

# **RECRUITMENT and GRADUATION BENCHMARKS**

**2010-2011**

**University of Illinois at Urbana-Champaign**

Collected and compiled by the

**CAREER SERVICES COUNCIL**

of the

**University of Illinois at Urbana-Champaign**

**Susan McKenna**

2010-2011 Chair

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Executive Secretary

## **Recruitment and Graduation Benchmarks** **University of Illinois at Urbana-Champaign** **2010-2011**

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

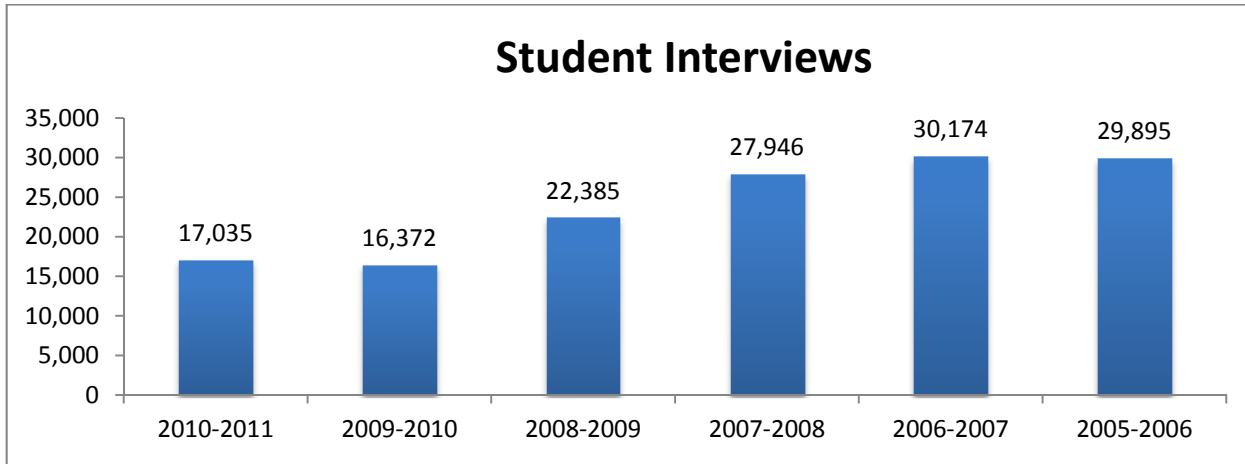
One function of the Council is to document the work of the various career offices on campus in their efforts to effectively and efficiently serve students, employers, and the university community. According to its mission adopted May 21, 2001, the Career Services Council is “a gateway for students to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

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

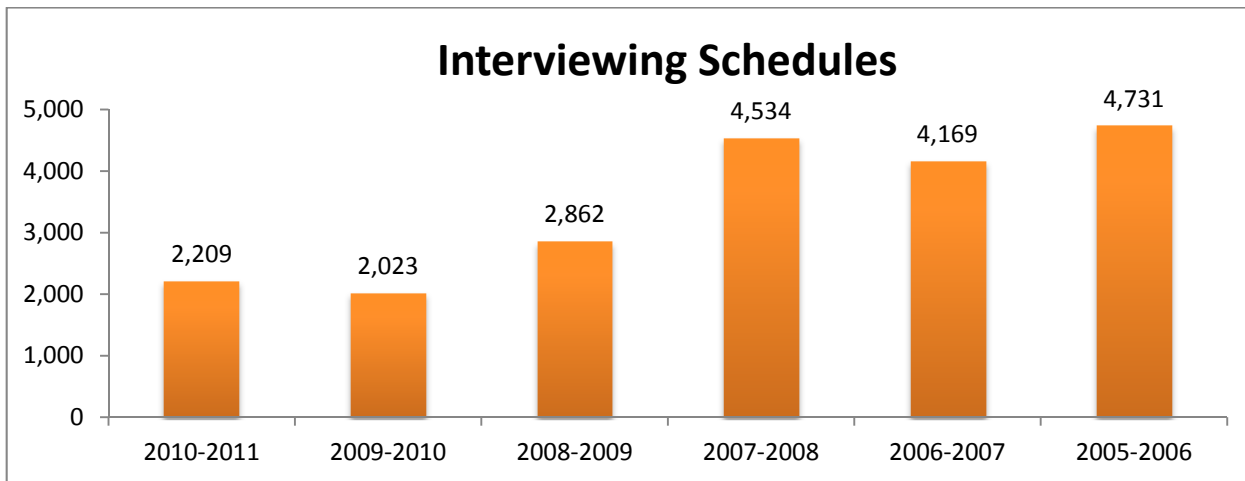
### **Recruitment at the University of Illinois at Urbana-Champaign**

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

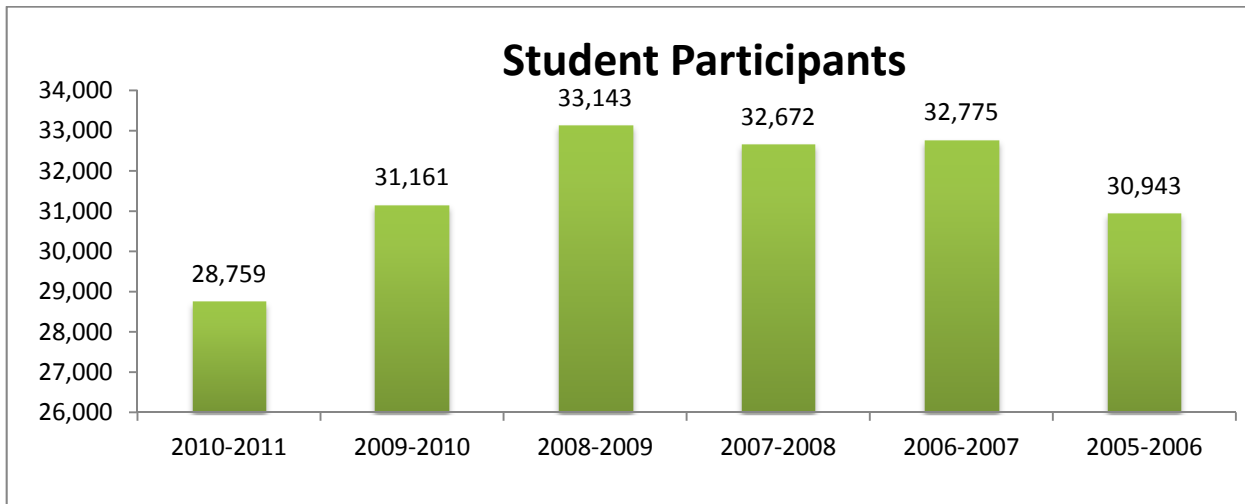
The number of student interviews increased slightly with 17,035 interviews conducted on campus during 2010-11 (increase of 663 interviews). While it is slight, this is the first increase during the past four years. The economic recession has significantly impacted student interviewing, but maybe we are seeing the beginnings of some recovery. We will need to wait until next year to see if this trend continues.



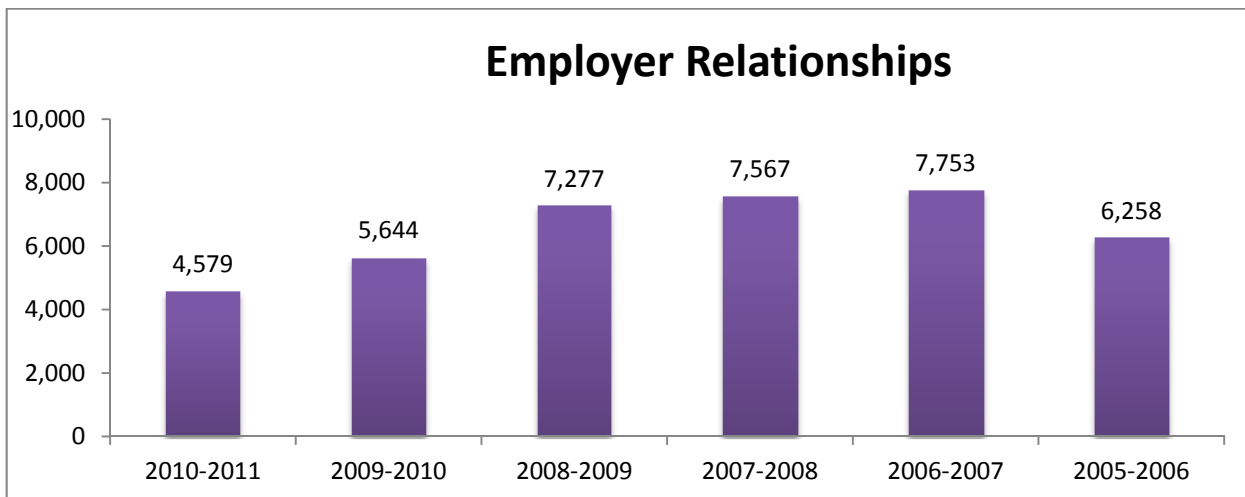
Similarly, the number of interview schedules increased to 2,209 from 2,023 the previous year—a 9% increase after significant declines the past 3 years. Interview schedules dropped 55% the previous three years. Employers seem to have stabilized their on-campus recruiting this past year.



Student participation in career services efforts decreased again this past year (2,402 fewer students – 7.7% decrease). This is the second year in which there has been a significant decrease in student participation among the career services offices. For the first time since 2004-05 student participation dropped below 30,000. Until last year career services offices experienced a steady increase in student participation since the data was first collected in 1997-98 (details in Appendix B). Economic conditions continue to dampen on-campus recruiting and student engagement in career services.



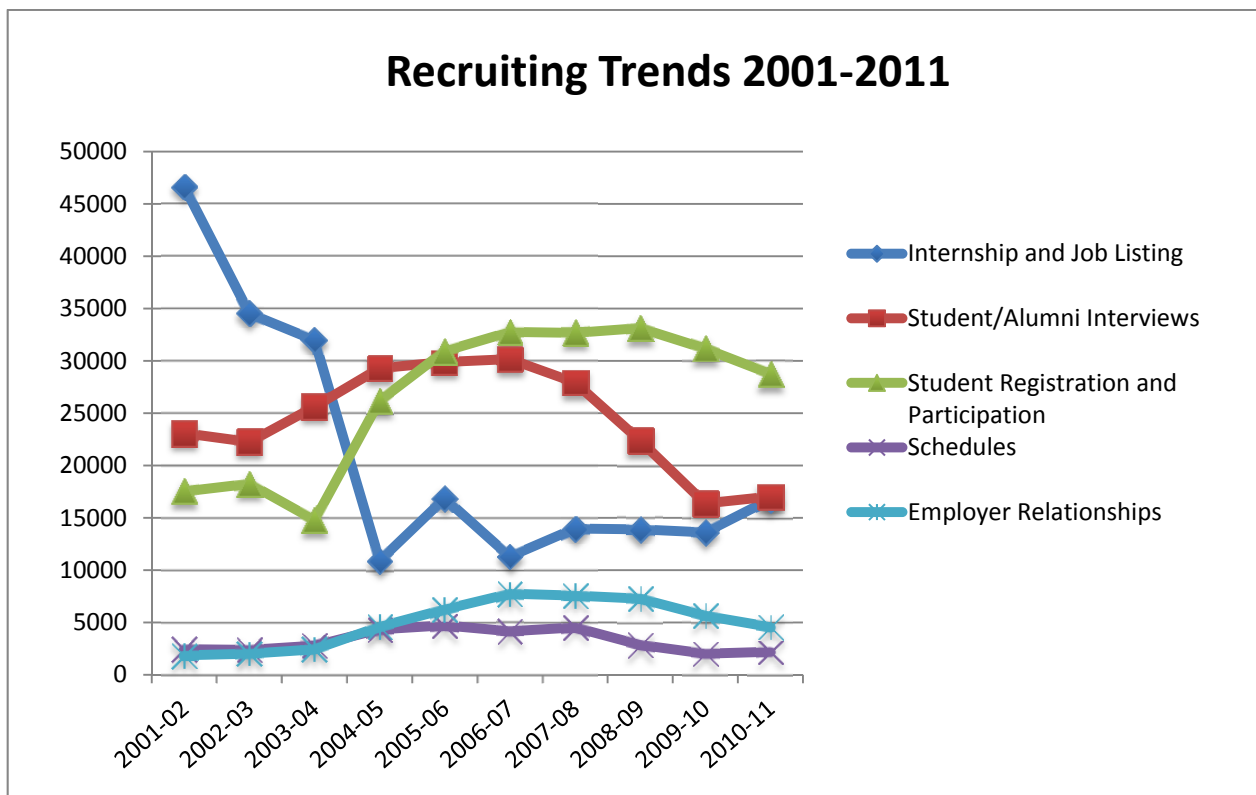
During 2010-2011, the number of employers participating in career services was 4,579 (18% decrease from last year's 5,644 employer contacts). During the past four years there has been a 39% decline in employer contacts. The employer contact numbers are not unique thus one employer may have multiple relationships with several career services offices, which may account for some of the decline since the same employer now may interact with several offices. It is important to note that there was a similar decline in 2004-05. The economy has impacted college recruiting in the same cyclical pattern. Appendix A includes further longitudinal data.



The number of job and internship vacancies posted with the career services offices increased to 16,772 from 13,617 last year, a 23% increase. Internship/job vacancies increased while on-campus recruiting and student interview schedules experienced modest increases after several years of decline. Employers are posting vacancies as a more cost-effective way of recruiting students, and maintaining an employer presence on campus.



A summary table of recruiting activity from career services offices reporting for 2010-2011, including employer relationships, interview schedules, student interviews, internship/job vacancies posted, and student participation may be found in Appendix A. Individual career office details for each category of recruiting activity (full-time employment, internship/coop opportunities, and career fair participation) is available as well.

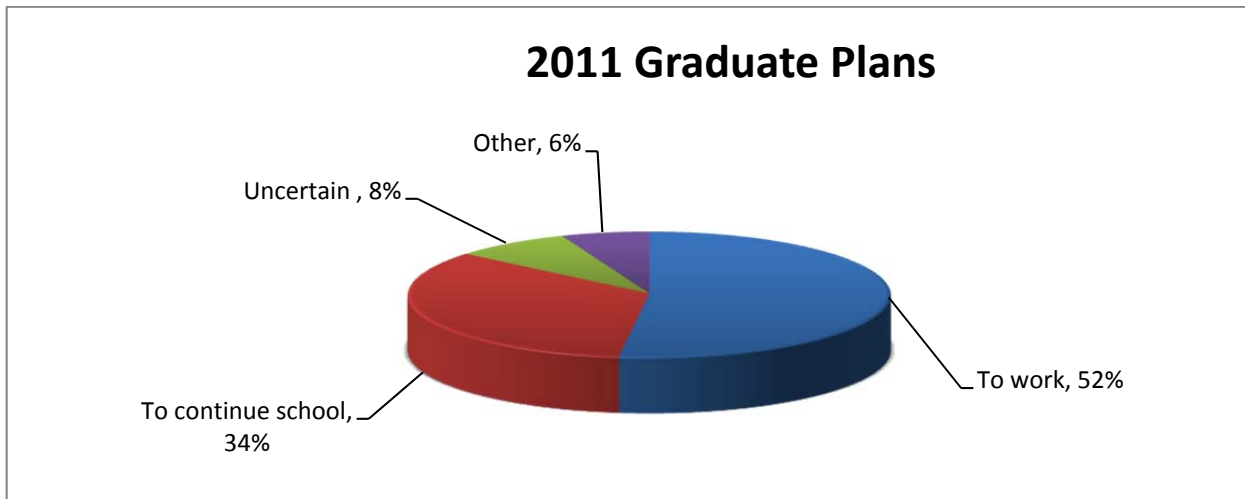


This chart shows recruiting trends during the past ten years. Student participation increased steadily until the past two years when less than 30,000 student contacts were reported by career services offices. The number of student interviews increased slightly this past year after significant declines the previous three years. The economic recession continues to impact on-campus recruiting. Relationships with employers decreased again this year (a 39% decrease in the past four years). A positive sign is that position announcements increased this year by 23% as employers seek candidates in cost-effective ways. They continue to maintain contact with career services even if they are not coming to campus to recruit. Campus-wide recruitment activity for the University of Illinois at Urbana-Champaign from 1989 through 2011 is reported in Appendix B.

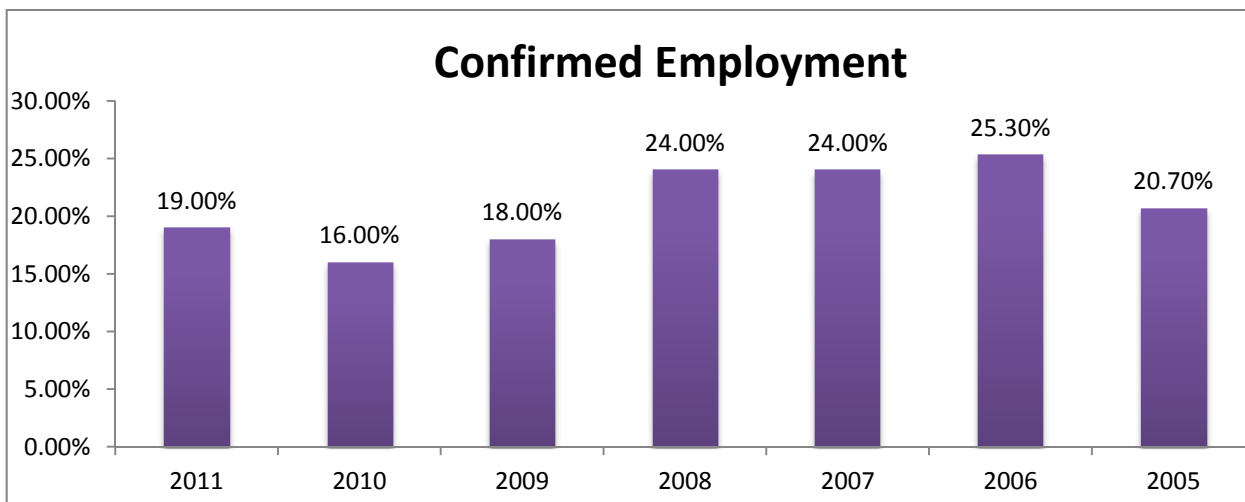
## Graduation Plans - UIUC Senior Survey 2011

The *Chancellor's Senior Survey on the Undergraduate Experience at UIUC* is administered each spring to graduating seniors by the *Center for Teaching Excellence* (Christopher Migotsky, Interim Director). In addition to questions about their undergraduate experiences, seniors are asked about their post-graduation plans. Of the 5,327 seniors sent the survey, 2,713 responded (51% response rate). See Appendix C for representation data. A full summary of 2011 post-graduation plans by college may be found in Appendix D. Following is a general summary of the results regarding the post-graduation plans of 2011 senior respondents.

According to the *2011 Senior Survey*, 52% of the seniors planned to work, 34% planned to continue their studies, 6% had other plans, and 8% were uncertain. In 2010 seniors indicated that 47% were planning to work, 37% were continuing their studies, 7% indicated other plans, and 9% were uncertain. Surprisingly, more of the 2011 seniors planned to work and fewer planned to continue their education despite the economic uncertainties. It should be noted that the percentage of 2011 seniors indicating other plans and were uncertain decreased by 2% to 14%.



Of survey respondents, 19% had confirmed employment, an increase of 3% over last year. The 19% confirmed employment exceeds the 18% in 2009, yet not close to the 24+% in the three previous years. It appears that there is some rebound from the economic recession of the past two years.

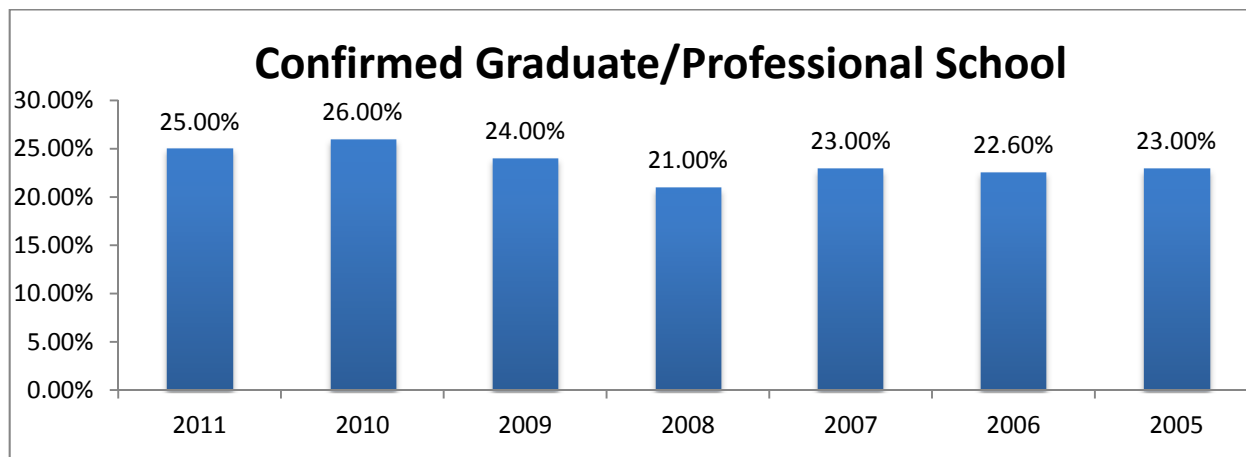


Following are the most frequent occupations indicated by the graduates of the class of 2011 compared to the class of 2010:

Most Popular Occupations—Class of 2011	Most Popular Occupations—Class of 2010
<ol style="list-style-type: none"> <li>1. Engineering 24.3%</li> <li>2. Accounting 7.2%</li> <li>3. Financial Operations 6.0%</li> <li>4. Agriculture, Farming, Fishing, and Forestry 5.8%</li> <li>5. Management/Trainee 5.6%</li> <li>6. Business Operations 5.1%</li> <li>7. Education/Training/Library/Museum 5.1%</li> <li>8. Sales and Related Occupations 4.9%</li> <li>9. Marketing 4.4%</li> <li>10. Banking 3.0%</li> <li>10. Computer and Mathematical 2.8%</li> <li>12. Actuary 1.6%</li> </ol>	<ol style="list-style-type: none"> <li>1. Accounting 34.4%</li> <li>2. Actuary 16.0%</li> <li>3. Architects 10.2%</li> <li>4. Engineering 7.0%</li> <li>5. Agriculture, Farming, Fishing, and Forestry 5.3%</li> <li>6. Arts &amp; Design 4.2%</li> <li>7. Business Operations 2.7%</li> <li>8. Computer and Mathematical 2.2%</li> <li>9. Community and Social Services 2.1%</li> <li>10. Banking 1.7%</li> <li>10. Education/Training/Library/Museum 1.7%</li> <li>12. Sales and Related Occupations 1.6%</li> </ol>

*Engineering* and *accounting* were the most frequent occupations cited by the Class of 2011 with engineering returning to the top of the list. *Financial Operations* again returned to the top 12 list after being absent last year. *Agriculture, Farming, Fishing, and Forestry* continues to be a strong occupational choice of students, moving to 4<sup>th</sup> on the list. *Actuary* dropped lower on the list and *Architecture* was not even on the list after a positive showing last year. *Business Operations* maintained a solid position while *Education/Training/Library/Museum* and *Sales and Related Occupations* were chosen by a greater percentage of the senior respondents. *Marketing* reappeared on the list after being absent last year. *Arts & Design* and *Community and Social Services* were not on the top 12 list this year. It should be noted that 14.8% of the respondents indicated *Other* when asked to name the field in which they will be employed.

While fewer graduates (25%) than last year had confirmed plans for graduate and professional school, it is still the second highest percentage during the past seven years. Even though fewer seniors indicated plans to continue their studies, a high percentage have confirmed graduate and professional school admission.



Below are the top graduate and professional degree programs in which 2011 graduates planned to enroll, compared to the classes of 2010 and 2009 (as reported by the seniors in each of the graduating classes). *Engineer* was identified the most by seniors as their chosen graduate program. *Law* returned to second after not being on the list last year. *Medicine, Accounting/Finance, Biological Sciences, Architecture, and Physical Therapy* were mentioned by many graduates. Other health programs were identified by graduates including *Health Related Sciences, Veterinary Medicine/Sciences, Audiology & Speech Pathology, and Pharmacy/Pharmaceutical Sciences*. *Social Work* was again on the list after being absent last year.

Class of 2011	Class of 2010	Class of 2009
1. Engineering 11.6%	1. Accounting & Finance 20.0%	1. Law 15.4%
2. Law 11.1%	2. Veterinary Medicine & Sciences 10.3%	2. Engineering 13.0%
3. Medicine 9.0%	3. Human Resources & Industrial Relations 8.6%	3. Accounting & Finance 8.3%
4. Accounting and Finance 6.1%	4. Marketing 7.9%	4. Medicine 5.9%
5. Biological Sciences & Related 4.1%	5. Engineering 6.5%	5. Biological Sciences & Related 4.6%
6. Physical Therapy 3.7%	6. Architecture 5.7%	6. Psychology, Sociology, & Social Sciences 3.5%
7. Architecture 3.6%	7. Actuarial Sciences 4.7%	6. Social Work 3.5%
8. Psychology, Sociology, & Social Sciences 3.6%	8. Physician Assistant 4.0%	8. Education and Related 3.1%
9. Health Related Sciences or Services 3.4%	9. Education and Related 3.2%	9. Architecture 2.9%
10. Education and Related 3.3%	10. Health Admin/Public Health 2.8%	9. Human Resources & Industrial Relations 2.9%
11. Veterinary Medicine & Sciences 3.3%	11. Psychology, Sociology, & Social Sciences 2.7%	11. Physical Therapy 2.8%
12. Human Resources & Industrial Relations 2.7%	12. Audiology & Speech Pathology 2.5%	11. Veterinary Medicine & Sciences 2.8%
13. Social Work 2.3%	13. Biological Sciences & Related 2.3%	13. Health Related Sciences and Services 2.0%
14. Audiology & Speech Pathology 2.0%	14. Chemical Sciences and Related 2.1%	14. Communications 1.5%
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 200 of 700+ 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 – 2011 Graduating Seniors as indicated on the Chancellor’s Survey

2011	2010	2009
1. Deloitte (13)	1. Teach for America (22)	1. Microsoft (12)
1. Teach for America (13)	2. JP Morgan Chase (11)	2. Teach for America (11)
2. Epic Systems (10)	3. Accenture (9)	3. Motorola (9)
4. Cummins (7)	4. Deloitte (8)	4. Deloitte (7)
4. KPMG (7)	5. Microsoft (7)	6. Ernst & Young (6)
4. Allstate (7)	6. KPMG (6)	6. Huron Consulting (6)
7. Archer Daniels Midland (6)	6. Sears Holdings Corp (6)	7. CNA (5)
8. Caterpillar (5)	8. Northrop Grumman (5)	7. Kraft (5)
8. John Deere (5)	9. ADM, John Deere, General Electric, Abbott Laboratories, Epic Systems (4)	7. Northrop Grumman (5)
9. JP Morgan, Simplex Investments, Sargent & Lundy, Dow, Liberty Mutual, Monsanto, Accenture, Hewlett-Packard, The Nielsen Company (4)		10. Amazon, Cargill, Crowe Horwath, Epic Systems, Exelon Corp., Exxon Mobil, JP Morgan Chase, KPMG, Lockheed Martin, Medline Industries, Sargent & Lundy, Wells Fargo (4)

*Deloitte* and *Teach for America* were the top mentioned employers of choice this year with each of them being mentioned by 13 graduating seniors. *Epic Systems* was listed by 10 students, the most for them in the past three years. *Cummins, KPMG, and Allstate* were each mentioned by seven students—only *KPMG* was on the list last year. Agriculture companies, *Archer Daniels Midland, Caterpillar, and John Deere*, are next on the list. Of special note is that *Accenture, Microsoft, Sears Holdings, General Electric, and Abbott Laboratories* are not on the top list this year. The lower numbers suggest that the economy continues to have a dramatic impact on confirmed employment and the employers named.

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

For the fifth 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.

<b>Number of Employers (unique) by Number of Career Office Relationships 2010-2011</b>	
<b>Number of Career Office Relationships</b>	<b>Number of Employers</b>
8	1
7	3
6	12
5	41
4	142
3	356
2	850
1	2,240
<b>Total</b>	<b>3,645</b>

Of the 3,645 unique employers that had relationships with career services at the University of Illinois at Urbana-Champaign, 1,405 employers had relationships with two or more of the career offices compared to 656 last year. The total number of unique employers is more than last year (3,645 to 2,673).

<b>Number of Employers by Number of Contacts with Career Services Offices 2010-2011</b>	
<b>Number of Career Office Contacts</b>	<b>Number of Employers</b>
10	4
9	2
8	11
7	10
6	33
5	61
4	150
3	347
2	898
1	2129
<b>Total</b>	<b>3,645</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 1,516 employers or 42% of the employers had 2 or more contacts with offices across campus; last year only 919 employers (34%) had 2 or more contacts. The number of employers with five or more contacts with Illinois career offices was 121 (up from 72 last year). A goal of the HireIllini initiative is to increase the number of employers visiting multiple career offices. See Appendix E for more information.

Below are the 15 employers/organizations that had recruiting relationships with 6 or more career services offices in 2010-11. The full list of 57 employers/organizations that had recruiting relationships with 5 or more career offices may be found in Appendix E.

<i><b>Employer/Organization</b></i>	<i><b># of Career Office Relationships</b></i>	<i><b>Employer/Organization</b></i>	<i><b># of Career Office Relationships</b></i>
Teach for America	8	Iowa State University	6
Hormel Foods Corporation	7	Kerry Ingredients & Flavours	6
PepsiCo	7	KLA-Tancor	6
Archer Daniels Midland	7	Monsanto	6
AT&T	6	Nestle Purina Company	6
General Mills	6	Proctor & Gamble	6
IBM	6	Sandia National Laboratories	6
Idaho National Laboratory	6		

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

The University of Illinois at Urbana/Champaign had 70 of the top Fortune 100 companies recruit on campus. Of the top 10 Fortune 100 companies, eight recruited at Illinois including all of the top four. The University had 35 of the top Global Fortune 100 companies recruit on campus. Of the top 10 Global 100 companies, five recruited at Illinois including all of the top four. See Appendix E for the complete list:

#### **Fortune 500**

1. Wal-Mart Stores
2. ExxonMobil
3. Chevron
4. Conoco Philips
6. General Electric
8. General Motors
9. Bank of America Corp.
10. Ford Motor

#### **Global 500**

1. Wal-Mart Stores
3. ExxonMobil
4. BP
8. Toyota Motor
10. Chevron

### **HireIllini Initiative 2010-2011 – Steering Committee**

This was the 5<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:

- Established first-ever Employer Advisory Board (EAB) with 15 employer members (first meeting in April). EAB will meet twice per year and advise on best practices, recruiting trends, and strategic planning.
- Public Affairs office and HireIllini collaborated to produce a new PSA for the JumboTron during home football games and the Big Ten Network— highlighting the talent available at the University of Illinois.
- Illinois Recruiting Forum – 3<sup>rd</sup> annual forum for employers to discuss best practices and recruiting trends
- Book of Lists Ad for the *Business Ledger* – full page/back cover/color ad for HireIllini with “Expertorial” piece on how to recruit for employers (Nell Madigan). Readership of the Book of Lists is estimated at 25,000.
- Sponsored the Employer Recruiting Forum in Chicago (May 2011) with 4 representatives present from Illinois.
- Alumni magazine ads – full page/color ads for each of the quarterly editions.
- Sponsorship of 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 71% (up 2% from last year) of the 2011 graduating seniors responded that they had used career services. The table below reports results by the college of the graduating senior comparing the last three classes. The percentage of "yes" responses for each college regarding use of career services is fairly similar to previous years although Engineering saw an increase of 5%, and Education, Liberal Arts and Sciences, and Media Communication increased "yes" responses by 2%.

College of Senior	2011		2010		2009	
	Yes Responses	Percentage	Yes Responses	Percentage	Yes Responses	Percentage
ACES	175	66%	164	66%	224	67%
Applied Health Sciences	148	72%	146	73%	156	67%
Aviation	2	33%	2	33%	6	75%
Business	191	89%	222	90%	316	91%
Education	43	63%	39	61%	56	62%
Engineering	369	83%	284	77%	369	84%
Fine and Applied Arts	63	37%	63	38%	70	34%
LAS	791	69%	744	67%	787	65%
Media/Communications	105	70%	107	68%	142	68%
<b>Total</b>	<b>1,887</b>	<b>71%</b>	<b>1,777</b>	69%	2,126*	69%

\*Total responses on survey – 2,671 (2011), 2,615 (2010), and 3,086 (2009)  
51% Response Rate for Senior Survey in 2011

### Summary

Career services offices at the University of Illinois at Urbana-Champaign experienced a slight increase in student interviews and scheduled interviews during the 2010-11 after three years of decline. Job/internship postings increased significantly (23%), thus employers are posting positions, but continuing to limit on-campus recruiting. Student participation was lower again this year, dropping below 30,000 student participants for the first time since 2004-05. Extensive efforts by career services offices continue to cultivate employer relationships campus-wide. The University of Illinois with its extensive career services network is in a favorable position to improve strong employer relationships and capitalize on the economy as it recovers and increased employment opportunities are available. The number of employers with relationships with multiple offices for multiple functions increased, supporting Illinois as a one stop resource for talent in a variety of areas.

Post-graduation plans of 2011 graduating seniors saw an increase in respondents indicating that they plan to work (52%) and with confirmed employment (19%). While fewer seniors planned to continue their education (34%), nearly the same percentage had confirmed graduate/professional schools (25%).

The percentage of graduating seniors indicating use of career services (71%) 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  
2010-2011**

**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 2010/Spring 2011

CAREER SERVICE OFFICE	EMPLOYER* RELATIONSHIPS	SCHEDULES	STUDENT INTERVIEWS	INTERNSHIP AND JOB LISTINGS	STUDENT** REGISTRATION AND PARTICIPATION
Agricultural, Consumer & Environmental Sciences (ACES)	656	148	777	1,484	1,717
Actuarial Science	50	27	233	26	283
Architecture	35				330
Biotechnology		5	51		
Business	625	1,112	7,161	1,568	7,188
Chemical Sciences	342	59	446	507	208
Education	111	2	1,500	1,900	820
Engineering	710	717	5,746	2,794	12,241
Labor & Employment Relations	82	104	933	63	128
Library & Information Sciences				5,240	
Minority Student Affairs	199		30		250
The Career Center	1,665	35	158	3,190	4,979
Other Fairs UIUC Participated	104				615
<b>Total 2010-11</b>	<b>4,579</b>	<b>2,209</b>	<b>17,035</b>	<b>16,772</b>	<b>28,759</b>
Total 2009-10	5,644	2,023	16,372	13,617	31,161
Total 2008-09	7,277	2,862	22,385	13,904	33,143

\*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 2010/Spring 2011

<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	332	73	374	921	405
Actuarial Science	10	10.5	95	10	55
Biotechnology Center		5	51		
Business	213	623	4,312	1,019	1,076
Chemical Sciences	234	40	294	366	80
Education	57	2	1,500	1,900	453
Engineering	178	629	5,036	1,995	3,376
Labor & Employment Relations	31	33	260	45	39
Library & Information Sciences				5,036	
Office of Minority Student Affairs	150		30		
The Career Center	1,026	23	91	2,165	1,972
<b>Total</b>	<b>2,231</b>	<b>1438.5</b>	<b>12,043</b>	<b>13,457</b>	<b>7,456</b>

**Internship/Coop Opportunities**  
**RECRUITING STATISTICS**  
 UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN  
 Fall 2010/Spring 2011

<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	224	75	403	563	593
Actuarial Science	15	16.5	138	16	78
Business	153	489	2,849	549	1,641
Chemical Sciences	108	19	152	141	128
Engineering	54	88	710	799	
Labor & Employment Relations	51	71	673	18	89
Library & Information Sciences				204	
The Career Center	535	12	67	1,025	1,753
<b>Total</b>	<b>1140</b>	<b>770.5</b>	<b>4,992</b>	<b>3,315</b>	<b>4,282</b>

**CAREER FAIR PARTICIPATION**  
 UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN  
 Fall 2010/Spring 2011

<b>CAREER FAIR</b>	<b>EMPLOYERS @ CAREER FAIR ONLY</b>	<b>CAREER FAIR REGISTRATION/ PARTICIPATION (Students)</b>
ACES & Bio-Sciences Career Fair	100	719
All-Campus Career Fair	104	1,254
Architecture/Landscape Architecture/Urban Planning Career Expo	35	330
Big 10 Conference Career Expo	83	405
Business Career Fairs (2)	259	4,471
Engineering Career Fairs (2)	259	4,328
Engineering Expo	219	4,537
Meet the Firms – Actuarial Science	25	150
Multicultural Career Fair	49	250
Research Park Career Fair	21	210
Teacher Placement Day	54	367
<b>Total</b>	<b>1,208</b>	<b>17,021</b>

**Recruitment and Graduation  
BENCHMARKS  
2010-2011**

**Appendix B**

**Recruitment Activity**

**University of Illinois at Urbana-Champaign**

**1989-2011**

**RECRUITMENT ACTIVITY**  
**UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN**  
**1989-2011**

ACADEMIC YEAR TOTALS	EMPLOYERS RELATIONSHIPS	SCHEDULES	STUDENT/ALUMNI INTERVIEWS	WAIT LIST	INTERNSHIP AND JOB LISTINGS	STUDENT REGISTRATION AND PARTICIPATION
<b>Total UIUC 10-11</b>	<b>4579</b>	<b>2209</b>	<b>17035</b>	<b>NA</b>	<b>16772</b>	<b>28759</b>
Total UIUC 09-10	5644	2023	16372	NA	13617	31161
Total UIUC 08-09	7277	2862	22385	NA	13904	33143
Total UIUC 07-08	7567	4534	27946	NA	13973	32672
Total UIUC 06-07	7753	4169	30174	NA	11306	32775
Total UIUC 05-06	6258	4731	29895	NA	16865	30943
Total UIUC 04-05	4611	4343	29294	NA	10900	26197
Total UIUC 03-04	2435	2793	25630	NA	31980	14789
Total UIUC 02-03	2024	2381	22251	212	34516	18262
Total UIUC 01-02	1864	2445	23089	719	46631	17528
Total UIUC 00-01	3849	4123	34591	2060	59194	17901
Total UIUC 99-00	3744	4075	34798	5496	58511	11836
Total UIUC 98-99	2173	4342.5	32103	10899	37494	9810
Total UIUC 97-98	2247	4465.5	35986	7976	54303	9273
Total UIUC 96-97	2099	4064	37273	9684	48310	NA
Total UIUC 95-96	1974	4212.5	34831	19187	36858	NA
Total UIUC 94-95	1770	4082	30800	17461	39600	NA
Total UIUC 93-94	1556	3046	30305	15726	35554	NA
Total UIUC 92-93	1438	2810	29969	14049	35509	NA
Total UIUC 91-92	1518	3752	35014	20163	25352	NA
Total UIUC 90-91	1834	3970	37809	13828	27279	NA
Total UIUC 89-90	2123	4446	46520	25170	NA	NA

**Recruitment and Graduation  
BENCHMARKS  
2010-2011**

**Appendix C**

*Chancellor's Senior Survey of  
Undergraduate Experience*

**Survey Demographics**

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

### 2011 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 2011 an e-mail message regarding the Senior Survey was sent to all seniors on the May graduation list. The e-mail message from the Chancellor asked students to complete the online survey via an embedded link within the message. Ten days following the initial e-mail message a follow-up message was sent reminding students to complete the survey. Survey respondents were entered into a lottery with a single prize of two free airline tickets valued at \$500 each. Of these 5,327 seniors, 2,713 (approximately 51%) responded. Similar to past years, the respondents were roughly representative of the graduating class by ethnic origin and academic affiliation, but a higher proportion of females than males responded to the survey.

#### Percentages

	Respondents	All Seniors
<b>Gender</b>		
Female	57.5	50.3
Male	42.5	49.7

	Respondents	All Seniors
<b>Ethnic Origin</b>		
Caucasian	73.4	66.9
Latino/a	4.3	6.0
African-American	3.5	5.2
Asian-American	15.4	13.0
Native American	.1	.1
Unknown	1.1	.5
Other	2.2	8.3

	Respondents	All Seniors
<b>College of Graduation</b>		
ACES	9.9	7.9
Applied Health Sciences	7.7	7.1
Business	8.0	8.6
Media	5.5	5.3
Education	2.5	2.7
Engineering	16.6	16.4
Fine & Applied Arts	6.4	6.3
Liberal Arts & Sciences	43.1	45.3
Aviation	.2	.3

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

**Recruitment and Graduation  
BENCHMARKS  
2010-2011**

**Appendix D**

**Summary of Post-Graduation Plans**

**2011, 2010, and 2009**

*Chancellor's Senior Survey of  
Undergraduate Experience*

**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.

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

**SUMMARY OF 2010 POST-GRADUATION PLANS**

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

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

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

**SUMMARY OF 2009 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	492	18	57	19	13	6	128	42	22	12	6	8	145	38	8	4	112	10
SEEKING FULL-TIME WORK	913	33	82	28	46	22	54	18	110	59	68	86	104	27	95	50	351	32
ACCEPTED GRAD SCHOOL	670	24	65	22	73	35	88	29	15	8	0	0	84	22	46	24	298	27
AWAITING GRAD SCHOOL	256	9	51	17	44	21	4	1	9	5	0	0	17	5	10	5	120	11
UNCERTAIN	232	8	21	7	15	7	17	6	17	9	2	3	16	4	17	9	126	11
OTHER	198	8	19	7	17	8	14	4	14	8	3	4	14	3	14	8	101	9
<b>TOTAL</b>	<b>2761</b>		<b>295</b>		<b>208</b>		<b>305</b>		<b>187</b>		<b>79</b>		<b>380</b>		<b>190</b>		<b>1108</b>	

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

**Recruitment and Graduation  
BENCHMARKS  
2010-2011**

**Appendix E**

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

**Summary of Employer Relationships  
with Career Services Offices\*  
July 2010 – June 2011**

Total Number of Employers – 3,645

<b>Number of Employers (unique)by Number of Career Office Relationships</b>	
<b>Number of Career Office Relationships</b>	<b>Number of Employers</b>
8	1
7	3
6	12
5	41
4	142
3	356
2	850
1	2,240
	<b>Total</b>
	<b>3,645</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>
10	4
9	2
8	11
7	10
6	33
5	61
4	150
3	347
2	898
1	2129
	<b>Total</b>
	<b>3,645</b>

\* Information collected from Career Services Offices fall of 2011 for period of July 1, 2010 to June 30, 2011

<b>Number of Career Fair Contacts by Number of Employers</b>	
Number of Career Fair Contacts	Number of Employers
5	1
4	5
3	7
2	84
1	789
	<b>Total</b> *1,003

<b>Number of On Campus Interview Contacts by Number of Employers</b>	
Number of OCI Contacts	Number of Employers
5	1
4	4
3	9
2	72
1	452
	<b>Total</b> *644

<b>Number of Job Board Posting Contacts</b>	
Number of Job Board Posting Contacts	Number of Employers
6	1
5	5
4	58
3	292
2	799
1	1902
	<b>Total</b> *4,639

\*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	5 (5)	1	5 (5)	1	6 (6)
5	4 (20)	4	4 (16)	5	5 (25)
7	3 (21)	9	3 (27)	58	4 (232)
84	2 (84)	72	2 (144)	292	3 (876)
789	1 (789)	452	1 (452)	799	2 (1,598)
				1,902	1 (1,902)
	1,003		644		4,639

Below are the 57 employers/organizations that had recruiting relationships with 5 or more career services offices in 2010-11:

<i>Employer/Organization</i>	<i># of Career Office Relationships</i>	<i>Employer/Organization</i>	<i># of Career Office Relationships</i>
Teach for America	8	Dow AgroSciences	5
Hormel Foods Corporation	7	Epic Systems Corporation	5
PepsiCo	7	Goodyear Tire & Rubber	5
Archer Daniels Midland	7	Honeywell	5
AT&T	6	Illini Tower	5
General Mills	6	Intel Corporation	5
IBM	6	JP Morgan Chase & Co.	5
Idaho National Laboratory	6	Kimberly-Clark Corporation	5
Iowa State University	6	Next Step China, LLC	5
Kerry Ingredients & Flavours	6	Pavlov Media	5
KLA-Tancor	6	Philips North America	5
Monsanto	6	Sara Lee Corporation	5
Nestle Purina Company	6	Talenthouse	5
Proctor & Gamble	6	The Dannon Company, Inc	5
Sandia National Laboratories	6	The Nielsen Company	5
SanDisk	5	The Saylor Foundation	5
Admission Possible	5	The Woodrow Wilson Teaching Fellowships	5
Alexi for Illinois	5	U.S. Navy	5
Allstate Insurance Company	5	U.S. Marine Corps	5
Applied Materials	5	University of Illinois	5
Atkore International	5	U of I Employee Relations & Human Resources	5
Bechtel	5	USDA	5
Beckman Coulter Inc	5	Walgreens Corporation	5
BP Corporation	5	Walt Disney Company	5
Concordia University	5	Wells Capital Management	5
Contact Singapore	5	Zebra Technologies	5
CONTAX, Inc	5	Zimmer, Inc	5
Corn Products International	5	ZS Associates	5
D.E. Shaw Research LLC	5		

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

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