

# 2018-2019 Annual Report

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## Undergraduate Career Services

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**KELLEY SCHOOL OF BUSINESS**  
INDIANA UNIVERSITY

## 2018-19 Undergraduate Career Services Annual Report

### Summary

The 2018-19 academic year marks our first full academic year in the new Conrad Prebys Career Services Center. Students and recruiters alike tell us they are impressed with the facility and services offered.

In terms of outcomes, 95% of Kelley seniors seeking opportunities accepted full-time employment or reported their continuing education plans by three months post-graduation. That makes this the eighth year in a row that Kelley has consistently seen at least 93% of seniors successfully reach their desired goal.

### Full-Time Employment Data

Of the 1,901 Kelley seniors registered in Kelley Connect, 1,394 reported they were actively seeking. As of three months post-graduation, our records show 95% (of these actively seeking students) reported a full-time job or graduate school acceptance, with 76% of graduating Kelley seniors having a reported status (knowledge rate).

**Top Hiring Companies:** For the fourth year in a row, EY was the top full-time employer with a total of 61 Kelley hires. A list of employers who hired the most undergraduates from the Class of 2019 can be found in the table below.

Top Full-time Hiring Employers
EY (61 hires)
PwC (49 hires)
Deloitte (43 hires)
KPMG LLP (36 hires)
Oracle America, Inc. (21 hires)
Grant Thornton (19 hires)
Huron Consulting Group (15 hires)
Abercrombie & Fitch (14 hires)
JPMorgan Chase & Co. (14 hires)
Accenture (13 hires)
Protiviti Inc. (13 hires)

**Salary Statistics:** We have salary data for 65% of the full-time acceptances reported this year, with those figures summarized in the chart at the top of the next page. Overall, average starting salaries increased by 3% over the prior year.

**International Students:** There were 341 (18%) foreign nationals in the Class of 2019. Of these, 139 (41%) were actively engaged in a job or graduate school search. Of the 139 international students seeking employment, 123 (88%) reported a full-time job or graduate school acceptance this year.

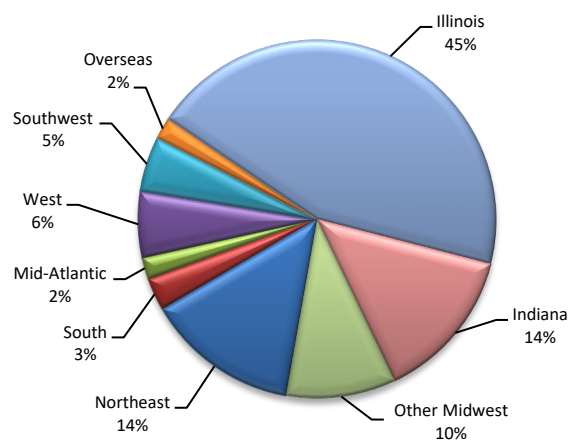
**Employment by Region:** Kelley undergraduates report accepting employment in 29 states, the District of Columbia, and 9 countries worldwide.

The greatest concentration of hires (68%) was in the Midwestern states of Illinois, Indiana, Ohio, Minnesota, Missouri, Wisconsin, Michigan, and Kansas.

The top states were Illinois (45%), Indiana (14%), New York (11%), California (4%), Ohio (4%), Texas (3%), Massachusetts (2%), and Minnesota (2%).

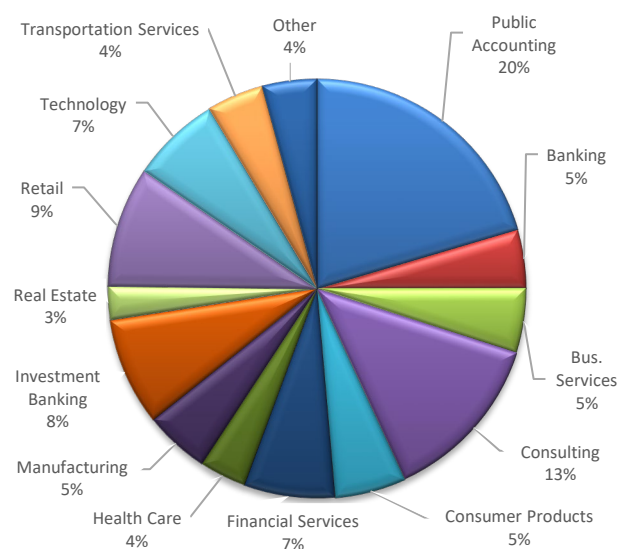
The most popular city was Chicago, followed by New York City, Indianapolis, Columbus (Ohio), Los Angeles, San Francisco, Boston, and Minneapolis.

**Full-Time Employment by Region**



**Employment by Industry:** The top hiring industries were public accounting (20%), consulting (13%), retail (9%), investment banking (8%), financial services (7%), and technology (7%).

**Full-Time Employment by Industry**



Major	Kelley Average	Kelley Median	Range	Average Signing Bonus	Median Signing Bonus
Accounting	\$63,698	\$61,000	\$41,000 - \$95,000	\$8,390	\$5,000
Business Economics/Public Policy	\$71,908	\$72,000	\$52,000 - \$90,000	\$7,707	\$5,000
Entrepreneurship & Corporate Innovation	\$57,334	\$57,000	\$31,200 - \$85,000	\$9,906	\$5,000
Finance (also Real Estate)	\$67,389	\$65,000	\$26,000 - \$99,000	\$10,186	\$6,500
Information Systems	\$68,863	\$70,000	\$44,000 - \$101,000	\$9,057	\$7,500
Management	\$57,018	\$57,500	\$20,000 - \$80,000	\$6,862	\$5,000
Marketing	\$58,949	\$60,000	\$25,000 - \$95,000	\$8,584	\$6,000
Professional Sales	\$58,867	\$58,000	\$30,000 - \$95,000	\$9,602	\$6,000
Supply Chain/Operations Management	\$62,258	\$64,000	\$40,000 - \$85,000	\$6,798	\$5,000
<b>Overall Kelley School of Business</b>	<b>\$64,504</b>	<b>\$63,000</b>		<b>\$9,018</b>	<b>\$6,000</b>

## Internship Data

Internships were reported by 95% of the students in the projected Class of 2020 who were actively engaged in an internship search this year. Junior internship wages, on average, increased by 4%.

**Top Hiring Companies:** With a total of 56 hires, EY hired the most Kelley interns this year. A list of employers who hired the most Kelley undergraduate interns can be found in the table below.

Top Intern Hiring Companies
EY (56 hires)
PwC (47 hires)
KPMG LLP (43 hires)
Deloitte (40 hires)
Cummins Inc. (23 hires)
Protiviti Inc. (20 hires)
Grainger, Inc. (19 hires)
Grant Thornton LLP (19 hires)
Bank of America (15 hires)
JPMorgan Chase & Co. (14 hires)

**Employment by Region:** Kelley juniors accepted internships in 27 states, the District of Columbia, and 10 countries worldwide. Most students accepted internships in the Midwest (67%), followed by the Northeast (17%).

The top states were Illinois (40%), Indiana (16%), and New York (15%). The most popular cities were Chicago, New York City, and Indianapolis.

**Industry Distribution:** The top internship industries were public accounting (22%), investment banking (12%), financial services (9%), consulting (8%), and retail (8%).

Internship Wages By Major (Juniors)	Mean Hourly Wage	Range
Accounting	\$25	\$11 - \$40
Business Economics/Public Policy	\$26	\$9 - \$43
Entrepreneurship/Corp. Innovation	\$22	\$10 - \$42
Finance (also Real Estate)	\$25	\$10 - \$45
Information Systems	\$23	\$11 - \$40
Management	\$23	\$15 - \$38
Marketing	\$20	\$7 - \$38
Professional Sales	\$20	\$12 - \$38
Supply Chain/Operations Mgmt.	\$22	\$10 - \$38
<b>Average Intern Hourly Wage</b>	<b>\$24</b>	

## Employer Relations

More than 920 companies posted job opportunities to recruit Kelley talent during 2018-19, an increase of 4% over the prior year. On-campus, more than 260 companies conducted close to 6,800 interviews with students in the new Prebys Career Center. Another 200+ employers conducted virtual-only recruiting via space reserved in the facility this year.

Recruiting activity figures are summarized in the chart at the top of the next page.

Recruiting Activity: Full-Time & Internships			
	2018-19	2017-18	% Change
Employers	261	290	-10%
<i>Full-Time</i>	195	219	-11%
<i>Internships</i>	194	217	-11%
Interviews	6,789	7,619	-11%
<i>Full-Time</i>	3,097	3,215	-4%
<i>Internships</i>	3,692	4,404	-16%
Job Posting Companies	922	886	4%
Virtual Recruiting Companies	202	271	-25%
<b>Total Recruiting Companies</b>	<b>1,293</b>	<b>1,317</b>	<b>-2%</b>

**New Business Development:** Members of the newly formed Business Development (BD) team are regionally situated in Los Angeles, Atlanta, Boston and Bloomington (IN). They worked with employers from their geographic regions to market Kelley students as valuable employees and the importance of Kelley students learning transferable and academically relevant skills. The BD team did this by meeting one-on-one with alumni and employers and talking to companies about ways to enhance the professionalism opportunities and work experiences for students.

The BD team completed the academic year with tremendous gains in the market, creating over 320 partnerships with new companies (companies who have not had a talent recruitment relationship with Kelley), which resulted in over 725 new career opportunities for Kelley undergraduate students.

Some notable partnerships include Groupon, Hormel, Bird, Vans, Warner Bros., Carter’s, Chico’s, Lenovo, Leap, Live Nation and Chobani. The BD team has received positive feedback from alumni and employers both who have commented on the benefit of dedicated career services professionals in the market and the ease of connecting and disseminating opportunities.

## Recruiter Evaluations

Kelley continues to be a top ranked program of undergraduate degree programs by Poets & Quants and U.S. News and World Report. Our reputation attracts nearly 1300 companies—located in the U.S. and around the world—to recruit from Kelley annually.

This is consistent with the recruiter evaluations gathered from our own surveys, where comments refer to recruiting at Kelley saying, “Recruiting at Kelley is the best... Excellent facilities. Caliber of students is fantastic. Extremely helpful staff.”

Our “net promoter” score was 89% which is considered “World Class” with our customer experience as many would recommend our organization to others.

## Networking Initiatives

**Career Fairs:** We hosted six career fair events on campus this year: Finance/Accounting (two separate events), Consulting/IS/Supply Chain, Marketing/ Management, “All Business” (spring event) and “Diversity.” A total of 279 companies attended these events with 5,080 total student attendees. Through the Hire Big 10+ Consortium, we participated in a spring virtual career fair with the following results: 42 registered organizations and 1,073 student/alumni registrants (62 were from IU).

We also offered virtual and in-person career fairs in Beijing, Shanghai, and Shenzhen (summer 2018) where over 70 Kelley students connected with over 167 in-country employers. In January 2019, IU participated in the Winter Shanghai Career Fair with specific talent focus on business, finance, and technology/STEM with more than 20 IU students in attendance.

**Job Shadow Program:** A total of 56 students participated in job shadow opportunities offered by 19 companies in 11 cities. The program primarily is targeted toward sophomores, although some freshmen also participated. The program took place during both winter and spring breaks with students and employers.

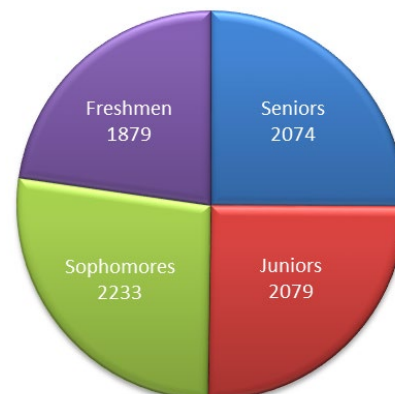
**Presentations:** There were about 350 company presentations/events held on campus this year. These included information sessions, pre-nights, office hours, and other events hosted by employers visiting campus.

**Networking Nights:** This spring, we piloted new “Employer Networking Nights,” involving about 30 employers. Created to consolidate recruiting and networking into a single event that draws more students than individual information sessions, networking nights allow employers to promote their brand to a larger, more diverse population (including underclassmen), and gives students an opportunity to learn about multiple companies in a more casual environment. Feedback indicates the four Networking Nights to be a success and we plan to continue them with another four this coming fall.

## Students Served

A total of 8,265 students had an account in Kelley Connect (our online career services system from Symplicity), which is a 2% increase over the prior year. Kelley majors account for 92% of the total students served (7,603) with the balance coming from other schools on the IU-Bloomington campus.

### Students Served



## Student Services

More than 5,719 coaching appointments were facilitated by UCS staff during 2018-19. In addition to coaching, we offered 36 career programs with more than 2,392 attendees.

### Career Coach 2018-19

- During the 2018-2019 academic year we enhanced our peer coaching model to have students specifically trained on Career Coaching and deeply focused on the student experience. Seven peer coaches covered drop-in hours to assist with questions and inquiries from underclassmen.
- Peer coaches received in-depth training sessions throughout the semester on key areas of career coaching allowing them to take this knowledge to their future working endeavors.
- Partnered with academic advising and KSG to host the Major/Minor Expo. Attendance over 100 allowed students to learn about the majors/minors from across campus.
- Conducted Drop-In hours covered by peer and professional coaches creating flexibility for students to have questions answered throughout the week without an appointment during the hours of 10-3pm.
- Conducted over 2,000 Mock interviews in conjunction with the Kelley Compass curriculum guaranteeing interview experience and practice to ALL Kelley graduates.
- Celebrated seniors with the first annual Senior Celebration held in the Conrad Prebys Career Center. Over 400 seniors attended.

## New Staff and Other Changes

We had many staff changes this year, including the addition of **Vincent Holloway** and **Muge Tuna** to the employer relations team and, for Fall 2019, we are adding **Julie Beasley**, **Beth Shehan**, and **Jasmine Summit** to the team, as well.

On the student services side, **Taryn Thomas** joined us as a career coach as well as **Susie Clarke**, who is stepping aside after 15 years as our Executive Director in order to spend more time with family. Fortunately, she will stay on to assist in the transition and provide career coaching services to students.

Taking over the role of Executive Director of Undergraduate Career Services is **Rebecca Cook**. Rebecca has served as the executive director of our Full-Time MBA Program since 2016 and as director of the Capital Markets Academy for the past eight years. She joined Kelley in 2009 as a career coach within Graduate Career Services and moved up to the role of director of coaching and development in 2012. She is also a Professional Certified Coach through ICF and a Certified Professional Co-Active Coach through CTI.

Rebecca earned an MBA from the Kelley School and a BA in Economics from the University of Wisconsin. In her corporate experience, Rebecca was most recently a portfolio manager and senior equity analyst with Voyager Asset Management and has more than 14 years of investment management experience. She has also held leadership positions with a variety of non-profit organizations, helping manage budgets, establish training programs and mentor volunteers.

We are so pleased to welcome Rebecca to the team!

## Looking Forward

Key initiatives for Undergraduate Career Services in 2019-20 are to:

- Evaluate current hiring companies and look for areas where we can grow, in terms of function, industry and geography.
- Work with student focus groups to get a better understanding of where students want to go, both in terms of companies as well as geographies.
- Build out student programming to address all areas of student needs.
- Create a dynamic communications strategy that anticipates the needs of our audience(s).

**Inspire. Empower. Connect.** This is the new tagline for all of our communication and actions with students and employers.



**KELLEY SCHOOL OF BUSINESS**