



UNIVERSITY OF ILLINOIS ALUMNI ASSOCIATION

The Inside Scoop

Special Interest

What Candidates Want

Campus Recruiting
Resources

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*Helping employers find
experienced talent*



WHAT DO YOU THINK CANDIDATES ARE LOOKING FOR IN EMPLOYERS?

In a summer 2006 article, the National Association of Colleges and Employers (NACE) reported on criteria students used to select an employer and how important different benefits and policies were to them. We included these questions in a recent survey to our alumni to see if the answers remained consistent for experienced candidates.

While NACE asked students to rate each criterion on a 5-point scale, we asked experienced candidates to choose their top five criteria from each list.

CHOOSING AN EMPLOYER

Experienced candidates were first asked to consider the importance of the following criteria as they choose an employer:

- Enjoying what I do
- Embraces diversity
- Recognized name
- Job location
- Continuing education/training
- Integrity of organization
- High starting salary
- Stability (provides secure future)
- Small company
- Ethical business practices
- Good benefits package
- Opportunity for

- advancement
- Large company
- People you will work with
- Casual atmosphere
- Signing bonus
- Social conscience

Top five by number of responses

Enjoying what I do
Job location
Opportunity for advancement
People you will work with
Good benefits package

Top five by score

Enjoying what I do
Embraces diversity
Recognized name
Job location
Cont. education/training

Top five from NACE

Enjoying what I do
Integrity of organization
Ethical business practices
Stability
Good benefits package

"Enjoying what I do" emerged as a top criterion regardless of the questions asked or the respondent group. Practical items such as job location, opportunity for advancement and continuing education/training seemed to be more important to our respondents as compared to NACE's respondents. Additionally, while not as many people rated "embraces diversity" and "recognized name", these items were important to the people who selected them.

CONSIDERING AN OFFER

Next, experienced candidates were asked to consider the importance of the following benefits when considering an offer:

- 401 (k) retirement plan
- Bonus/commission plans
- Casual dress policy
- Company car
- Day-care facilities
- Dental insurance
- Employee assistance
- Family-friendly benefits
- Flextime
- Frequent performance reviews
- Life insurance

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Attn: Employers

Re: An opportunity
to find and
hire talent

The
Alumni Career
Center

312 575 7830
www.uiaa.org/careers



UNIVERSITY OF ILLINOIS
ALUMNI ASSOCIATION

Alumni Career Center
200 S. Wacker Drive
Chicago, IL 60606



Your Recruiting Resources

WWW.UIAA.ORG/CAREERS/EMPLOYERS.HTML

UIAA ALUMNI CAREER CENTER

Your connection to experienced talent from all three University of Illinois campuses (Chicago, Springfield and Urbana).

Contact: Bernice Allegretti, Assistant Director
312/575-7836, ballegre@ad.uiuc.edu



WWW.UICCAREERS.COM

UIC OFFICE OF CAREER SERVICES

Assists employers with full-time, entry-level hiring needs in engineering, business and liberal arts. Services include on-campus interview scheduling, vacancy listings, résumé referral, job fairs and campus presentations.

Contact: Andres Garza, Director
312/996-2300, agarza@uic.edu

UIC UNDERGRADUATE BUSINESS CAREER CENTER

Assists employers with internships and full-time opportunities for undergraduate business students. Personalized employer services include up-to-the-minute job posting, résumé referrals, corporate presentations before student groups and MBA recruitment.

Contact: John Anderson, Director
312/996-3251, jand@uic.edu

UIC COLLEGE OF ENGINEERING

Links engineering students with employers in Chicago and around the nation in paid work assignments related to the engineering activities of a corporation.

Contact: Kate Kaplan, Director
312/996-2311, klederer@uic.edu

LIAUTAUD GRADUATE SCHOOL OF BUSINESS

Connects employers with students and recent graduates of the Liautaud Graduate School of Business, an entrepreneurial school serving the people and businesses of Illinois.

Contact: John Karras, Director
312/996-9573, jkarras@uic.edu

WWW.UIS-SUCCESS.COM

UIS OFFICE OF CAREER SERVICES

Assists employers with full-time, part-time, or internships for UIS students and recent graduates.

Contact: Tammy Craig, Director
217/206-6508, tcrai1@uis.edu

WWW.ICONNECTUIUC.COM

UIUC I-CONNECT

Provides employers connections to some of the UIUC career services offices:

- The Career Center
- College of Agricultural, Consumer and Environmental Sciences
- Biotechnology Center
- Chemical Sciences
- Engineering Career Services
- Labor and Industrial Relations
- MBA Career Services
- Morrill Engineering Program

WWW.BUSINESS.UIUC.EDU/BCS/

UIUC COLLEGE OF BUSINESS

Connects employers and business students from freshmen to graduate students.

Contact: Dr. Lois A Meerdink, Assistant Dean, 217/333-2840, lmeerdin@uiuc.edu

WWW.ED.UIUC.EDU/ECSSO

UIUC EDUCATIONAL CAREER SERVICES

Offers resources for students, alumni, faculty, administrators and employers for job placement in elementary and secondary schools, community/junior colleges, colleges and universities, and other educational-related settings.

Contact: Mildred Trent, Director
217/333-0740, mtrent1@uiuc.edu

We Welcome Bernice Allegretti

As the new **ASSISTANT DIRECTOR FOR EMPLOYER RELATIONS**, Bernice Allegretti will be the main contact for employers and the coordinator of the Finding Talent series for employers. Allegretti brings five years' experience in employer

relations and six years' experience providing career advising to adults. Previously, Allegretti worked as a placement specialist and adjunct faculty for Moraine Valley Community College in Palos Hills Illinois. Her accomplishments include enhancing the school's

outreach efforts through employer breakfasts and increasing the number of contacts in their employer database. Allegretti's additional experience in outplacement, organizational development and communications will also enhance our staff services.

University of Illinois Career Fairs 2007-08

Urbana College of Business Job Fair

September 17 and 18, 11 a.m. - 4 p.m.

Location: Illini Union

Contact: 217/265-0864

UIC Fall Diversity Career Fair

September 20, 10 a.m. - 2:30 p.m.

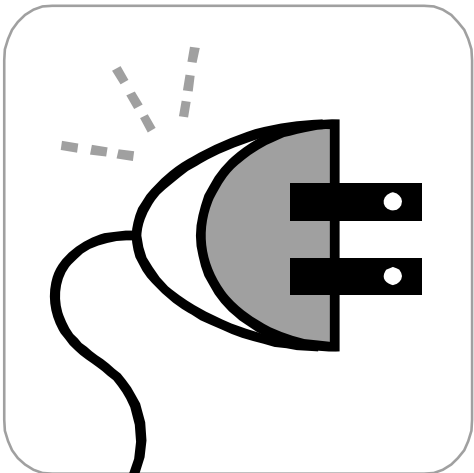
Location: TBA

Contact: jaimedv@uic.edu

UIS 2008 Springfield Collegiate Career Fair

Early 2008, UIS Public Affairs Center

Contact: 217/206-6508



Midwest ACE Events

Midwest Association of Colleges and Employers offers several networking and professional development opportunities for recruiting and career services professionals.

Annual Midwest ACE Conference

July 30 - Aug. 2

Indianapolis Indiana

Visit www.mwace.org for more information about how to get involved.

What Candidates Want, continued

- Medical insurance
- More than two weeks' vacation
- Fitness center
- Pension plan
- Social activities
- Stock options
- Telecommuting
- Tuition reimbursement
- Yearly salary increases

Top five by number of responses

- 401 (k) retirement plan
- Medical insurance
- Yearly salary increases
- Flextime
- More than two weeks' vacation

Top five by scores

- Life insurance
- Medical insurance

- Bonus/commission plans
- Yearly salary increases
- 401 (k) retirement plan

Top five from NACE

- Medical insurance
- 401 (k) retirement plan
- Yearly salary increases
- Dental insurance
- Life insurance

While the order of the criteria was not consistent, 401 (k), medical insurance and yearly salary increases appeared in the top five criteria for both surveys.

A more detailed summary of the survey findings will be shared at the April 17 *Finding Talent* program sponsored by the UIAA Alumni Career Center.

University of Illinois
Alumni Association's
Alumni Career Center
200 S. Wacker Drive
First Floor, MC-200
Chicago, IL 60606

Phone
312/575-7830

Fax
312/575-7832

E-mail
careers@uillinois.edu

'Finding Talent' Series

Through the "Finding Talent" newsletters and events, the University of Illinois Alumni Association's Alumni Career Center aims to offer networking and professional development opportunities for people with hiring, interviewing or recruiting responsibilities. The series has covered a wide range of

topics, including technology tools, trends, marketing and behavior-based interviewing.

The series has something to offer both new professionals and those with a solid background in the field.

Events hosted in the spring and fall offer an opportunity

for professionals to network, share information and benchmark their programs.

SAVE THE DATE

The next "Finding Talent" event will be in fall 2007

Date and topic: TBD

Alumni Career Center Employer Services

The University of Illinois Alumni Association offers lifelong career assistance to its members. If your goals include recruiting experienced candidates, we can assist you in connecting with top talent.

The Alumni Career Center at the University of Illinois Alumni Association is one of a few comprehensive career centers in the nation focused on bringing alumni and employers together.

The University of Illinois Alumni Association is among the nation's largest, with more than 125,000 members. These graduates encompass all age and professional groups, holding degrees from one of the country's top universities.

Who's Who in the Alumni Association

ALUMNI ASSOCIATION CORPORATE STAFF

Loren R. Taylor, President & CEO
Karen Skold Tow, COO
Jack Peirce, CFO
Vanessa Faurie,
Corporate Communications VP
Barbara S. Hundley, UIUC VP
Chan Nair, Business Information Unit
Joseph S. Rank, Membership VP
Arlene Norsym, UIC VP
Charles J. Schrage, UIS VP
Scott Williams, Alumni Travel Program

ALUMNI CAREER CENTER STAFF

Julie Hays Bartimus, Vice President
Claudia Delestowicz, Associate Director
Bernice Allegretti, Assistant Director
Christian Collins, Staff Assistant

CAREER CENTER ADVISORY COMMITTEE, 2006-07

Chair
Jill Smart, Accenture

Members

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Dan Azark, Hyatt Development Corp.
Yasmin Bates, Harris Trust & Savings Bank
Katherine Battee-Freeman, UIC Office of Career Services
Tammy Craig, UIS Career Services
Sarah Delia-Justice, Northwestern University
Robert Dyer, Proven Solutions Inc.
Elizabeth Forkins-Harano, American Osteopathic Association
Stephen Johnson, GE Consumer & Industrial
James Kacena, JFKacena Associates
Rose LaMantia, UIUC alumna
Matt Massucci, Human Capital Management Solutions
Joyce Nardulli, Illinois Bankers Association
Kimberly Noah, Deloitte
Kathy L. Noerenberg, Long Term Care Financial Partners
Gail Rooney, The Career Center at UIUC
Khalilah Shakir, Allstate Insurance Co.
Hugh T. Smith Jr., Equip for Equality Inc.
Susan Snowden, UIUC alumna



We're on the Web!
See us at:
www.uiaa.org/careers



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