL FORTUNE 100 COMPANIES THAT RECRUITED AT ILLINOIS

Companies and their ranking (highlighted companies have a recruiting relationship on campus)

1	Walmart	34	Allianz	67	Wells Fargo
2	State Grid	35	Bank of China	68	HSBC Holdings
3	China National Petroleum	36	Honda Motor	69	Home Depot
4	Sinopec Group	37	Japan Post Holdings	70	Citigroup
5	Royal Dutch Shell	38	Costco	71	Siemens
6	ExxonMobil	39	BNP Paribas	72	Tesco
7	Volkswagen	40	Fannie Mae	73	Carrefour
8	Toyota Motor	41	Ping An Insurance	74	Phillips 66
9	Apple	42	Kroger	75	Banco Santander
10	BP	43	Société Générale	76	Lukoil
11	Berkshire Hathaway	44	Amazon.com	77	Crédit Agricole
12	McKesson	45	China Mobile Communications	78	Enel
13	Samsung Electronics	46	SAIC Motor	79	Hitachi
14	Glencore	47	Walgreens Boots Alliance	80	Électricité de France
15	Industrial & Commercial Bank of China	48	HP	81	Dongfeng Motor Group
16	Daimler	49	Assicurazioni Generali	82	IBM
17	UnitedHealth Group	50	Cardinal Health	83	Valero Energy
18	CVS Health	51	BMW	84	Hyundai Motor
19	EXOR Group	52	Express Scripts Holding	85	Anthem
20	General Motors	53	Nissan Motor	86	Procter & Gamble
21	Ford Motor	54	China Life Insurance	87	Robert Bosch
22	China Construction Bank	55	J.P. Morgan Chase	88	BASF
23	AT&T	56	Gazprom	89	Engie
24	Total	57	China Railway Engineering	90	Deutsche Telekom
25	Hon Hai Precision Industry	58	Petrobras	91	China Resources National
26	General Electric	59	Trafigura Group	92	SoftBank Group
27	China State Construction Engineering	60	Nippon Telegraph & Telephone	93	State Farm Insurance
28	AmerisourceBergen	61	Boeing	94	Alphabet
29	Agricultural Bank of China	62	China Railway Construction	95	China Southern Power Grid
30	Verizon	63	Microsoft	96	Comcast
31	Chevron	64	Bank of America Corp.	97	Target Corporation
32	E.ON	65	ENI	98	Pemex
33	AXA Advisors, LLC	66	Nestlé	99	Pacific Construction Group
				100	Airbus Group

EMPLOYER ENGAGEMENT IN RECRUITING ACTIVITIES

Number of Recruiting Activities	Number of Unique Employers 2015- 2016	Number of Unique Employers 2014 - 2015
11	1	2
10	6	4
9	4	10
8	6	10
7	19	13
6	32	22
5	47	77
4	109	117
3	234	231
2	467	445
1	4,814	4,031
Total Recruiting Activities	5,739	4,962

EMPLOYER ENGAGEMENT IN CAREER FAIRS

Number of Career Fairs Participated In	Number of Unique Employers 2015 - 2016	Number of Unique Employers 2014 – 2015
10	0	1
9	0	0
8	0	1
7	2	2
6	4	3
5	14	14
4	29	31
3	74	77
2	259	267
1	932	803
Total	1,314	1,199

There were 49 employers/organizations that participated in four or more career fairs:

7 CAREER FAIRS

State Farm Insurance
Union Pacific Railroad

6 CAREER FAIRS

Allstate Insurance Company
Archer Daniels Midland Company
W.W. Grainger, Inc.
Workday

5 CAREER FAIRS

Caterpillar
CME Group
COUNTRY Financial
Deere & Company
Deloitte LLP
Enercon Services, Inc.
Hormel Foods Corporation
Jimmy John's Gourmet Sandwiches
PepsiCo
PricewaterhouseCoopers
Research Park at the University of Illinois
Target Corporation
US Navy
Wolverine Trading LLC

4 CAREER FAIRS

AbbVie
Aerotek
Anheuser-Busch InBev
Apple
AT&T
AXA Advisors, LLC
Capital One
Chicago Trading Company
CNH America LLC
Conversant
Creative Werks
Crowe Horwath LLP
General Electric
Granular
Kenrich Group LLC, The
Kimberly-Clark Corporation
Liberty Mutual Insurance Group
Medline Industries, Inc.
NVIDIA
Quicket Solutions
Rockwell Automation
Teach for America
Textron
University of Illinois at Springfield
ViaSat, Inc.
West Monroe Partners
WestPoint Financial Group
Yelp
ZS Associates

RELATIONSHIPS WITH CAREER SERVICES OFFICES JULY 2015 – JUNE 2016

Number of Career Offices Worked With	Number of Unique Employers 2015 – 2016	Number of Unique Employers 2014-2015
7	1	0
6	6	8
5	18	14
4	29	49
3	162	191
2	619	569
1	4,904	4,131
Number of Relationships	6,877	6,156

The 54 employers/organizations that had recruiting relationships with four or more career services offices are:

7 OFFICES

PepsiCo

6 OFFICES

AbbVie

Aerotek

Archer Daniels Midland Company

Deere & Company

Jimmy John's Gourmet Sandwiches

Target Corporation

5 OFFICES

Abbott Laboratories

ALDI

Anheuser-Busch InBev

AXA Advisors, LLC

Bunge

Cargill

Caterpillar

General Electric

Granular

5 Offices (continued)

Hormel Foods Corporation

Monsanto

University of Illinois at Springfield

WestPoint Financial Group

Motorola Solutions

OSI Group

Shell

State Farm Insurance

Teach for America

4 OFFICES

1st Farm Credit Services

3M

Allstate Insurance Company

Bank of America Merrill Lynch

Baxter Healthcare Corporation

Boeing

BP

Buckle (The)

CGB Enterprises, Inc.

4 Offices (continued)

CNH America LLC

COUNTRY Financial

Creative Werks

Deloitte LLP

Eli Lilly and Company

ExxonMobil

EY

General Mills

Kraft Heinz Company, The

Liberty Mutual Insurance Group

Mu Sigma, Inc.

Navigant Consulting, Inc.

PricewaterhouseCoopers

Procter & Gamble

Rush Enterprises, Inc.

Schlumberger Technology Corp.

Sears Holding Co.

Union Pacific Railroad

US Navy

Whitnell & Co

APPENDIX B

HISTORICAL DATA



RECRUITING ACTIVITY 1995-2016

Academic Year	Number of Employer Relationships Across Offices	Number of Schedules	Number of On-Campus Interviews	Number of Internship and Full-time Job Postings	Number of Students Using I-Link	Number of Students Attending Career Fairs
2015-16	6,877	3,302	14,463	19,405	21,381	29,337
2014-15	6,156	4,048	16,417	18,248	16,111	30,073
2013-14*	5,123	2,197	14,118	16,950	17,902	29,657
2012-13	8,473	2,181	14,158	16,872	16,144	19,522
2011-12	6,462	2,175.5	16,787	12,497	16,409	19,106
2010-11	4,579	2,209	17,035	16,772	11,738	17,021
2009-10	5,644	2,023	16,372	13,617	12,430	18,731
2008-09	7,277	2,862	22,385	13,904	11,773	21,370
2007-08	7,567	4,534	27,946	13,973	12,371	20,301
2006-07	7,753	4,169	30,174	11,306	13,558	19,217
2005-06	6,258	4,731	29,895	16,865	12,049	18,894
2004-05	4,611	4,343	29,294	10,900	9,160	17,037
2003-04	2,435	2,793	25,630	31,980	-----	-----
2002-03	2,024	2,381	22,251	34,516	-----	-----
2001-02	1,864	2,445	23,089	46,631	-----	-----
2000-01	3,849	4,123	34,591	59,194	-----	-----
1999-00	3,744	4,075	34,798	58,511	-----	-----
1998-99	2,173	4,342.5	32,103	37,494	-----	-----
1997-98	2,247	4,465.5	35,986	54,303	-----	-----
1996-97	2,099	4,064	37,273	48,310	-----	-----
1995-96	1,974	4,212.5	34,831	36,858	-----	-----

*The number of employer relationships and job postings was calculated differently beginning in 2013-14 due to use of a single online career services management system. Thus, caution should be used when comparing data collected prior to 2013-14 to that of more recent years.

APPENDIX C

CAREER SERVICES COUNCIL

CAREER SERVICES COUNCIL

The Career Services Council (CSC) is a connecting and coordinating body that addresses policy and practice in career services, employment, and post-graduation opportunities. CSC serves as a forum for career services, professional development, and pre-professional practitioners to discuss current developments in the practice of career planning and trends in the economy and environment which relate to students' post-graduate outcomes. The Council members collaborate in offering common services and programs that serve the general university community and advocate for the essence and value of career services to the University of Illinois. The Council reviews policies and procedures which clarify and document the work of the various career offices on campus in their efforts to effectively and efficiently serve students, employers, and the university community.

The roster consists of one representative from the Chancellor's or Provost's Office, and representatives from campus units/offices which are charged with delivering career services and resources to students. The Chair of the Career Services Council is selected from among the membership; the Director of The Career Center serves as Executive Secretary.

The Council meets 3-4 times per semester for approximately 2 hours on each occasion, usually during the day in late afternoon. Sub-committees are available for special interests and career-related issues.

CSC STEERING COMMITTEE

Established in 2010, the CSC Steering Committee guides initiatives, policies, and action of the CSC, including directing how funds are spent for the HireIllini initiative. It represents the interests of the career services community to campus administration and external constituents. The CSC Steering Committee is comprised of at least one member from each of the career services offices that provide services to employers. Additionally, the committee includes at least two members from offices that do not host recruiters as a primary function of their services to ensure that all perspectives are considered.

College of Agricultural, Consumer and Environmental Sciences

Jean Drasgow, Director of Career Services

College of Business

Kim Surles, Director of Career Services
2015-2016 CSC Chair

School of Chemical Sciences

Patricia Simpson, Director of Academic Advising & Career Counseling

Department of Economics

Katie Kennealy, Career Development Specialist

College of Engineering

Amy Fruehling, Director of Career Services

College of Fine and Applied Arts

Michele Plante, Career Services Coordinator

Graduate College

Alexis Thompson, Assistant Dean

School of Information Sciences

Rebecca Hodson, Career Services Coordinator

College of Liberal Arts and Sciences

Melissa Schoeplein, Career Development Specialist

School of Labor and Employment Relations

Nell Madigan, Associate Dean

College of Media

Jessica Hogue, Director of Career Services

The Career Center

Gail Rooney, Director
Jenny Neef, Associate Director

CSC SUB-COMMITTEES

Staff Professional Development

Our mission is to specifically aid in sharing information of common interest among Career Services Network members and collaborate for the common good. However, we are confident that we will also have an impact on the development of relevant policy, collection and dissemination of information, and monitoring of applicable trends. Some ways in which we plan to share information and collaborate include, but are not limited to:

- Planning a one-day CSC conference in late summer to share findings, best practices and takeaways from professional conferences attended by CSC members during the previous academic year and summer.
- Scheduling a year-long webinar calendar each academic year for topics associated with staff professional development and managing the logistics of hosting them (e.g., registration and payment, room reservation, promotion to CSC).
- Providing “new member training” on a bi-annual or annual basis to those new to the CSC on shared benefits, practices and policies, as well as other relevant resources and more.
- Updating and maintaining the CSC website targeted at career services practitioners.
- Organizing quarterly social events for CSC members to get to know each other in a casual setting.

Co-Chairs:

Jessica Hogue, Director, Media Career Services

Katie Kennealy, Career Development Specialist

International Student Career Connections

Our mission is to support career development of our international students by providing high-quality events, resources, and expertise to international students and employers. We will also aim to increase the understanding of career development experiences of international students among CSC by sharing resources and best practices.

A few of the projects that this group will collaborate on include:

- Planning a one-day International Career Forum (ICF)
- Coordination of employers’ recruiting activities targeting international students
- Planning a one-day International Illini Networking in Chicago (IINC)
- Developing HireIllini resources on ‘How to recruit international students’
- Planning special events for international students
- Collaborating with UIUC international offices including China Office on behalf of CSC

Co-Chairs:

Un Yeong Park, Assistant Director, The Career Center

Jia Xing, Assistant Director, Business Career Services

Employer Professional Development

Our mission is to promote and support development of our employer partners by providing high-quality training, events, resources, and expertise. Through these professional development opportunities, we will foster strategic collaborative relationships with our employer partners, thus enhancing the on-campus recruitment process for our employers and, ultimately, our students. A few of the activities we will collaborate on include:

- Recruiters’ Forum
- Chicago Drive-In Conferences
- NACE or Midwest ACE Networking Events
- Intentional Marketing and Email Campaigns
- HireIllini Website

Co-Chairs:

Nell Madigan, Associate Dean, Labor and Employment Relations

Patricia Simpson, Director of Academic Advising & Career Counseling, Chemical Sciences