

2008

Career Services

Annual Report



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www.eiu.edu/careers

Career Services Profile

Our Facilities

The Career Services Office at Eastern Illinois University is a centralized career guidance and recruitment resource for Eastern Illinois University students and alumni as well as for local and global employers.

The office is centrally located in the Human Services Center on South 7th Street. The facilities are state-of-the-art for University Career Centers and include curb-side reserved parking for our clients and visiting recruiters, interview rooms with internet and phone access, a training and resources room, reception and waiting areas, private counseling offices, and two group meeting rooms.



Our Technology

Career Services operations, administrative and client data have been in electronic form since 1998. Client files were completely digitized in 2003 when Career Services introduced the OnBase imaging system to the EIU campus. Our web presence began in 1994 and has grown to an expansive website with complete e-commerce transactions for our clients. Career assessment tools, job and internship search resources, and employer data are all available 24/7/365 to EIU students and alumni.

InterviewStream, an online interview practice tool, is available for all clients who have PC/laptop video capabilities on their personal computer. Additionally, InterviewStream is accessible for courses that wish to develop interviewee or interviewer skills of students.

Vault Reports, an extensive employer research tool, was added to our online services in 2008. Vault is typically found at top tier institutional Career Services operations.

Our Staff



All innovation, efficiencies, and customer service goals are achieved through the efforts, perseverance, and service attitude of 5.8 FTE staff.

All staff have college training and most hold Master's degrees in related disciplines. Staff are assigned to different teams that serve the career interests of specific colleges while also maximizing efficiencies through centralized administrative operations such as database administration, marketing and event management.

Professional Memberships and Associations

- National Association of Colleges and Employers
- Midwest Association of Colleges and Employers
- American Association for Employment in Education
- Illinois Association of School, College and University Staffing (IASCUS)
- Midwest Teacher Placement Consortium
- Society for Human Resources Management
- Society for Human Resource Professionals – (Chicago SHRM chapter)

Career Services Profile

Student and Alumni Services

The services available to student and alumni clientele are comprehensive and reflect the breadth of service offered at major U.S. research universities as well as the personalization typically found at small private colleges. (Source: 2005 NACE Career Services Survey). Our “drop-in” counseling/resume service is typically found at small, private universities, not at larger universities. Meanwhile, the Externship program is an example of a service typical of a tier 1 university career center.

Career Services strives to engage students from their first days on campus through early bird sessions at Freshman Orientation, services to transfer students before classes start and by hosting a “Cool off on the Quad” on fall move-in day. That outreach to students continues through their college experience even at pre-commencement activities where job lists are distributed. Recent grads seeking jobs receive at least one personal call after graduation that provides ideas, encouragement and job leads.

Our service extends beyond career topics and includes a sincere interest in the well being of our clients. Career Services “Hot Chocolate Days” are now a campus tradition and a welcome treat for all students and campus guests on frigid winter days.

The complexity of our global society makes career counseling, externships, personal development workshops, networking at job fairs and exposure to expert professional panels essential components of a well rounded education. These professional and personal development services produce confident students who are better prepared to contribute to the workforce.



Students network with an employer at the Spring 2008 Career Network Day

It was my first career fair here and I got to meet with many different people. I also lined up two interviews for tomorrow.

Services offered to all students & alumni

- Discover - Online Career Assessment
- Career Counseling & Planning
- Externship Program
- Resume Preparation & Critique
- Cover Letter Preparation & Critique
- Interviewing Skill Development
- Mock Interviews
- Career Fairs & Graduate School Day
- On-Campus Interviews
- Panther Recruiting Online
- Online Job Listings and Resume Referrals
- Career Field Trips
- Internship Search Strategy
- Job Search Strategy
- Online Portfolio Secure Storage & Management
- Gourmet Dining Etiquette Dinners
- Networking Workshops
- Career Boot Camp
- Dress for Success Workshops
- Graduate School Planning & Essays

Employer Services

Employer services include online job listings, hard copy or electronic resume referral, 24/7 online resume viewing, telemarketing assistance to secure candidates, free interview and informational session facilities, job fairs, salary survey data, faculty and academic club contact information, marketing assistance, and recruitment strategy consulting.

Service to the Campus and Public

Career Services supports many campus endeavors through participation in Open Houses; Transfer Days; Orientation; Academic Advising programs; advisory support for the Gateway and TRIO; selection and placement of MIPP interns; support for the Business 1000 course, sourcing employer experts to participate in academic department events; and service on many university committees. Additionally, Career Services acts as a regional resource for middle and high schools, professional associations, and businesses.

Executive Summary

EIU graduates were successful in obtaining professional positions or acceptance to graduate school during the 2007-2008 academic year despite a quickly deteriorating economy. Within 5 months of graduation, 84% of EIU graduating seniors and 81% of graduate students had obtained professional employment.

Salary offers to the class of 2008 showed only slight increases from 2007 salary offers, again a reflection of a troubled economy. The education field did continue to improve salaries for beginning teachers in a variety of curricula.

EIU continued to be an attractive resource for many majors including:

Special Education	Communication Disorders & Sciences
Elementary Education	Clinical Psychology
Foreign Language	Physics
Foreign Language Education	Chemistry
Math Education	Journalism
Music Education	Gerontology
Science Education	Accounting
Physical Education teacher certification	Recreation Administration
Health with teacher certification	Information Systems
Educational Administration	Management
School Psychology	

Job listings showed significant decline after several years of steady growth. Employer reductions in staffing departments, reductions in the number of available positions, and a preference for job seekers who actively sought an employer were the main resources for a decline in job listings.

The On-Campus Interview program declined after a 30% growth in recruitment from 2005 to 2007. Education job fair recruitment remained strong while non-education job fair recruitment stagnated.

As recruitment declined and competition for jobs stiffened, students and alumni flocked to Career Services appointments, workshops and field trips. EIU Career Services continued to exceed NACE benchmarks for student contact by 205% which is a reflection of our strong marketing techniques and messages about career preparation. Sixty percent of the EIU 2007-2008 graduating class voluntarily participated in a service delivered and tracked through the Career Services office which is consistent with national student benchmarks for participation.

New programs such as the Career Boot Camp, Public Relations Field Trip, Human Resources Field Trip, and the field trip to the R.I.S.E. Global Student Investment Conference were very popular with students and employers as the trips provided cutting edge professional information and significant exposure to students with the participating employers.

The full annual report details campus recruitment activities and career developmental services to students and alumni. Salary and employment data is provided, whenever possible, by college, major, and degree. Comparisons to previous annual reports and to national benchmark data are also included so as to provide a frame of reference regarding college recruitment on the EIU campus.

Report Methodology

Data reflecting student, alumni and employer usage of EIU Career Services during the previous year is analyzed each fall semester. Data from employers is gathered throughout the year by surveying each employer that recruits on campus. Student and alumni data is collected throughout the year, particularly through surveys at graduation, periodic phone surveys, and email surveys. Each student who did not indicate employment upon graduation did receive two phone calls to their home address in order to solicit employment related data and to offer assistance. It should be noted that some respondents declined to answer all survey questions, particularly salary related questions.



Public Relations and Advertising Trip to Fleishman-Hillard, Chicago, IL



Career Development Services

Student/Alumni Appointments

EIU students and alumni are eligible for free career and personal development counseling. Three Master's level counselors provide career expertise for specific Colleges while retaining generalist skills to counsel undecided majors or alumni career changers. Bachelor level staff conduct resume and cover letter advising appointments. Topics covered at individual appointments go beyond traditional topics and may include:

- » Managing dual career searches in a single family unit
- » Navigating a mid-life career change
- » Use of civic and campus leadership and academic research to enhance development
- » Which type of study abroad would be most beneficial to a career plan
- » Impact of personal debt on employer offers of employment

Appointments typically occur in the office; however technology allows our counselors to provide some career services online. EIU Career Services exceeds the national benchmark for student contact by 205% (NACE). The number of 2008 appointments increased by 10% over 2007, maintaining a seven year upward trend.

Resume and job correspondence assistance was the principle reason for users to seek assistance from Career Services. The digital age has transformed these forms of communication into highly specialized advertisements thereby requiring expertise well beyond the capability of producing a generic resume and cover letter.

The second most popular service desired by students and alumni was the **Discover career assessment** program. Use of the Discover assessment program increased by nearly 300% from previous years. Concerns about getting the most value from a college degree and identification of personally satisfying careers in a rapidly changing job market are the principal reasons given for Discover assessment. The age of obtaining employment simply because one has a bachelor's degree has vanished, and thus our clients are seeking the best information that provides a solid foundation for their desired career path.

Externship placement requests have nearly surpassed Career Counseling service requests. Our users want to "try on" a job before committing to a course of major, plus our clients seek the professional networks that can be acquired through the EIU Externship program.



It was a fantastic experience. It helped me see first hand what my profession will be like.

Student/Alumni Appointments- 2008

Resumes/Job Search Correspondence	1198
Career Counseling	301
Job Search Strategies	136
Interviewing Techniques	36
Mock Interviews	20
Internship Search	129
Graduate School Selection	49
Discover	923
Discover Follow-up	540
Panther Recruiting Orientation	342
Externships	296
Total Appointments	3970



Career Development Services

Presentations/Workshops

Career counselors and advisors provide updated professional development information to students, alumni and faculty through on and off campus presentations. Workshops meet the career counseling needs of individuals who are not able to schedule individual appointments during office hours. In addition, workshops provide career information to our clients in a format that encourages group learning.

Student attendance at Career Services professional development workshops has increased over the past decade from 2,000 students to the current level. The addition of new program topics in 2008 helped to maintain the high level of participation which has included more than 5,500 participants for 2007 and 2008.

Our gourmet etiquette workshop continued to be a popular professional development choice for EIU students. This event “sells-out” in advance due to our focus on a realistic professional five course dinner with corporate executives.



High attendance at resume events illustrates the demand for non-traditional service delivery through evening sessions and walk in services.

Workshops designed to provide early career intervention, such as the Freshman Orientation Early Bird and How to Choose a Major demonstrate the strong interest of students, alumni and parents in making an informed choice about their course of study and the personal preparation needed during matriculation. The importance of these decisions is reflected in the following comments from parents attending Career Services Freshman Orientation Early Bird Workshop.

Presentation Topic	Presentations/ Workshops Completed	Students/ Alumni Attended
Resume Writing	5	170
Resume Blitz (quick resume critique prior to Career Fairs)	8	236
Interviewing Techniques	4	110
Job Search Strategies	6	174
Career Fair Preparation	6	114
Career Services Overview	29	801
Dining Etiquette	2	68
Mock Interviews with Employers	2	81
Career Development, Discover, Choosing a Major, Externships	31	1834
Student Teacher Presentations	8	361
Internships	3	47
Dress for Success	2	34
Special Topic: Ethics, Networking	2	56
Freshman Orientation: Early Bird & Parent Sessions (Summer '08)	22	780
Open House/Transfer Day	11	250
TOTALS	184	5,531

Quotes

from parents following the Career Services presentation during Freshman Orientation:

“It should be mandatory for students.”

“My student thinks she knows what she wants to do but I’ll certainly encourage her to check you out!”

“Students and parents should know about education’s relation to employment.”

“Freshmen need to hear this early if only to dispel the myths about the process to use their degree successfully.”

Career Development Services

CAREER BOOT CAMP

The first annual Career Boot Camp was held on Saturday, August 25, 2007. The event sold out before the start of the Fall semester classes.

Eighty-seven students ranging from sophomores to graduate students attended sessions on:

- ✓ Self-Assessment
- ✓ Effective Resumes & Job Correspondence
- ✓ Developing your own Infomercial
- ✓ Interviewing & Networking Skills
- ✓ Successful Job & Internship Search Tactics
- ✓ Lunch with EIU Alumni
- ✓ Industry Roundtables

Eleven EIU alumni panelists represented numerous industries including Endo Pharmaceuticals, Raytheon, Chicago Park District, Okaw Valley School District, Washington University School of Medicine, PB America, Delta Technical Solutions, Birkey's, JP Morgan, and Caterpillar (event sponsor).

Students networking with EIU Alumnus Justin Sanchez of Caterpillar, Inc. at the 2007 Boot Camp



Alumni provided insight into their companies, how they got their jobs, their mistakes and successes, descriptions of responsibilities and expectations, transitional challenges from college to work life, essential coursework, leadership relevant to the field, interviewing strategies and important information about application procedures for their companies. Alumni were greeted by the Alumni Relations Office, reconnected with faculty and given a tour of our remodeled Blair Hall.

Ratings of Boot Camp sessions and materials averaged a 4.5 on a 5 point scale with the Boot Camp Career manual receiving a 5.0 rating from students. Students and alumni alike insisted that Career Services make Boot Camp an annual event. One student said it was the best workshop he had attended at EIU in four years and all the alumni indicated they wished a Boot Camp were held during their matriculation.

Employer Site Visits & Conferences

Twenty students travelled with Career Services counselors to meet with professionals in their chosen field. Site visits serve as good tools to enhance the student's applied knowledge of a profession, acquire a realistic perspective of the work culture in their field, practice their professional skills and establish professional networks. 2008 site visits included:

SHRM Trip to Northern Trust, Chicago, IL

Public Relations and Advertising Trip to Golin Harris and Fleishman-Hillard, Chicago, IL

Five Business students received an all expense-paid trip to **R.I.S.E. (Redefining Investment Strategy Education) Global Student Conference** in March 2008 courtesy of Career Services. Students participated in sessions led by global experts on issues, careers and trends in the investment industry and global economics. EIU students witnessed one of their peers assist Mr. Chris Gardner (*The Pursuit of Happiness*) with the historic ringing of the NASDAQ bell, the first time in history the NASDAQ was closed on a college campus.



The student assessment of this conference is clearly described in the following quote:

The laundry list of amazing leaders within the industry and throughout the world attending the conference has provided us with the insight that few beyond Wall Street are able to attain. Thank you very much.

Tony Zipparo, Adam Glassberg, Nathan Murphy, Rodney Amematekpo, Justin Wright

Career Development Services

Externship Program

An externship is a one-day job shadowing experience designed to help an underclassman obtain an accurate understanding about the daily routine, skills, and demands of a particular career. Early identification of a career allows students to select the major, elective classes, activities, and internships that provide the skill sets required for specific fields. Additionally, externships build a professional network that can be used by the student to obtain an internship or job in their desired field.

Student participation in externships during 2008 retained the high level of participation achieved in 2007 which was 125% over participation rates in 2006 or 2005.

Here is what students are saying about Career Services Externship Program:

“My externship was a great experience. It totally changed my career options and helped me focus on what direction I wanted to go. I received valuable advice from the employer and plan to apply for an internship next year.”

“I learned that I don’t want to work in a clinical setting.”

“Very valuable, helpful, and well worth the time!”



Essence Allen, a sophomore Communication Studies major, completed her externship at Capitol Records in Chicago

EXTERNSHIP PROGRAM PLACEMENTS

Fall 2007	103
Spring 2008	70
TOTAL	173

Externship Placements in 2007-2008

Bank of America
Capitol Records
Channel 4 News-St. Louis
Chestnut Health Systems
Chicago Bulls
Chicago Sky
Chicago Wolves
Collinsville Animal Shelter
Christ Hospital
Daily Herald
Easter Seals Disability Services
Illinois State Representative-Chapin Rose Office
LaSalle Bank
Merchandise Mart
Museum of Contemporary Art
Naperville Central High School
NBC 5 Chicago
NIU Research Department
Nordstrom's
Rolling Stone Magazine
SACIS (Sexual Assault Counseling & Information Service)
Sarah Bush Lincoln Health Center
Tinley Park High School
Walgreens Pharmacy
Xtrium Pharmaceuticals

Recruitment Activities

Career Fairs

Career fairs continued to be a preferred recruitment strategy for employers seeking collegiate hires during 2007-2008. According to NACE, only internships, co-ops, and campus interviews rated higher than career fairs in the employer recruitment strategies. University career fairs are rated as a more desirable recruitment strategy than company web site postings, commercial internet job boards, and newspaper ads.

Education recruitment remained strong throughout the academic year. Non-business recruitment was strong for fall semester but weakened in the spring semester as the economy slid into a recession. Graduate School recruitment increased in 2008 and overall recruitment of EIU students increased by 4%.

A total of 499 employers and universities recruited on our campus. The NACE benchmark for number of employers recruiting on campus is 180.

CAREER FAIR	# of Employers Participated	# of Candidates Participated
Fall Career Network Day (9/26/07)	107	664
Graduate School Information Day (10/24/07)	56	230
Multi-Cultural Career Expo (11/1/07)	22	106
Fall Educators' Job Fair (11/7/07)	75	460
Spring Career Network Day (2/13/08)	101	774
Mid-America Educators' Job Fair (2/27/08)	138	514
TOTALS	499	748

“We saw more candidates than anticipated. Thanks for the preparation.”

Employer Survey Results

All employers attending EIU sponsored career fairs were provided with an evaluation form that solicited ratings on several factors including facilities, student candidates and Career Services support.

Career Services support for the career fair employers exceeded expectations, particularly in the areas of organization and hospitality.

Student candidates were found to meet or exceed expectations in their professional appearance, interview skills, quality of their resumes and educational knowledge. Employers stressed that students should conduct extensive company research before interviewing with a company or meeting with company representatives at a career fair.

	Excellent	Good	Fair
Professional Attire	38%	49%	13%
Interview Skills	30%	62%	8%
Resume Content & Format	44%	51%	5%
Educational Knowledge	39%	56%	5%



Recruitment Activities

On-Campus Interview Program

Career Services conducts on-campus interviews during the fall and spring semesters. EIU students who are registered with Career Services are eligible to compete for and obtain interviews with the participating employers. The principal advantage of campus interviews for the students is that interviews can be completed without missing class or incurring travel costs. Campus interviews are administered electronically through our Panther Recruiting System.

Campus interviews decreased on all college campuses during 2008, according to a summer NACE research survey that revealed 52% of employers planned to decrease university recruitment. At EIU, campus interviewing decreased by 8% during 2008, with the largest decrease occurring in the spring semester. Decreased spring recruitment is becoming a national trend as employers shift to a fall recruitment and curtail spring hiring based upon emerging economic factors.

New Employers Recruiting at EIU

ABF Freight Systems, Inc.
Amica Insurance
Area-Wide Technologies, Inc.
Drury Hotels
Impact Networking
UPS

	Employers Conducting Interviews	Students Interviewed	Informational Tables	Informational Sessions
Fall 2007	47	396	19	6
Spring 2008	31	190	15	6
TOTALS	78	586	34	12

Employer Survey Results

All employers conducting campus interviews were provided with an evaluation form that solicited ratings on facilities, student candidates and Career Services support.

Survey results show that employers are very satisfied with the professional appearance of Career Services facilities, size of the interview rooms, and phone and internet access.

Career Services support to employers engaged in On-Campus Interviews also exceeded expectations, particularly in the areas of parking, hospitality and flexibility in providing service.

Student candidates met expectations in all areas of the campus interview process. Employers recruiting at EIU continue to be impressed with the candidates' interviewing skills, appearance, academic preparation, resumes and interpersonal skills. Survey results showed that candidate preparation for interviews met expectations however there was room for improvement in company and industry knowledge.



Student Candidate Ratings	Above Average	Average	Below Average
Professional Attire/Appearance	64%	36%	
Quality of Resume	54%	46%	
Quality of Academic Preparation	57%	43%	
Social/Interpersonal Skills	54%	46%	

Employer Comments

"Very good day of interviews. We had some positive results. Everyone was early and prepared."

"Enjoyed my day at EIU, students were prepared."

"Some of the best preparation I've seen!"

"Overall, I noticed a drastic improvement in candidate preparedness. I also thought the professionalism has improved. Our firm is interested in several candidates."

Recruitment Activities

Resume Views/Referrals

Career Services provides employers online access to resumes from our database. To be viewed by an employer, student and alumni candidates must be registered with Career Services and submit their resume electronically into the database. When the employer's hiring criteria matches a candidate's qualifications, the resume is eligible to be downloaded by the employer.

In the event an employer does not use technology to screen resumes, Career Services staff sends candidates' resumes from Panther Recruiting to the employer via email.

Resume views by employers decreased during 2008 by 50%. This decrease illustrates the employer preference, during down economic cycles, for candidates who seek the employer.

Industry	# of Employers Viewing/Requesting Referrals	Total Resumes Viewed/Referred
Accounting	18	352
Communications/Media	7	386
Construction	6	54
Consulting	3	67
Consumer Products/Retail	16	513
Education	79	942
Financial Services	33	1753
Food and Beverage/Hospitality	3	61
Government	6	303
Healthcare	2	52
Human Resources/Staffing	8	207
Information Technology	7	255
Insurance	5	146
Logistics/Transportation	7	87
Manufacturing	6	114
Recreation	2	47
Social Services	3	39
TOTALS	211	5,378

Credential File Service

A credential file service is available to all students and alumni who are registered with Career Services. The credential file is an official student record, which contains a resume, letters of recommendation, transcripts and student teaching evaluations, if applicable. These files are maintained in electronic format by Career Services in both the OnBase and Panther Recruiting systems. Credentials are available to prospective employers upon request by a student or alumnus, or the student/alumnus may email the credentials to an employer from their Panther Recruiting account. Credential files are principally used by employers conducting on-campus interviews and by employers in the education industry.

The 2008 data reflects the continued decline of mailed or faxed credentials. 1497 credentials were mailed or faxed in 2006 and nearly 13,000 were mailed or faxed a decade ago.

Credentials Processed 2007-2008	
Non-Education Majors	7
Education Majors	324
TOTAL	331

Recruitment Activities

Online Job Postings

Career Services electronically publishes career, internship and summer vacancies to be viewed by students and alumni who are registered for access to Panther Recruiting. Online job listings are a dominant recruiting tool in today's society but have recently been plagued by fraudulent job listings, particularly on large commercial job boards. Career Services conducts careful screening of employers and admits only legitimate job offerings from viable employers that offer careers commensurate with a university education. As quickly as job listings increased over the past decade, job listings in 2008 declined 42% as employers had reductions in force within their recruitment functions, slashed their recruitment budgets, and scaled back or eliminated their hiring plans.

2008 Online Job Postings

K-12 Teaching & Administrative	4,908
Business, Industry & Government	8,812
Total Vacancies	13,720

K-12 Education Vacancy Listings

Art	44
Business Education	86
Coaching	60
Early Childhood Education	57
Elementary Education	442
English/Language Arts	150
Family & Consumer Science	37
Foreign Language	231
Guidance & Counseling	92
Health Studies	63
History	52
Library (Media Services)	46
Mathematics	202
Middle School	97
Music	157
Physical Education	288
Principal	253
Reading	101
School Psychology	112
Science	426
Social Science	146
Social Worker	73
Special Education	541
Speech Pathology & Audiology	232
Superintendent	315
Technology Education	162
Theatre Arts	25
Other (non-related majors)	418

Business, Industry & Government Vacancy Listings

Accounting	303
Arts & Entertainment	85
Communications/Media	513
Construction	84
Criminal Justice/Law Enforcement	155
Customer Service/Support Services	450
Engineering	237
Financial Services/Banking	312
General Labor	26
Government (all levels)	237
Hospitality/Hotel/Food Service	259
Information Systems/Management	632
International	48
Internships	1071
Management (Retail/Administrative)	1397
Manufacturing	93
Marketing/Advertising	623
Medical/Health Care	321
Public Relations	318
Recreation/Fitness	50
Sales	338
Science/Research/Development	387
Social Service/Human Services	438
Summer Jobs	248
Other	187

Recruitment Activities

Employers Recruiting at EIU

Below is a summary of recruiting relationships established by Career Services and employers from all areas of education, business, industry, government, etc. for the academic year 2007-2008.

22nd Century Media
ABF Freight System, Inc.
ABN Amro/LaSalle Bank
Accenture
Acquity Group
Advocate Health Care
Aerotek
Allendale Association
Allstate Insurance
Alton C.U.S.D. #1, IL
Amcore Bank NA
Ameren Corporation
Amerihost Management, Inc.
A.M. Transport Services, Inc.
Applebees Restaurants
Applied Systems, Inc.
Archer Daniels Midland
Astra-Zeneca Pharmaceuticals
AT&T
Atlanta Public Schools, GA
AXA Advisors
Ball-Chatham School District, IL
Bank of America
Bloomington Public Schools, IL
BKD LLP
Boeing Company
Bradford & Galt, Inc.
Brevard Public Schools, FL
Bromenn Healthcare
Cabot Corporation
Calamos Investments
Campbells Soup, Co.
Capitol Radio Group
Caterpillar, Inc.
Catholic Charities
CCAR Industries
CEAD Council
Central Intelligence Agency -CIA
Central States Funds
Charles Schwab & Co.
Charleston C.U.S.D. #1
Champaign C.U.S.D. #4, IL
Chicago Children's Museum
Chicago Park District
Chicago Police Department
Chicago Public Schools
C.H. Robinson Company
Cintas
Citifinancial
City of Chicago
City of St. Louis
Clark County School District, NV
Clear Channel Chicago
Clifton Gunderson, LLC
Danville C.C.S.D. #118, IL
Davey Tree Expert Company
Drury Hotels
Edward Jones
Elgin School District U-46, IL
Eli Lilly & Company
El Paso Independent School Dist, TX
Enterprise Rent-A-Car
Ernst & Young
Fastenal Company
Federal Bureau of Investigations - FBI
Federal Bureau of Prisons
Federal Deposit Insurance Corporation
Federal Express
Field Museum
First Investors
First American Bank
Fripp Island Resort
Frito-Lay
Galesburg C.U.S.D. #205, IL
General Electric
Gordon Flesch Company
Grand Prairie Services
GSS America
Guardian West
Hawaii Department of Education
Hazelwood School District, MO
Henderson County Schools, KY
Heritage Behavioral Health Center
Hertz
Hobbico
Hormel Foods
Houston Independent School Dist, TX
Human Kinetics
Hyatt Hotels
Hydro Gear
Illinois Dept. of Child & Family Svcs.
Illinois Dept. of Corrections
Illinois Dept. of Human Services
Illinois Dept. of Natural Resources
Illinois EPA
Illinois State Board of Education
Illinois State Police
Indianapolis Public Schools, IN
Intel Corporation
Internal Revenue Service
Jewel-Osco
Jimmy John's Gourmet Sandwiches
Kemper CPA Group
Kellogg Biological Station
Kroger Company
Land's End
Levi, Ray & Shoup, Inc.
Make-A-Wish Foundation
Marriott Tan-Tar-A Resort
MassMutual
Mattoon C.U.S.D. #2, IL
McDonald's Corporation
McGladrey & Pullen, LLP
Memphis City Schools, TN
Menards
Merchandise Mart Properties
Merck & Company
MetLife
Metropolitan Family Services
Metropolitan Pier & Expo Authority
Midwest Communications
Minolta
Missouri State Highway Patrol
Morton Buildings, Inc.
Mt. Pulaski Unit District 23, IL
Mueller Distributing Company
Museum of Contemporary Art
National Baseball Hall of Fame
National Cancer Institute
National Mental Health Association
Nexstar Broadcasting
North American Lighting
North Chicago C.U.S.D. #187, IL
Northwestern Mutual Financial Svcs.
Office Max
Orlando Magic
Oswego C.U.S.D. #308, IL
Panera Bread
Peace Corps
Pearson Education
Pepsi Mid-America
Pella Windows & Doors
Peoria Public School District 150, IL
Plastipak Packaging
PricewaterhouseCoopers
Prudential Insurance
Quincy Public Schools, IL
Red Lobster Restaurants
Reznick Group
R.R. Donnelly & Sons, Inc.
SallieMae, Inc.
San Diego School District, CA
Sangamon Area Special Ed District, IL
Sarah Bush Lincoln Health Center
Sarasota County School Board, FL
Scranton-Gillette Communications
Sherwin-Williams Co.
Social Security Administration
SRI Technologies
State Farm Insurance
Steak 'n Shake
St. Paul Companies
Sylvan Learning Center
Talbots
Target Stores
Tate and Lyle
The Buckle
Thrivent Financial Services
Transparent Container
UBS Financial Services
Urbana School District #116, IL
United McGill Corporation
US Cellular Corporation
U.S. Census Bureau
U.S. Army
U.S. Bank
U.S. Customs & Border Protection
U.S. Dept. of Agriculture
U.S. Marines
U.S. Secret Service
Verizon Wireless
Von Maur
Wake County Public Schools, NC
Walgreens
Walt Disney World
Wells Fargo Financial
West & Company
Westin Hotels
Zurich North America

Employment Reports

Undergraduate Degree Programs

Employment Reported

College/Major	Total Graduates	Graduates Served	# of Responses	Employed/ Not Seeking	Still Seeking	% Employed
College of Arts & Humanities						
African -American Studies	2	1	0			
Art	37	15	9	7	2	78%
Art with Teacher Certification	14	11	6	5	1	83%
Communication Studies	140	94	51	45	6	88%
English	61	38	16	14	2	88%
English with Teacher Certification	19	14	9	7	2	78%
Foreign Language	10	4	1	1		100%
Foreign Language with Teacher Cert.	3	2	1	1		100%
History	55	38	24	22	2	92%
History with Teacher Certification	33	29	12	9	3	75%
Journalism	47	17	4	4		100%
Music	5	3	0			
Music with Teacher Certification	13	10	4	4		100%
Philosophy	6	4	3	3		100%
Social Science	13	12	7	5	2	71%
Speech Communication	23	16	4	4		100%
Theatre Arts	10	3	2	1	1	50%
College of Education & Profesional Studies						
Early Childhood Education	38	27	19	15	4	79%
Elementary Education	295	202	108	78	30	72%
Health Studies	38	19	12	10	2	83%
Health Studies with Teacher Cert.	3	3	1	1		100%
Physical Education	81	51	22	19	3	86%
Physical Ed w/Teacher Certification	75	65	23	19	4	83%
Recreation Administration	41	15	5	5		100%
Special Education	94	70	38	34	4	89%

Employment Reports

Undergraduate Degree Programs

College/Major	Total Graduates	Graduates Served	# of Responses	Employed/ Not Seeking	Still Seeking	% Employed
College of Sciences						
Biological Sciences	75	30	17	14	3	82%
Chemistry	13	3	3	3		100%
Clinical Laboratory Science	4	0				
Communication Disorders & Sciences	33	24	14	14		100%
Economics	23	16	9	8	1	89%
Engineering Cooperative	4	1	1	1		100%
Geography	12	5	2	1	1	50%
Geology	8	3	0			
Mathematics	11	5	2	2		100%
Math with Teacher Certification	15	11	6	6		100%
Math & Computer Science	3	1	0			
Physics	6	2	1	1		100%
Political Science	36	15	7	5	2	71%
Psychology	144	96	58	49	9	84%
Science with Teacher Certification	16	12	4	4		100%
Sociology	77	56	21	18	3	86%
Zoology	1	0				
Lumpkin College of Business & Applied Sciences						
Accounting	43	31	19	19		100%
Administrative Information Systems	1	0				
Business Administration	9	5	4	3	1	75%
Career & Organizational Studies	32	9	2	2		100%
Career & Technical Education	23	20	13	11	2	85%
Computer Information Systems	11	8	5	5		100%
Family & Consumer Sciences	186	102	45	34	11	75%
Finance	78	52	31	26	5	84%
Industrial Technology	36	17	9	7	2	78%
Management	91	59	45	38	7	84%
Management Info Systems	12	9	6	6		100%
Marketing	79	63	37	30	7	81%
School of Continuing Education						
Board of Trustees	1	0				
General Studies	200	21	5	4	1	80%
Total-All Majors	2439	1439	747	624	123	84%

Employment Reported

Employment Reports

Graduate Degree Programs

Employment Reported

College/Major	Total Graduates	Graduates Served	# of Responses	Employed/ Not Seeking	Still Seeking	% Employed
College of Arts & Humanities						
Art	11	2	2	1	1	50%
Clinical Psychology	8	6	2	2		100%
Communication Studies	10	5	1	1		100%
English	16	4	1	1		100%
Historical Administration	11	1	0			
Hstory	10	4	2	1	1	50%
Music	3	0				
College of Education & Profesional Studies						
College Student Affairs	13	5	0			
Counseling	25	15	9	9		100%
Educational Administration	161	18	4	4		100%
Elementary Education	34	9	5	5		100%
Guidance and Counseling	2	1	0			
Physical Education	24	14	5	4	1	80%
Special Education	2	0				
College of Sciences						
Biological Sciences	15	2				
Chemistry	4	0				
Communication Disorders & Sciences	25	4	1	1		100%
Economics	8	6	3	2	1	67%
Mathematics	6	4	2	1	1	50%
Natural Sciences	11	1	0			
Political Science	8	5	2	1	1	50%
School Psychology	11	4	2	2		100%
Lumpkin College of Business & Applied Sciences						
Business Administration	32	19	5	3	2	60%
Family & Consumer Sciences	23	10	4	2	2	50%
Dietetics	15	4	1	1		100%
Gerontology	14	7	2	2		100%
Technology	73	18	4	3	1	75%
Total-All Majors	575	168	57	46	11	81%



Students preparing to enter ballroom at Fall Education Job Fair

Employment Reports

Salaries Reported

Salaries Reported

College/Major	# of Responses	High Salary	Low Salary	Average Salary
College of Arts & Humanities				
African-American Studies	N/A			
Art	2	\$31,000	\$29,000	\$30,000
Art with Teacher Certification	4	\$38,000	\$32,000	\$35,000
Communication Studies	21	\$60,000	\$23,000	\$35,400
English	5	\$35,000	\$20,000	\$30,000
English with Teacher Certification	3	\$30,000	\$34,000	\$31,700
Foreign Language	N/A			
Foreign Language with Teacher Cert.	N/A			
History	8	\$45,000	\$21,000	\$29,750
History with Teacher Certification	3	\$42,000	\$33,000	\$36,200
Journalism	2	\$26,000	\$20,000	\$23,000
Music	N/A			
Music with Teacher Certification	2	\$38,000	\$32,000	\$35,000
Philosophy	N/A			
Social Science	3	\$44,000	\$34,000	\$39,300
Speech Communication	1	\$35,000	\$35,000	\$35,000
Theatre Arts	1	\$30,000	\$30,000	\$30,000
College of Education & Profesional Studies				
Counseling	6	\$35,000	\$30,000	\$31,300
Early Childhood Education	9	\$38,500	\$20,000	\$29,100
Elementary Education	43	\$44,000	\$25,000	\$34,100
Health Studies	3	\$34,000	\$31,000	\$32,700
Health Studies with Teacher Cert.	N/A			
Physical Education	3	\$38,000	\$25,000	\$30,700
Physical Ed w/Teacher Certification	12	\$46,000	\$25,000	\$36,500
Recreation Administration	1	\$35,000	\$35,000	\$35,000
Special Education	28	\$47,000	\$30,000	\$35,875

Employment Reports

Salaries Reported

College/Major	# of Responses	High Salary	Low Salary	Average Salary
College of Sciences				
Biological Sciences	3	\$56,000	\$28,500	\$43,200
Chemistry	N/A			
Clinical Laboratory Science	N/A			
Clinical Psychology	2	\$38,000	\$30,000	\$34,000
Communication Disorders & Sciences	2	\$34,000	\$30,000	\$32,000
Economics	4	\$43,000	\$28,000	\$35,250
Engineering Cooperative	N/A			
Geography	1	\$35,000	\$35,000	\$35,000
Geology	N/A			
Mathematics	1	\$35,000	\$35,000	\$35,000
Mathematics with Teacher Cert.	2	\$32,000	\$27,000	\$29,500
Math & Computer Science	N/A			
Physics	N/A			
Political Science	3	\$40,000	\$35,000	\$37,300
Psychology	10	\$42,000	\$25,000	\$32,500
School Psychology	1	\$43,000	\$43,000	\$43,000
Science with Teacher Certification	3	\$50,000	\$31,500	\$39,200
Sociology	5	\$55,000	\$25,000	\$34,000
Zoology	N/A			
Lumpkin College of Business & Applied Sciences				
Accounting	9	\$52,000	\$35,000	\$45,000
Administrative Information Systems	N/A			
Business Administration	4	\$60,000	\$28,000	\$39,250
Career & Organizational Studies	N/A			
Career & Technical Education	8	\$52,000	\$28,000	\$41,400
Computer Information Systems	4	\$60,000	\$47,000	\$54,250
Family & Consumer Sciences	15	\$48,000	\$20,000	\$30,500
Finance	16	\$55,000	\$23,000	\$35,600
Gerontology	1	\$30,000	\$30,000	\$30,000
Industrial Technology	4	\$50,000	\$30,000	\$43,300
Management	21	\$63,000	\$25,000	\$37,300
Management Info Systems	5	\$56,000	\$40,000	\$46,800
Marketing	21	\$60,000	\$27,000	\$37,100
School of Continuing Education				
Board of Trustees	N/A			
General Studies	2	\$38,000	\$32,000	\$35,000

Salaries Reported



Student networking with recruiter from Caterpillar, Inc. at Career Network Day