

On-Campus Recruiting Fall 2007

(May 13 through December 14, 2007)

“The mission of Career Services is to provide quality career and life planning services to assist students and alumni of the University in achieving their personal and professional goals, both now and in the future”

The University of Montana Career Services offers on-campus recruiting as a service for students and employers. On-campus recruiting gives students the opportunity to meet and interview national, regional, and local employers. Employers are given the opportunity to interview a strong pool of applicants in a short period of time.

Career Services uses participation statistics and feedback from students and employers to improve services and provide quality service to constituents. The Recruiting Coordinator is responsible for recording the number of employer visits and interviews held throughout the year, as well as administering satisfaction surveys to both parties.

Fall 2007 Recruiting Season

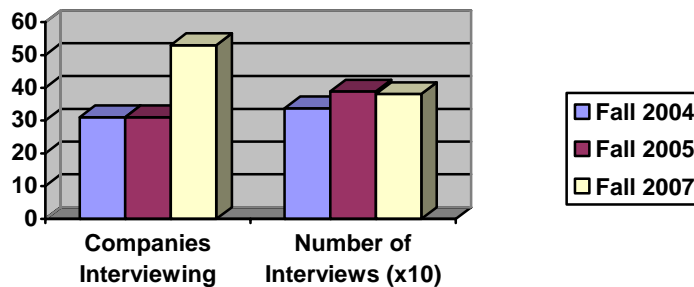
Fall recruiting statistics were impacted most by the Accounting and Health Professions Career Fair, which brought 60 companies to campus. Twenty-seven of those employers conducted second day interviews. A total of 230 interviews were conducted on the second day of the Career Fair.

Employer Recruiting Visits

In addition to the Career Fair, there were 73 employer visits to The University of Montana during the 2007 fall recruiting season. The Office of Career Services hosted interview schedules for 26 of those 73 employers. A total of 151 interviews were conducted during fall recruiting season, *excluding* the Career Fair. Including the Career fair, a total of 381 interviews were conducted on campus during the 2007 fall recruiting season. 849 interview timeslots were available during that time period, which means that roughly 45% of the available slots were filled. There were two interview no-shows during fall semester. Both students were subject to our revised cancellation/no-show policy. The policy requires the offender to submit a formal letter of apology to Career Services and the Employer. Both students submitted the requested letter, thereby allowing their Griz eRecruiting accounts to remain active. Other events including University Center tables, Information Sessions and Workshops brought an additional 48 employer visits to campus.

The following bar graph compares fall 2007 recruiting season with fall 2005 and fall 2004. Data for fall 2006 is unavailable.

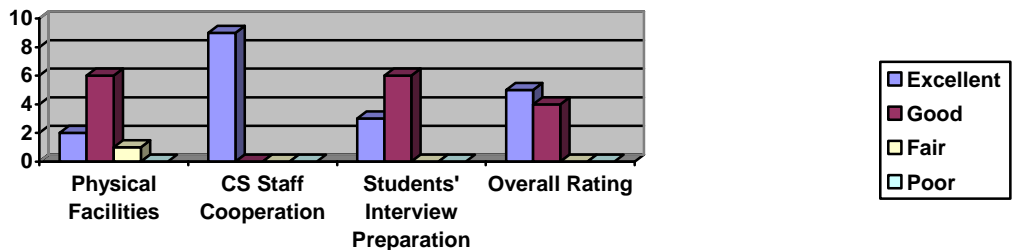
Employer On-Campus Interviews



Recruiter Evaluations

Some of the employers who recruited on campus the 2007 fall recruiting season provided feedback through “Recruiter Evaluations.” Most of the feedback was positive. The only mediocre feedback received was in two “fair” ratings – one for Career Services Physical Facilities, and another for Griz eRecruiting. The remaining feedback was either good or excellent.

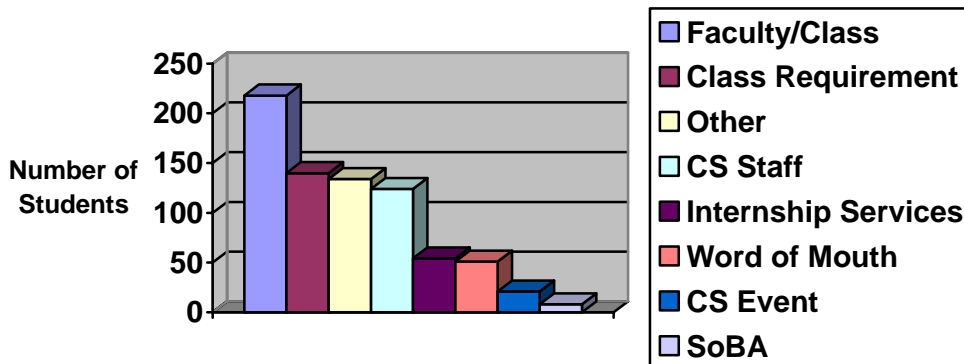
Recruiter Evaluation Feedback



Griz eRecruiting

Griz eRecruiting was utilized by many students at The University of Montana during fall semester 2007. There were 779 new student accounts created during the 2007 fall recruiting season. When signing up for an account, students are asked how they heard about Griz eRecruiting. The most popular response was faculty/class (218), followed by class requirement (140), other (134), Career Services staff (124), Internship Services (54), word of mouth (51), and Career Services event (21). The last eight categories had less than 9 responses: SoBA/Director of Career Advancement, bus ad, admin/no response, Career Services table, SoBA/GBB TVs, Kaimin, Alumni Association and DEN (Dorm Entertainment Network) slides.

How did students hear about Griz eRecruiting?



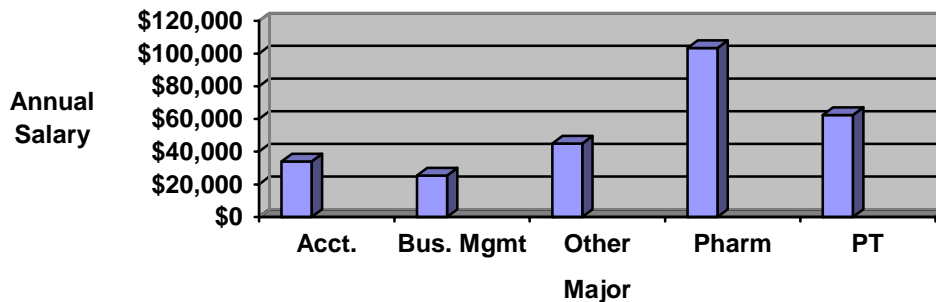
Griz eRecruiting was also utilized by many employers during fall semester. During the 2007 fall recruiting season, 509 new employer contact accounts were created and 1,703 new jobs were posted.

Company recruiters who visited The University of Montana campus during the 2007 fall recruiting season provided feedback on Griz eRecruiting through Recruiter Evaluations. 33% of employers said that Griz eRecruiting was excellent, 50% said it was good, and 16% said it was fair. No employers said that Griz eRecruiting was poor.

Job Offers

Many employers extended job offers to students after interviewing or recruiting on campus. We received feedback from 9 employers who offered jobs to a total of 21 students after their campus recruiting visit. The average salary offer for the jobs offered was \$72,327.06 annually. Pharmacy graduates were offered the highest salaries, with an average of \$103,422.22.

Average Salary Offer - Fall 2007



Conclusion

Fall 2007 was a successful and active recruiting season. It is evident that students and employers are taking advantage of and benefiting from the services provided by the

Office of Career Services. This is evident not only from the number of people using the services, but also from the positive feedback received from students and employers.

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