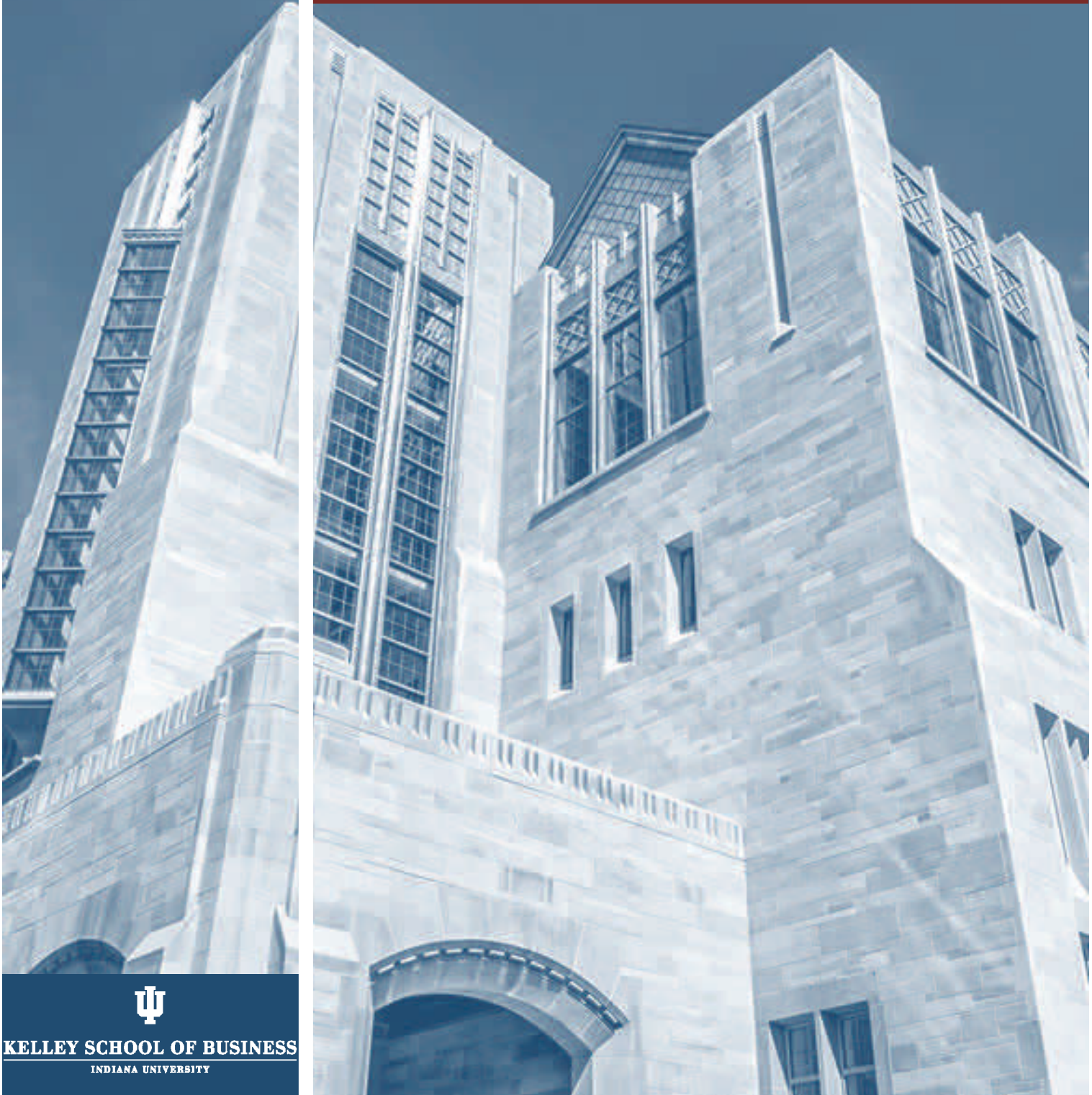


2013-2014 ANNUAL REPORT

UNDERGRADUATE CAREER SERVICES



KELLEY SCHOOL OF BUSINESS
INDIANA UNIVERSITY

2013-14 Undergraduate Career Services Annual Report

Summary

By three months post-graduation, 93% of seniors seeking opportunities found full-time employment or were going on to graduate school. The percentage of students indicating graduate school plans totaled 13% this year and the Kelley median salary increased 2% to \$56,000 for the Kelley Class of 2014.

Overall, students are seeing a 13% increase in companies recruiting and the increase is because of virtual interviewing. Kelley is experiencing less companies coming on-campus to interview. This is consistent with what the National Association of Colleges and Employers (NACE) has reported as a national trend and it has decreased by over 12% since 2004. This year we experienced a 7% decline and since 2004 we have seen a drop of over 20%. This hasn't impacted the students much yet because we had a 9% increase in job posting and a 20% increase in virtual interviews. Why is the decrease greater at Kelley? Because we haven't had anyone dedicated to new business development, we are located in the Midwest, and we don't have an engineering school. By reorganizing work, we were able to free up 75% of Debbie Morris' time to be dedicated to outreach.

Full-time Employment Data

Of the 1,274 Kelley seniors registered in Kelley Connect, 913 were actively seeking as of three months post-graduation. Of those, 93% reported a full-time job or graduate school acceptance with 76% of graduating Kelley seniors reporting their status.

Top Hiring Companies: With 44 Kelley hires, PwC was the top full-time employer this year. Other companies that hired the most students from the Class of 2014 are listed in the table at right.

Salary Statistics: Average starting salaries increased by about 2% this year, overall. Kelley average salaries are 4% higher than the nationwide business salaries reported so far for the Class of 2014 by the National Association of Colleges and Employers (NACE).

Top Full-time Hiring Companies
PwC (44)
EY (35)
Deloitte (30)
KPMG LLP (20)
Macy's Inc. (19)
JPMorgan Chase & Co. (14)
Dick's Sporting Goods (12)
Kohl's Department Stores (10)
Huron Consulting Group (9)
Altria Group Distribution Co. (8)
General Motors (8)
Grainger (8)
Target (8)

Major	Kelley Average	Kelley Median	Range	NACE* Average	Average Signing Bonus	Salary Average: Kelley vs. NACE*
Accounting	\$57,412	\$57,000	\$38,000 - 80,000	\$52,900	\$5,866	9% higher
Business Economics/Public Policy	\$58,191	\$58,000	\$40,000 - 85,000	\$53,000	\$6,621	10% higher
Entrepreneurship/Corp. Innovation	\$54,696	\$55,000	\$31,200 - 75,000	n/a	\$6,575	n/a
Finance	\$58,294	\$57,000	\$31,000 - 97,250	\$55,400	\$6,893	5% higher
Information and Process Mgmt.	\$60,948	\$58,000	\$50,000 - 82,000	\$62,100	\$4,754	2% lower
Legal Studies	\$52,550	\$52,150	\$43,000 - 65,000	n/a	\$4,333	n/a
Management	\$55,264	\$54,000	\$34,000 - 97,250	\$55,600	\$5,450	--
Marketing	\$51,526	\$52,000	\$23,000 - 73,000	\$54,100	\$5,297	5% lower
Operations/Supply Chain Mgmt.	\$54,379	\$55,000	\$21,600 - 82,000	n/a	\$4,352	n/a
Overall Business Salary Average	\$56,204	\$56,000		\$53,901		4% higher

*National Association of Colleges and Employers, Salary Survey April 2014

International Students:

There were 316 (25%) foreign nationals in the Class of 2014. Of these, 126 (40%) were actively engaged in a job or graduate school search. Of the 126 international students seeking employment, 107 (85%) reported a full-time job or graduate school acceptance this year.

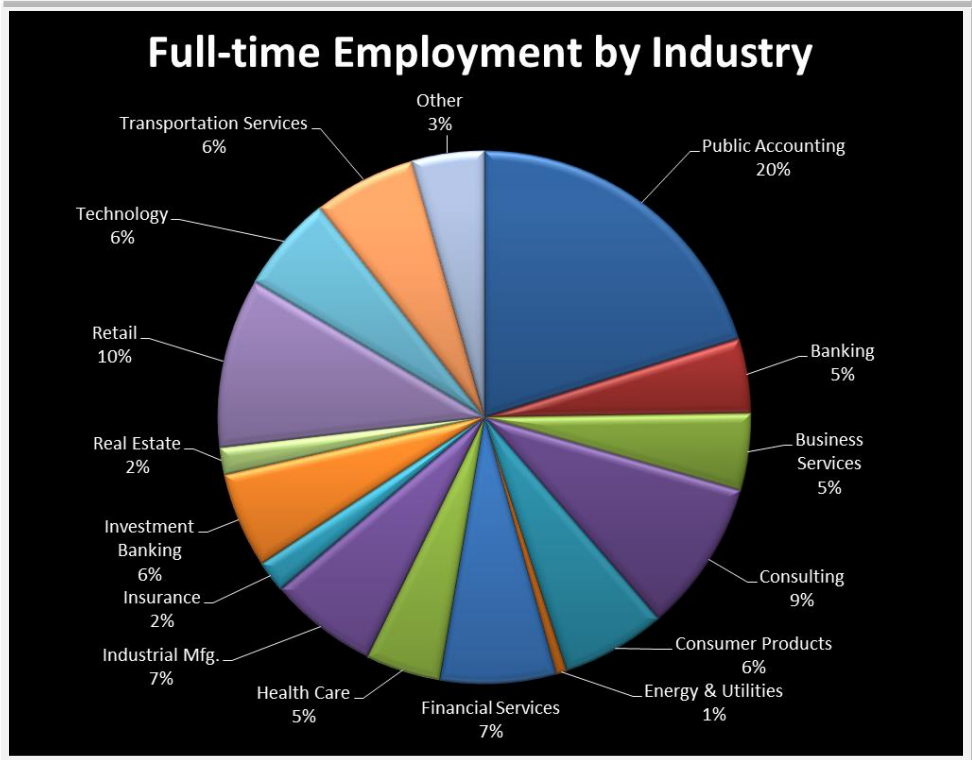
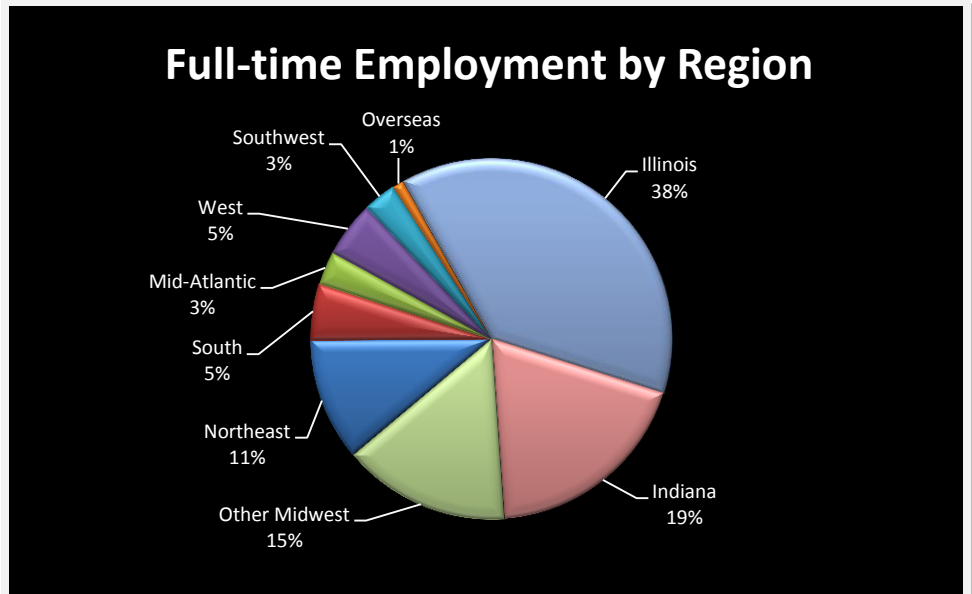
Employment by Region:

Kelley students report accepting employment in 26 states, the District of Columbia, and 5 countries worldwide. The greatest concentration of hires (72%) was in the Midwestern states of Illinois, Indiana, Ohio, Minnesota, Wisconsin, Michigan, Missouri, Nebraska, and Kansas.

The top states were Illinois (38%), Indiana (19%), New York (9%), California (5%), Ohio (4%), and Wisconsin (4%). The most popular city was Chicago, followed by Indianapolis, New York, Milwaukee, and Minneapolis.

Industry Distribution:

The top hiring industries were public accounting (20%),



Top 10 Intern Hiring Companies
PwC (60)
EY (42)
Deloitte (29)
JPMorgan Chase & Co. (23)
Cummins Inc. (22)
KPMG LLP (20)
Bank of America Merrill Lynch (14)
General Electric Company (13)
Kohl's Department Stores (11)
Macy's Inc. (11)

retail (10%), consulting (9%), financial services (7%), and industrial manufacturing (7%).

Internship Data

Internships were reported by 90% of the students in the projected Class of 2015 who were actively engaged in an internship search this year.

An additional 164 sophomores and 26 freshmen reported internship employment during 2013-14, a 21% increase over last year.

Top Hiring Companies: With a total of 60 internship hires, PwC hired the most Kelley interns this year. The top ten intern employers are shown in the table at left.

Employment by Region: Kelley students accepted internships in 34 states, the District of Columbia, and 14 countries worldwide. Most students (70%) accepted internships in the Midwest. The top states were Illinois (30%), Indiana (26%), and New York (11%). The most popular cities were Chicago, Indianapolis, and New York.

Industry Distribution: The top internship industries were public accounting (21%), retail (10%), and investment banking (9%).

Employer Relations

We are pleased to report a 13% increase in companies recruiting Kelley students for the 2013-14 season! We continue to see a positive trend with non-traditional recruiting methods, specifically companies conducting virtual recruiting activities. With this trend, we noticed a slight decrease with companies engaging with on-campus interviews.

Internship Wages By Major	Mean Hourly Wage	Range
Accounting	\$22	\$8 - \$36
Business Economics/Public Policy	\$21	\$10 - \$33
Entrepreneurship/Corp. Innovation	\$18	\$9 - \$34
Finance	\$21	\$8 - \$59
Information and Process Management	\$24	\$15 - \$28
Legal Studies	\$17	\$10 - \$26
Management	\$16	\$10 - \$25
Marketing	\$16	\$7 - \$26
Operations/Supply Chain Management	\$19	\$10 - \$31
Average Intern Hourly Wage	\$20	

We welcomed over 50 new companies to campus this year, including Colgate-Palmolive, ING Financial Partners, and Kellogg Company, just to name a few. We continue to work closely with employers, providing excellent customer service and conducting strategy calls with our top companies to ensure their recruiting needs are met. Companies appreciate our proactive approach in helping improve their experience throughout the year.

Job Postings: The total number of companies posting jobs increased 9% this year, primarily the result of the new recruiting system that allows companies to post opportunities at several schools easily.

Corporate Outreach: In order to increase new companies recruiting Kelley students, we created a position dedicated to new business development in January. Our goal is to engage 50 new companies of which 10 firms will consider our growing international student population for the 2014-15 recruiting season.

With many new companies, we are seeing the need for more virtual and targeted recruiting which will require more time and a personalized recruiting strategy that we will now be able to deliver.

Recruiting Activity: Full-Time & Internships			
	2013-14	2012-13	% Change
Employers	279	301	-7%
<i>Full-Time</i>	239	267	-10%
<i>Internships</i>	179	171	5%
Interviews	8,290	10,041	-17%
<i>Full-Time</i>	4,210	6,624	-36%
<i>Internships</i>	4,080	5,081	-20%
Job Posting Companies	709	652	9%
Virtual Recruiting Companies	193	161	20%
Total Recruiting Companies	949	840	13%

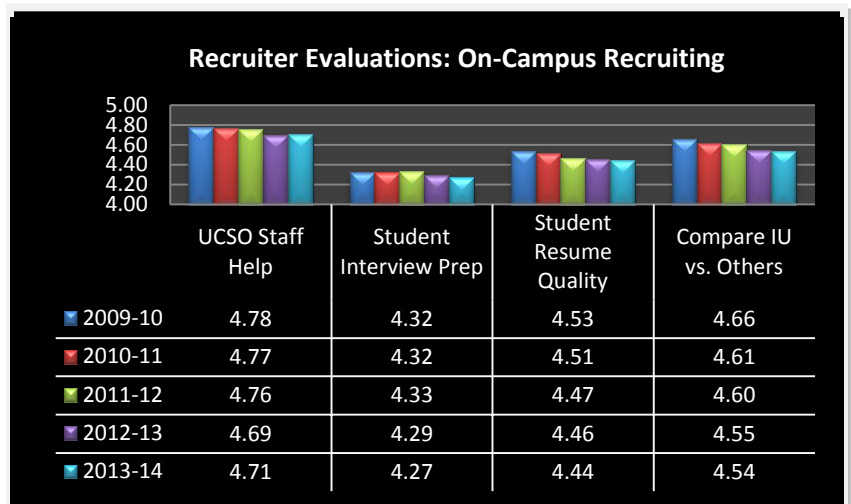
Our focus this year was for finance and marketing positions primarily in Chicago and the east coast although we are also seeing greater demand from students for opportunities in California. Our international focus is China, South Korea and Hong Kong, home countries for the majority of these students.

Recruiter Evaluations

We are proud that Kelley was ranked #1 in Bloomberg BusinessWeek by employers for the second consecutive year, which is a reflection of our students, curriculum and career services. Once again this

year (and, indeed, every year since Bloomberg BusinessWeek began rating undergraduate business programs), career services at Kelley achieved an “A+” grade.

This is consistent with recruiter evaluations gathered from our own surveys, where comments refer to our staff as “attentive, helpful and friendly” and UCSO facilities as “best-in-class.” On a scale of 5.0 (excellent) the staff was rated 4.71.



Networking Initiatives

Career fairs: We offered three career fairs in the fall: Finance/Accounting, Consulting/IS/Supply Chain, Marketing, and an “All Business” fair in the spring. A total of 246 companies attended these events with more than 3,750 student attendees, an increase of 14% in student attendance over last year. We also participated in a virtual career fair managed by members of the HireBig10+ consortium.

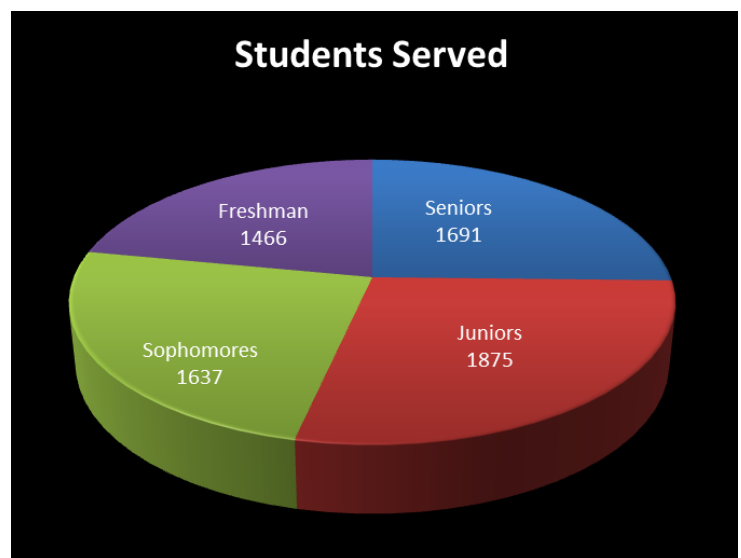
Job Shadow Program: Following a few successful years, our job shadow program has continued to grow as we have included all industries again this year. A total of 118 students were selected to participate in the one-day job shadow program (primary target is sophomores, although some freshmen also participate). Both participating students and employers rated the program a success. The program took place during the week of Spring Break (March 17-21, 2014) and involved 25 companies participating at 27 locations nationwide.

Presentations: We had 307 company presentations/events held on-campus this year, an increase of approximately 11% over the previous year. These include general information sessions, pre-nights, office hours, and “meet and greets” events hosted by employers visiting campus.

Students Served

By the end of 2013-14, a total of 6,669 undergrad students had an account in Kelley Connect, our new online career services system from Symplicity.

The vast majority of these are Kelley majors (5,075) with the balance coming from other schools on the IUB campus. [Non-business students are eligible for a Kelley Connect account once they complete T175 and enroll in (and then successfully complete) T275 in the Compass career education sequence.]



Student Services

Our career coach program continues to grow in popularity. More than 6,750 coaching appointments were facilitated by UCSO staff during 2013-14. In addition to coaching, we offered 44 career programs with 1,365 attendees, 92% rated high satisfaction with the programs.

Career Coach 2013-14 Survey

- 93% rated coaching session either good or excellent
- 95% said they would recommend a career coach session to a friend
- 4.6/5.0 - average response to whether the coach was informed about the subject matter

Student Services Highlights

- Held joint meetings with academic advisors, Compass faculty, and academic departments including BEPP, Marketing, and ODT to facilitate information sharing, communication, and alignment on key messages to students regarding majors and career paths in each area
- Added a new online search tool, “TeamworkOnline.com,” for students interested in the sports and live events industries
- Launched an eight-session GMAT Preparation Series, which helped 30 students prepare for the GMAT exam for free
- Achieved bronze-level certification from “Out for Work” in recognition of the support we offer LGBTQ students in their career planning and job search efforts
- Added new international student programming including a lecture from speaker/author Steven Steinfeld, a career and job search coach, titled “3 Steps to Your Job in the USA”
- Created and delivered new “Career Boot Camp” program, which allowed a record number of students to experience an entire semester’s worth of UCSO workshops in a single day
- Facilitated six panel sessions with companies, alumni, faculty, and students to help freshmen and sophomore students determine their career path
- Successfully launched a year-round social media campaign **#iamready** which encouraged students to share their career success stories
- Hired ten student volunteer career coaches to help facilitate Resume Express program, T275 group mock interviews, and weekly resume review drop-ins
- Selected to present on our programming efforts at three professional development conferences: Career Development Professionals of Indiana (CDPI), Midwest Association of Colleges and Employers (ACE), and National Career Development Association (NCDA)
- Received the Service to International Students Award for 2014 at the NCDA conference
- Kirsten Prange was recognized for the High Five award at the MwACE conference, an award given to members who do exemplary work beyond expected job requirements

New Staff and other Changes

As the 2013-14 academic year comes to a close, we welcome Julie Sylvester to the team, who replaces Rathana Bun on the recruiting team. Debbie Morris now leads business development and Thao Nelson now leads both student services and recruiting team members. We currently have a career coach position open as a result of the resignation of Margaret Bransford who oversaw international programming.

UCSO implemented and launched a new online recruiting system, Symplicity, which we refer to as Kelley Connect (KC). The implementation was successful and launched on-time for employers and students without any issues.

Looking Forward

Despite the changes all around us, we continue to offer best-in-class career services and are looking forward to the upcoming year. The key initiatives for UCSO this academic year are to improve customer service to students and employers, increase employer outreach domestically and internationally, and improve KC processes and reporting.