

On-Campus Recruiting Spring 2008

(December 15 through May 11, 2008)

“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.

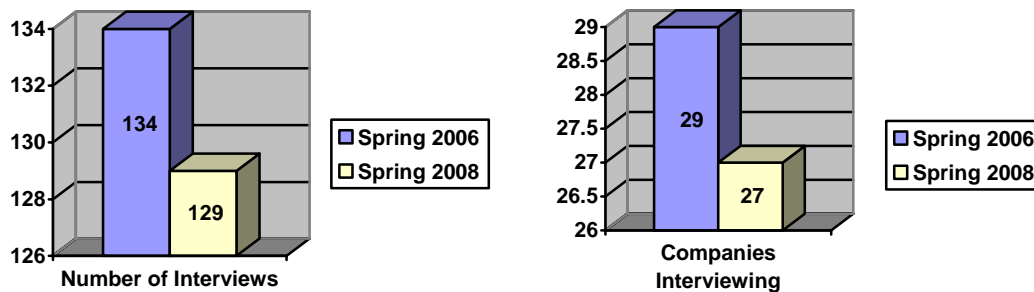
Career Services uses participation statistics and feedback from students and employers to improve services and provide quality service to constituents. The Recruiting Coordinator is responsible for recording the number of employer visits and interviews held throughout the year, as well as administering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

Spring 2008 Recruiting Season

Employer Recruiting Visits

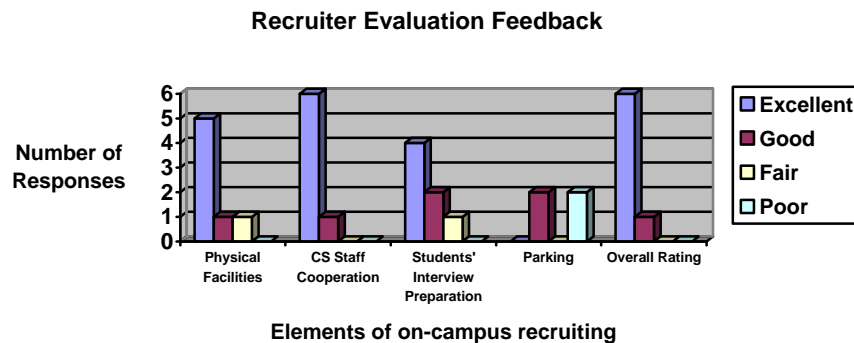
Including Big Sky Career Fair second day interviews; not including the Fair itself, there were 87 employer visits to The University of Montana during the 2008 spring recruiting season. The Office of Career Services hosted interview schedules for 27 of those 85 employers. A total of 129 interviews were conducted during spring recruiting season. Four of the 129 interviews were conducted over the phone due to inadequate candidate sign-ups and lengthy travel distance for recruiters. There were 13 employer drop-ins, 11 information tables, and 36 information sessions.

The following bar graph compares spring 2006 recruiting season with spring 2008. Data for spring 2007 is unavailable.



Recruiter Evaluations

Sixty eight percent of the employers who interviewed on campus in the spring provided feedback through “Recruiter Evaluations,” which asked them to provide a rating of “Excellent, Good, Fair, or Poor” for five different recruiting-related criteria. Most of the feedback was positive. Recruiters were very complimentary of the customer service and Career Services office staff cooperation they received on campus. One employer said, “Out of the 4 schools I visited on this trip, (UM’s) Career Center was by far the best, in terms of professionalism.” Another employer said, “Staff was extremely nice and helpful. An A+ overall experience.” The only category to receive a “poor” rating was parking.



Employers who participated in the Big Sky Career Fair 2nd Day Interviews completed a different recruiter evaluation. The 2nd Day Interview evaluation consists of 8 questions for which recruiters were asked to rate “Excellent, Good, Average, Fair or Poor.” Although the questions were phrased differently than those in the standard Recruiter Evaluation, the feedback was consistently positive. Ninety percent of recruiters rated the 2nd Day Interview schedule and Career Services staff professionalism as excellent. The only category to receive a poor rating was helpfulness of the website.

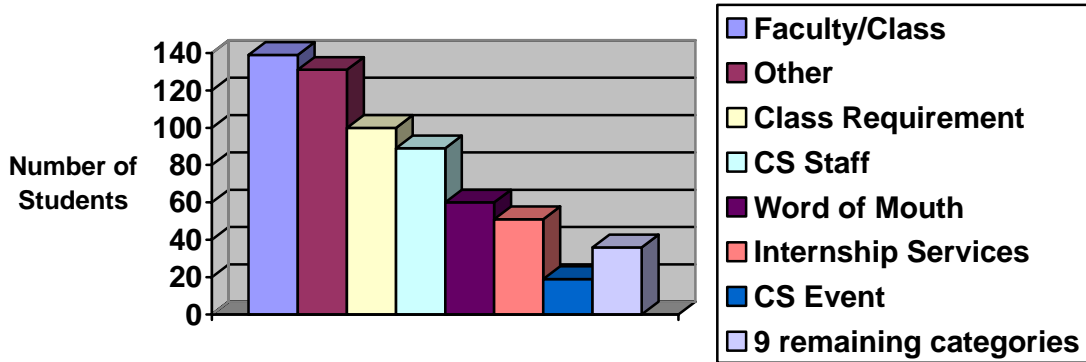
Griz eRecruiting

During spring semester 2008, 2,707 students at The University of Montana had an active Griz eRecruiting account. There were 625 new accounts created between December 15, 2007 and May 11, 2008; 154 less than the 779 created during fall recruiting season. Many professors require their students to register for Griz eRecruiting. Since this is a requirement for fall and spring courses, most students have already registered during fall semester. This, combined with the fact that fall is often a busier recruiting season, potentially accounts for the decrease in spring registrations.

As part of the Griz eRecruiting registration process, students are asked to provide feedback on how they heard about Griz eRecruiting. The responses were similar to last semester, with the majority of students learning about Griz eRecruiting from faculty/class (22%), followed by other (20%), class requirement (16%), Career Services staff (14%), word of mouth (10%) and Internship Services (8%). The following formats weren't as effective in getting student attention; each comprised less than 1% of the student

responses: the Kaimin, the Alumni Association, Career Services tables, TV commercials, The SoBA Director of Career Advancement or The Gallagher Business Building TVs.

How did students hear about Griz eRecruiting?

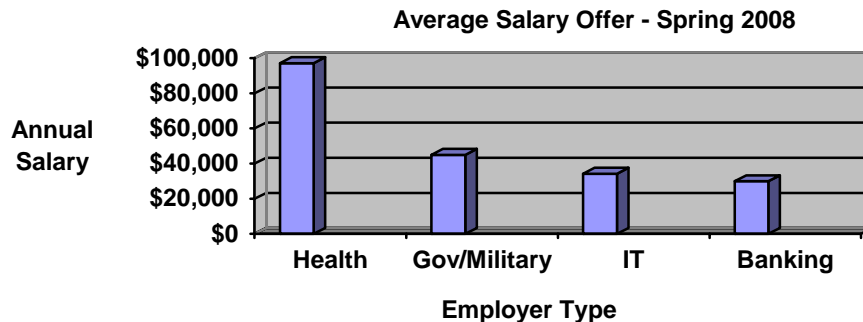


During the spring 2008 recruiting season, 515 new employer contact accounts were created. This number was fairly consistent with fall 2007, when 509 new accounts were created. New job postings increased by 93 from fall to spring, with 1,796 new jobs posted during spring 2008.

Similar to new student sign-ups, new contacts are asked to provide feedback on how they heard about Griz eRecruiting. Over half of the new contacts were entered by the Office of Career Services. The remaining contacts heard about Griz eRecruiting via “Other” sources (50%), “Word of Mouth” (18%), “Career Services staff” (15%), and 7 other categories which, combined, comprised the remaining 17%.

Job Offers

Many employers extended job offers to students after interviewing or recruiting on campus. We received feedback from 8 employers who reported a total of 22 UM graduate hires. The average starting salary was \$71,085, slightly down from the average starting salary for fall 2007, which was \$72,327. Pharmacy and Physical Therapy graduates were offered the highest starting salaries, with an average of \$97,110. The lowest reported starting salaries were to new hires in the banking industry, with an average of \$30,000.



Conclusion

The timing of the career fairs plays a large part in dictating when employers visit campus and post jobs. Fall recruiting season draws accounting firms, financial consultants and hospitals, while spring recruiting season draws educators, law enforcement, and other fields. Few employers visit campus for both semesters, so there is very little recruiting season overlap. Although fall and spring draw two different groups of recruiters and employer types, the data shows that the numbers remained steady from fall 2007 to spring 2008.

Employers were generally satisfied with their spring 2008 on-campus recruiting experience. Recruiters have been happy with the overall experience and quality of applicants, as indicated by the recruiter evaluations and verbal feedback.

Spring 2008 was an overall successful recruiting season, in terms of employer visits, student interviews, Griz eRecruiting activity, and job offers.

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February 20, 2008