

RECRUITMENT BENCHMARKS

2016-2017 | **University of Illinois at Urbana-Champaign**

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

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2016-2017 Chair

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Executive Secretary

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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.”

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, 4,884 unique employers engaged in 6,784 recruiting activities. While this represents a 15% decrease in number of employers and 11% decrease in recruiting activity from an all-time high in 2015-16, the levels are similar to 2014-15 and maintain a general upward trend over the last five years. Of the 4,884 unique employers, 972 participated in two or more recruiting activities which is more than in the previous two years (925 in 2015-16; and 931 in 2014-15). Additionally, 35 unique employers had seven or more activities. The list of companies that had seven or more recruiting activities includes:



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

13 ACTIVITIES

Union Pacific Railroad

11 ACTIVITIES

AbbVie

Archer Daniels Midland Company

Caterpillar

PepsiCo

10 ACTIVITIES

Hormel Foods Corporation

PwC

9 ACTIVITIES

State Farm Insurance

8 ACTIVITIES

Aerotek

Allstate Insurance Company

Capital One

CME Group

Deloitte

John Deere

KPMG LLP

8 Activities (continued)

Medline Industries, Inc.

Monsanto

Morningstar

Sandia National Laboratories

The Kenrich Group LLC

Target Corporation

US Navy

7 ACTIVITIES

AARP

AIG

Amazon

Cintas

Crowe Horwath LLP

Enterprise Holdings

Huawei Technologies

Ingredion

Microsoft Corporation

Optum, a UnitedHealth Group Co.

W.W. Grainger, Inc.

Walgreens Corporation

West Monroe Partners

Employer engagement with multiple offices trended upward again this year with 895 employers working with two or more offices in their efforts to recruit students from a variety of disciplines for full-time and internship positions (835 and 831 employers in the previous two years). This is an indication of increased breadth of employer reach across campus. Those that worked with four or more offices are listed.

7 OFFICES

AbbVie
Archer Daniels Midland Company

6 OFFICES

Abbott
Aerotek
Caterpillar
Hormel Foods Corporation
John Deere
PepsiCo
Union Pacific Railroad

5 OFFICES

Anheuser-Busch InBev
AXA Advisors, LLC
Cargill
CNH Industrial
Dow AgroSciences
Federal Bureau of Investigation (FBI)
Fresenius Kabi
Ingredion
Medline Industries, Inc.
Monsanto
Procter & Gamble
State Farm Insurance
Synchrony Financial
Teach for America

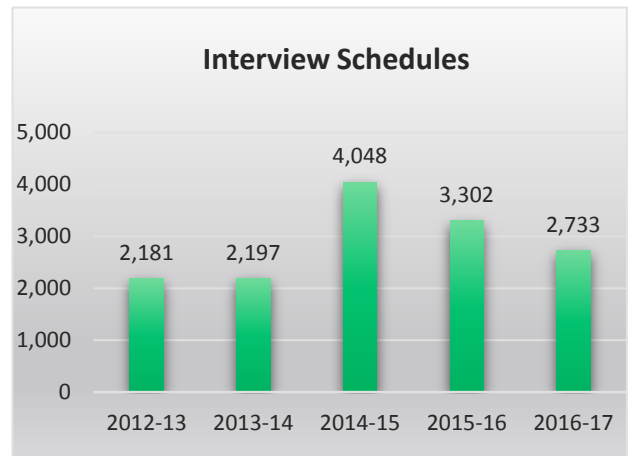
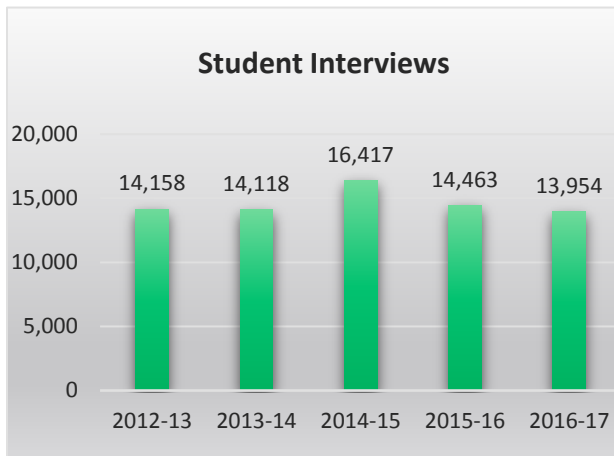
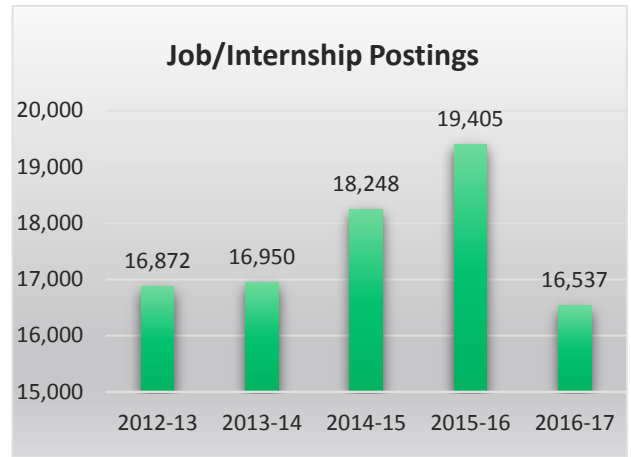
4 OFFICES

3M
AIG
Akorn Pharmaceuticals
ALDI
Allstate Insurance Company
Amazon
AT&T
Boeing
BP
Bunge
CenturyLink
City Year
CME Group

4 Offices (continued)

CNA Insurance Companies
Consolidated Grain and Barge (CGB)
COUNTRY Financial
Cummins
Deloitte
Dot Foods, Inc.
Eli Lilly and Company
Emerson
ExxonMobil
General Mills
Granular
Huawei Technologies
IBM
Illinois Department of Transportation
Jimmy John's Gourmet Sandwiches
KPMG LLP
KWS Cereals USA LLC
Liberty Mutual Insurance Group
MassMutual Midwest
Midwestern Securities Trading Company, LLC
MilliporeSigma
Morningstar
Northwestern Mutual
OSI Group
PwC
R.J. O'Brien & Associates LLC
SC Johnson
Shell
Spectrum Technologies, Inc.
Strive Logistics
Syngenta Inc.
Target Corporation
The GSI Group, Inc.
United States Peace Corps
Urban Teachers
USDA – NASS Illinois Field Office
V3 Companies Ltd.
W.W. Grainger, Inc
Wells Fargo
Wolfram Research
Yelp

After two years of increased job/internship postings and interview schedules, both returned to levels similar to 2012-13 and 2013-14. As was speculated in last year's report, it seems the number of postings and interview schedules in 2014-15 and 2015-16 may indeed be anomalies. There was a small dip in the number of student interviews in 2016-17 relative to the previous year, however, the number of interviews conducted on campus has hovered near 14,000 in four out of the last five years.



FORTUNE / GLOBAL 100 COMPANIES AT ILLINOIS

The University of Illinois at Urbana-Champaign had 76 of the Fortune 100 companies recruit on campus. Seven of the top ten Fortune 100 companies recruited from Illinois last year:

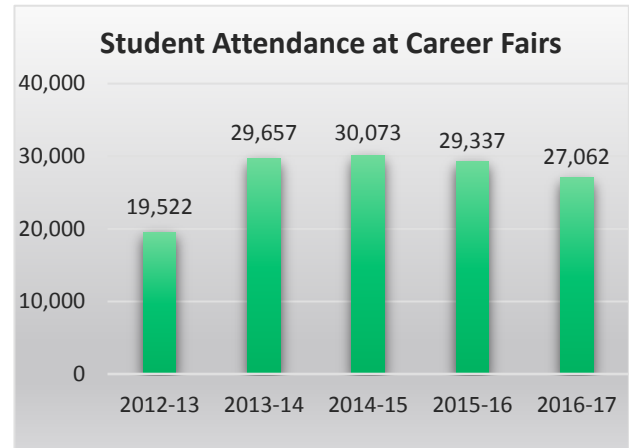
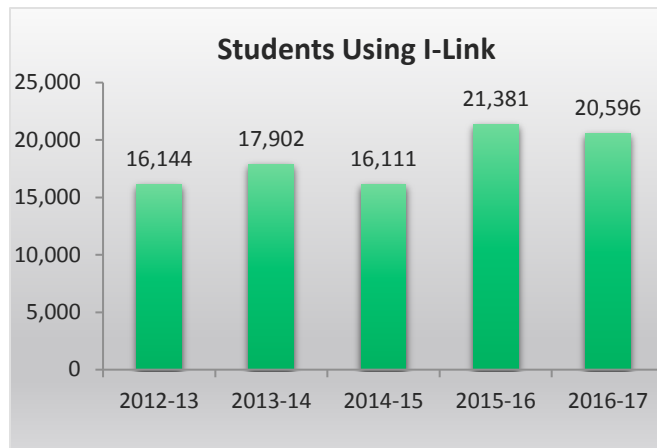
Rank	Employer/Organization	Rank	Employer/Organization
1	Walmart	7	CVS Health
3	Apple	9	AT&T
4	ExxonMobil	10	Ford Motor
5	McKesson		

Additionally, 49 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
5	Toyota Motor	10	Exxon Mobil
6	Volkswagen		

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

STUDENT ENGAGEMENT IN RECRUITING ACTIVITIES



While the number of students using I-Link in 2016-17 was slightly lower (3% decrease) than last year, the number of student users is still greater than in 2014-15 and before. This continues to suggest that providing all students with a pre-populated I-Link account, as opposed to requiring students to register for one, results in more students using the platform. Student attendance at career fairs has had a downward trend over the last three years. The 8% decrease in attendance from 2015-16 to 2016-17 is primarily attributed to lower attendance at the fall and spring Business Career Fairs and student run Engineering Expos. While there is no apparent reason for lower attendance at the Business Career Fairs, decreased attendance at the Engineering Expos may suggest that students are choosing to attend only the college-hosted Engineering Career Fair, which occurs prior to the Engineering Expo.

CAREER SERVICES COUNCIL, STEERING COMMITTEE AND HIREILLINI INITIATIVE

Alexis Thompson, Assistant Dean for Graduate Student Success in the Graduate College, served as Chair for the Career Services Council (CSC) in 2016-2017. Three sub-committees of CSC were formed in 2015-2016 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 \$16,122 for 11 Innovative Programming Grants and \$1,950 for five Professional Development Grants. Monthly meeting topics included:

- Career Services Within the Curriculum, presentation by UIUC staff members
- Design Center Initiative, presentation by members of the Design Initiative Executive Committee
- Communications with Students, presentation by UIUC communications specialists
- Start Smart Salary Negotiation Overview, presentation by Amanda Cox of The Career Center
- Global Mindset: Building the Professional of the Future, presentation by Dan Black of Ernst & Young
- Trends for Post-Graduation Pathways, presentations by UIUC staff on Illini Success, online education, law school trends, and medical school trends
- An informal discussion with UIUC's new chancellor, Robert J. Jones
- Undocumented/DACAmented Students at Illinois, presentation by staff from the Office of Inclusion and Intercultural Relations

The CSC Steering Committee is charged with establishing policy, guiding campus-wide career services activities, and advocating for career services on campus and beyond. The committee spent significant time evaluating and deciding to launch a new career services platform - Handshake @ Illinois. The new platform has a modern interface, is powered by artificial intelligence, offers enhanced reporting features, and will provide students access to an increased breadth of employers and opportunities. The Committee also responded to the first FOIA request for Illini Success data, increasing prevalence of job scams, and interest in pursuing a campus-wide career readiness initiative. While a conclusion was not determined, the Committee initiated conversations with the Office of the Provost and Center for Innovation in Teaching and Learning regarding a funding mechanism to support services and resources to an emerging and fast-growing online student population.

This was the 11th consecutive year of funding from the Provost's Office for the HireIllini marketing initiative. Initiatives and projects to enhance employer relations for the year included:

- Created short promotional videos for campaign that ran on 450+ screens in downtown Chicago elevators and lobbies in September and October
- Organized ninth annual Illinois Recruiters' Forum: Engaging Students on Campus (86 recruiters from 66 organizations attended)
- Sponsored Midwest ACE and NACE Conferences for visibility to employers
- Held educational seminar for recruiters in conjunction with Midwest ACE Trends Conference, focused on recruiting best practices; Mary Scott, President and Founder of Scott Resource Group, presented: *The Candidate Experience: Students Benchmark Best Practices*

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

SUMMARY

Illinois remains a destination for talent acquisition with employer engagement continuing to be strong over the last five years. On-campus interviewing and student attendance at career fairs remains relatively steady, however, it is interesting that it was down for the second year in a row and is about 3,000 less than the all-time high attendance in 2014-15. Additionally, the number of job and internship postings decreased to a level similar to 2013-14 after two years of having an exceptionally high number.

The career services community's strong commitment to collaboration and coordination to efficiently meet the needs of students and employers is strong. The impact of our collective work is far-reaching and cannot be measured by the simple raw data presented here. This report provides only a snapshot of one aspect of our combined work. The structure of the Illinois career services community allows employers to access talent to fill a wide variety of roles and provides students with multiple places to access career development services, resources, and activities.

APPENDIX A

SUMMARY OF RECRUITMENT



ON-CAMPUS RECRUITING BY OFFICE

CAREER SERVICES OFFICE	NUMBER OF EMPLOYERS ENGAGING WITH OFFICE	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	129	75	70	466	536
Business	325	814	2,044	2,226	4,270
Chemical Sciences	150	71	301	81	382
Engineering	714	1,475	3,478	3,452	6,930
Information Sciences	2	4	30	0	30
Labor & Employment Relations	36	98	158	512	670
Media	5	9	20	44	64
The Career Center	308	187	743	329	1,072
TOTAL		2,733	6,844	7,110	13,954

CAREER FAIR PARTICIPATION BY EVENT

CAREER FAIR	NUMBER OF EMPLOYERS	NUMBER OF STUDENTS
ACES and Sciences Career Fair	127	1,557
Actuarial Science Recruiting	16	Not Available
Architecture Career XPO	51	Not Available
Arts & Culture Career Fair	16	22
Business Career Fair – Fall 2016	226	5,992
Business Career Fair – Spring 2017	135	2,004
Civil & Environmental Engineering Job Fair – Fall 2016	81	602
Civil & Environmental Engineering Job Fair – Spring 2017	75	441
Educators' Job Fair	116	73
Engineering Career Fair – Fall 2016	357	5,936
Engineering Career Fair – Spring 2017	202	3,030
Engineering Employment EXPO – Fall 2016	95	1,572
Engineering Employment EXPO – Spring 2017	28	630
Engineering Start-Up Career Fair	16	298
Engineering Virtual Career Fair	24	264
FOCUS Job Fair	19	65
Illini Career and Internship Fair – Fall 2016	81	613
Illini Career and Internship Fair – Spring 2017	102	979
International Career Forum	16	279
Landscape Architecture Career Fair	18	70
LAS in CU Fair	35	150
Level 21 (Fine and Applied Arts)	13	43
Reflections Projections Career Fair (Tech and Start-ups)	46	1,700
Research Park Career Fair	32	742
TOTAL	1,927	27,062

JOB POSTINGS

POSTING TYPE	NUMBER OF JOB POSTINGS	NUMBER OF INTERNSHIP POSTINGS	TOTAL NUMBER OF POSTINGS
I-Link	10,508	5,796	16,304
Positions shared by means other than I-Link*	174	59	233
TOTAL	10,682	5,855	16,537

*Job postings shared by career services offices via email to students and social media platforms

FORTUNE 100 COMPANIES THAT RECRUITED AT ILLINOIS

Companies and their ranking (highlighted companies have at least one recruiting activity* on campus)

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

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

GLOBAL FORTUNE 100 COMPANIES THAT RECRUITED AT ILLINOIS

Companies and their ranking (highlighted companies have at least one recruiting activity* on campus)

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

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

EMPLOYER ENGAGEMENT IN RECRUITING ACTIVITIES

Number of Recruiting Activities	Number of Unique Employers 2016- 2017	Number of Unique Employers 2015- 2016
13	1	0
11	4	1
10	2	6
9	1	4
8	14	6
7	13	19
6	28	32
5	48	47
4	110	109
3	233	234
2	518	467
1	3,912	4,814
Total Recruiting Activities	4,884	5,739

EMPLOYER ENGAGEMENT IN CAREER FAIRS

Number of Career Fairs Participated In	Number of Unique Employers 2016 - 2017	Number of Unique Employers 2015 - 2016
9	1	0
7	3	2
6	11	4
5	11	14
4	33	29
3	70	74
2	258	259
1	922	932
Total	1,309	1,314

There were 59 employers/organizations that participated in four or more career fairs:

9 CAREER FAIRS

Union Pacific Railroad

7 CAREER FAIRS

Archer Daniels Midland Company

Caterpillar

State Farm Insurance

6 CAREER FAIRS

AARP

Capital One

CME Group

Hormel Foods Corporation

Marine Corps Officer Program

Morningstar

PepsiCo

PwC

Sandia National Laboratories

Target Corporation

US Navy

5 CAREER FAIRS

AbbVie

Aerotek

Allstate Insurance Company

Fresenius Kabi

John Deere

KPMG LLP

Leidos

Medline Industries, Inc.

Microsoft Corporation

The Kenrich Group LLC

West Monroe Partners

4 CAREER FAIRS

Abbott

Amazon

AXA Advisors, LLC

CDW

Chicago Trading Company

Cintas

Citrix

COUNTRY Financial

Crowe Horwath LLP

Dashiell Corporation

Deloitte

Enterprise Holdings

Epic

Foresters Financial Services, Inc.

Huawei Technologies

Illinois Department of Transportation

Ingredion

Jellyvision

K-Five Construction Corporation

Kohl's Department Stores

Monsanto

Motorola Solutions

Northwestern Mutual

Optum, a UnitedHealth Group Company

Rockwell Automation

Shive-Hattery

Teach for America

United States Peace Corps

University of Illinois at Urbana-

Champaign, Research Park

W.W. Grainger, Inc

Walgreens Corporation

Wolverine Trading LLC

Yelp

RELATIONSHIPS WITH CAREER SERVICES OFFICES JULY 2016 – JUNE 2017

Number of Career Offices Worked With	Number of Unique Employers 2016 – 2017	Number of Unique Employers 2015 – 2016
7	2	1
6	7	6
5	14	18
4	54	29
3	166	162
2	652	619
1	3,989	4,904
Number of Relationships	6,133	6,877

The 77 employers/organizations that had recruiting relationships with four or more career services offices are:

7 OFFICES

AbbVie
Archer Daniels Midland Company

6 OFFICES

Abbott
Aerotek
Caterpillar
Hormel Foods Corporation
John Deere
PepsiCo
Union Pacific Railroad

5 OFFICES

Anheuser-Busch InBev
AXA Advisors, LLC
Cargill
CNH Industrial
Dow AgroSciences
Federal Bureau of Investigation
Fresenius Kabi
Ingredion
Medline Industries, Inc.

5 Offices (continued)

Monsanto
Procter & Gamble
State Farm Insurance
Synchrony Financial
Teach for America

4 OFFICES

3M
AIG
Akorn Pharmaceuticals
ALDI
Allstate Insurance Company
Amazon
AT&T
Boeing
BP
Bunge
CenturyLink
City Year
CME Group
CNA Insurance Companies
Consolidated Grain and Barge (CGB)

4 Offices (continued)

COUNTRY Financial
Cummins
Deloitte
Dot Foods, Inc.
Eli Lilly and Company
Emerson
ExxonMobil
General Mills
Granular
Huawei Technologies
IBM
Illinois Department of Transportation
Jimmy John's Gourmet Sandwiches
KPMG LLP
KWS Cereals USA LLC
Liberty Mutual Insurance Group
MassMutual Midwest
Midwestern Securities Trading Company, LLC
MilliporeSigma
Morningstar

4 Offices (continued)

Northwestern Mutual

OSI Group

PwC

R.J. O'Brien & Associates LLC

SC Johnson

Shell

Spectrum Technologies, Inc.

Strive Logistics

Syngenta Inc.

Target Corporation

The GSI Group, Inc.

United States Peace Corps

Urban Teachers

USDA – NASS Illinois Field Office

V3 Companies Ltd.

W.W. Grainger, Inc

Wells Fargo

Wolfram Research

Yelp

APPENDIX B

HISTORICAL DATA



RECRUITING ACTIVITY 1996-2017

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
2016-17	6,133	2,733	13,954	16,537	20,596	27,062
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	-----	-----

*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 that 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 entire body of the CSC meets 3-4 times per year. Plus, there are other opportunities for members to gather to engage in professional development, work on a short-term task force, and engage in one of the sub-committees.

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

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

Vacant

Graduate College

Alexis Thompson, Assistant Dean
2016-17 CSC Chair

School of Information Sciences

Michele Plante, Employer Relations 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:

Keri Pipkins, Associate Director, The Career Center

Elizabeth Chominski, Senior Associate Director, Business Career Services

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 Hirellini 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
- Hirellini Website

Co-Chairs:

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

Angie Powers, Associate Director, Business Career Services