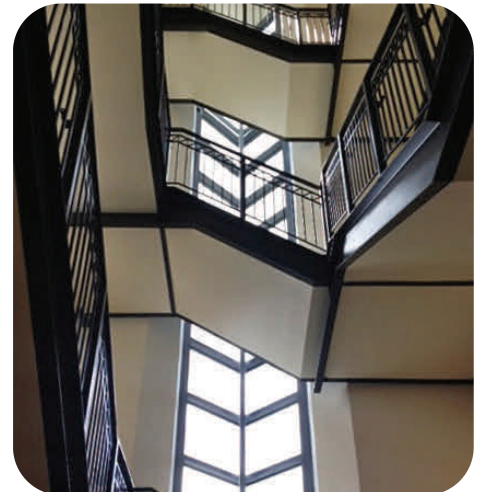
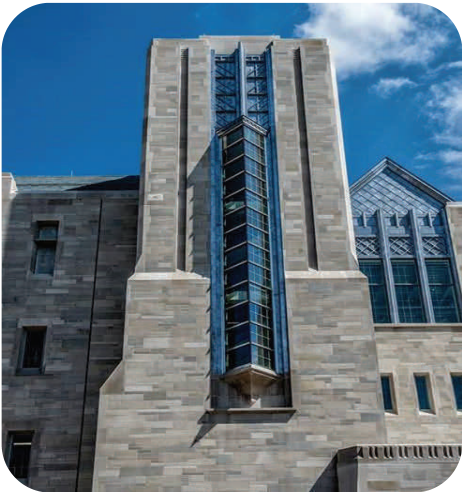




2014-2015 ANNUAL REPORT



KELLEY SCHOOL OF BUSINESS
INDIANA UNIVERSITY

UNDERGRADUATE CAREER SERVICES

2014-15 Undergraduate Career Services Annual Report

Summary

By three months post-graduation, 95% of seniors seeking opportunities found full-time employment or were going on to graduate school. The percentage of students indicating graduate school plans totaled 14% this year. Demand for top undergraduate students increased. Many students experienced multiple offers and saw increases in base salary and signing bonus which had been relatively flat for four years. Overall, we saw an increase in companies recruiting (on-campus, virtually and postings) by 15%.

Full-Time Employment Data

Of the 1,260 Kelley seniors registered in Kelley Connect, 851 reported they were actively seeking as of three months post-graduation. Of those, 95% reported a full-time job or graduate school acceptance with 72% of graduating Kelley seniors having a reported status (knowledge rate).

Top Hiring Companies: For the fifth consecutive year, PwC was the top full-time employer with 51 Kelley hires. The top ten companies that hired the most students from the Class of 2015 are listed in the table at right.

Salary Statistics: We have salary data for 71% of the full-time acceptances reported this year, with those figures summarized in the chart below. Overall, average starting salaries increased by about 5% over the prior year and also we received some large self-reported bonus figures. This year, we are including median bonus figures in the chart, as they may be more representative.

Top 10 Full-time Hiring Employers
PwC (51)
EY (47)
Deloitte (29)
JPMorgan Chase & Co. (20)
KPMG LLP (17)
Cummins (13)
DICK's Sporting Goods (12)
Macy's Inc. (10)
Protiviti Inc. (9)
General Electric (9)

Major	Kelley Average	Kelley Median	Range	Average Signing Bonus	Median Signing Bonus
Accounting	\$59,157	\$57,000	\$40,500 - 85,000	\$10,360	\$5,000
Business Economics/Public Policy	\$62,532	\$61,000	\$35,000 - 85,000	\$8,566	\$5,000
Entrepreneurship/Corp. Innovation	\$57,689	\$57,000	\$30,000 - 85,000	\$5,908	\$5,000
Finance	\$61,097	\$60,000	\$35,000 - 85,000	\$10,961	\$5,000
Information Systems	\$62,698	\$63,000	\$50,000 - 73,000	\$9,111	\$5,000
Legal Studies	\$59,000	\$58,500	\$40,000 - 70,000	\$6,857	\$7,500
Management	\$55,685	\$53,000	\$40,000 - 72,000	\$4,271	\$4,600
Marketing	\$54,333	\$55,000	\$27,500 - 72,500	\$4,491	\$5,000
Supply Chain Mgmt./Operations	\$57,888	\$57,250	\$37,440 - 80,000	\$5,388	\$5,000
Overall Kelley School of Business	\$59,025	\$58,000			

International Students: There were 323 (26%) foreign nationals in the Class of 2015. Of these, 119 (37%) were actively engaged in a job or graduate school search. Of the 119 international students seeking employment, 109 (92%) 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 5 countries worldwide.

The greatest concentration of hires (69%) was in the Midwestern states of Illinois, Indiana, Ohio, Minnesota, Wisconsin, Michigan, Missouri, Iowa, and Nebraska.

The top states were Illinois (38%), Indiana (18%), New York (10%), California (4%), and Ohio (4%).

The most popular city was Chicago, followed by Indianapolis, New York City, and Minneapolis.

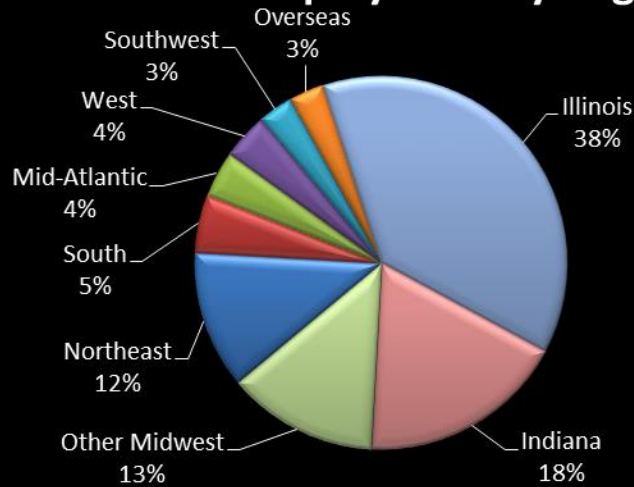
Industry Distribution:

The top hiring industries were public accounting (24%), retail (9%), consulting (9%), and investment banking (9%).

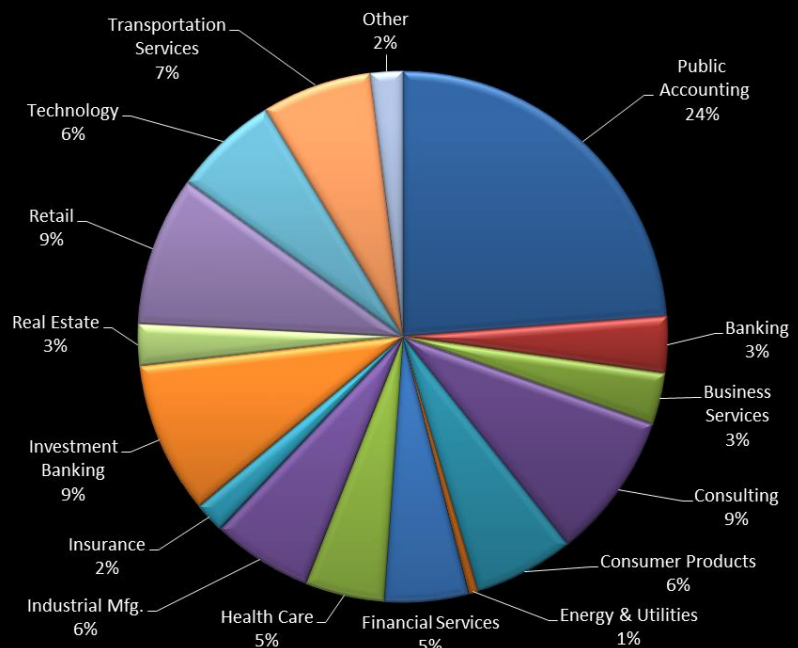
Internship Data

Internships were reported by 93% of the students in the projected Class of 2016 who were actively engaged in an internship search this year.

Full-Time Employment by Region



Full-Time Employment by Industry



Top Intern Hiring Companies

PwC (79)
EY (70)
Cummins Inc. (32)
Deloitte (26)
Grant Thornton LLP (17)
JPMorgan Chase & Co. (16)
Protiviti Inc. (16)
KPMG LLP (15)
Macy's Inc. (13)
Bank of America Merrill Lynch (12)
General Electric (12)

Junior internship wages increased, on average, 5% this year.

We are seeing an increase in sophomore and freshman internships, with 241 sophomores and 61 freshmen reporting internship employment during 2014-15.

Top Hiring Companies: With a total of 79 hires, PwC hired the most Kelley interns this year. The other top intern employers are shown in the table at left.

Employment by Region: Kelley juniors accepted internships in 29 states and 9 countries worldwide. Most students (70%) accepted internships in the Midwest. The top states were Illinois (37%), Indiana (19%), and New York (12%). The most popular cities were Chicago, New York City, and Indianapolis.

Industry Distribution: The top internship industries were public accounting (27%), retail (10%), investment banking (10%), and transportation services (9%).

Employer Relations

We are pleased to report a 15% increase in companies recruiting Kelley students for the 2014-15 season! We continue to see a positive trend with nontraditional recruiting methods, specifically companies conducting virtual recruiting activities. In addition, we've also seen a 5% increase in companies engaging with on-campus interviews.

Internship Wages By Major (Juniors)	Mean Hourly Wage	Range
Accounting	\$23	\$7 - \$40
Business Economics/Public Policy	\$23	\$7 - \$40
Entrepreneurship/Corp. Innovation	\$20	\$8 - \$41
Finance	\$22	\$8 - \$41
Information Systems	\$22	\$10 - \$31
Legal Studies	\$20	\$8 - \$34
Management	\$17	\$8 - \$28
Marketing	\$17	\$8 - \$34
Supply Chain/Operations Management	\$19	\$8 - \$34
Average Intern Hourly Wage	\$21	

We welcomed many new companies to campus this year, including L'Oreal, Microsoft Corporation, SunEdison, and Berry Plastics 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 15% this year, primarily the result of increased outreach to new employers, including specific efforts to reach out to Indiana companies and assist them with the development of their internship programs. New job posting companies include The Priceline Group, Volkswagen Group of America, and ESPN.

Recruiting Activity: Full-Time & Internships			
	2014-15	2013-14	% Change
Employers	292	279	5%
<i>Full-Time</i>	235	239	-2%
<i>Internships</i>	192	179	7%
Interviews	8,466	8,290	2%
<i>Full-Time</i>	3,983	4,210	-6%
<i>Internships</i>	4,484	4,080	10%
Job Posting Companies	812	709	15%
Virtual Recruiting Companies	204	193	6%
Total Recruiting Companies	1,097	949	15%

Corporate Outreach: As the year began, our new business development goal was to connect with 200 new companies, including ten that would consider our growing population of international students.

During 2014-15, we made 189 connections, including 64 new companies as a result of direct outreach, 23 new on-campus recruiting companies, 11 who attended career fairs or hosted an information session, and 12 new companies who considered international students.

We also focused on more collaborative initiatives within Kelley as well as other career service offices, which included hosting a lunch at our National Association of Colleges and Employers (NACE) conference and networking receptions in California.

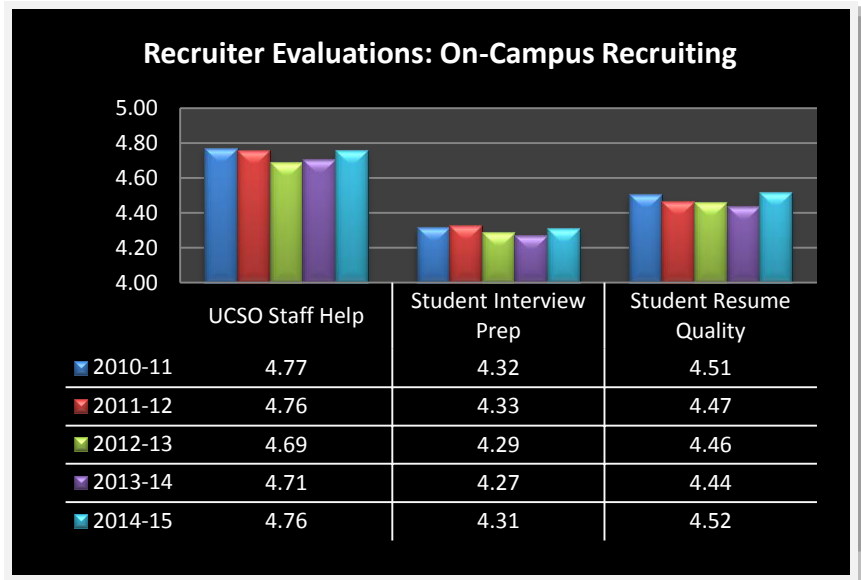
Additionally, we are hosting events with current students working in various cities, which not only helps to build a stronger bond with the Kelley School but also provides another connection with new companies where students are interning but not yet partnering with Kelley.

As the direct admit class continues to increase our need for outreach is even greater with a goal of connecting with 250 new companies for the 2015-16 academic year.

Recruiter Evaluations

Although Bloomberg BusinessWeek suspended their rankings for 2015, we are proud that Kelley was ranked #1 by employers in 2013 and 2014, which is a reflection of our students, curriculum and career services. Every year since Bloomberg BusinessWeek began ranking undergraduate business programs, the career services at Kelley have achieved an “A+” grade.

This is consistent with the recruiter evaluations gathered from our own surveys, where comments refer to our staff as “attentive, helpful and friendly.”



On a scale of 5.0 (excellent) the staff was rated 4.76. Our “net promoter” score was 79.22, as many would recommend our organization to others.

Networking Initiatives

Career Fairs: We offered three career fairs in the fall: Finance/Accounting, Consulting/IS/Supply Chain, Marketing/ Management, and an “All Business” fair in the spring. A total of 239 companies attended these events with more than 4,000 student attendees, an increase of 8% in student attendance over last year. We also participated in a virtual career fair managed by members of the HireBig10+ consortium.

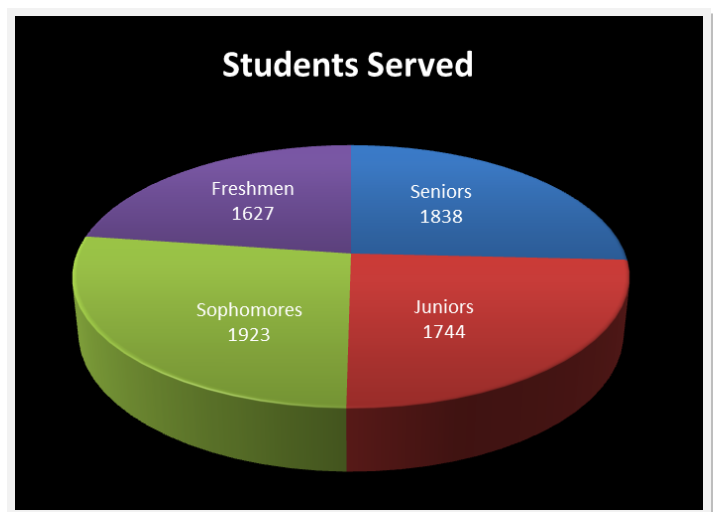
Job Shadow Program: Following a few successful years, our job shadow program has continued to grow as we have included all industries again this year. A total of 154 students (up by 35% from last year) were selected to participate in the one-day job shadow program (primary target is sophomores, although some freshmen also participate). Both participating students and employers rated the program a success. The program took place during Winter Break and Spring Break and involved 29 companies participating at various locations nationwide.

Presentations: There were 296 company presentations/events held on campus this year. These included information sessions, pre-nights, office hours, and other events hosted by employers visiting campus.

Students Served

By the end of 2014-15, a total of 7,132 undergrad students had an account in Kelley Connect, our online career services system from Symplicity. This is an increase of 7% over the prior year.

Kelley majors account for 81% of these (5,754) 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

More than 5,930 coaching appointments were facilitated by UCSO staff during 2014-15. In addition to coaching, we offered 46 career programs with 1,566 attendees and 89% of participants indicating a high level of satisfaction with the programs.

Career Coach 2014-15 Survey

- 94.1% rated coaching session either good or excellent
- 94.8% said they would recommend a career coach session to a friend (Fall 2014)
- 70.22 NPS baseline “net promoter score” (Spring 2015)
- 4.7/5.0 average response to whether the coach “was informed about the subject matter”

Student Services Highlights

- Facilitated “EXPLORE!” Sessions for freshmen and sophomores in partnership with the Kelley Living Learning Center (KLLC), including a new topical session focusing on the retail industry
- Participated in 40 “New Student Orientation” workshops, which introduced the UCSO to over 1,500 incoming freshman students
- Offered a half-day session to 75 students called “Crack the Case,” presented by Rikin Vasani (former Bain & Co. consultant), that aimed to improve the preparation of students beyond the Consulting Workshop and expand the number of students seeking opportunities in consulting
- Partnered with Bloomberg Institute in an effort that resulted in 145 Kelley students opting to take the Bloomberg Aptitude Test (BAT) on campus, which helps students identify their strengths across a range of business competencies and helps them connect with financial employers worldwide
- Partnered with the Center of Education and Research in Retailing to offer a “Retail Speed Networking” event, an opportunity where 50 students could network with company representatives
- Offered international student programming events such as Dan Beaudry, job search speaker and author of “Power Ties: The International Student’s Guide to Finding a Job in the United States”
- Provided support for Compass II, including planning the revamped “Professional Perspectives Panel,” which included the participation of corporate representatives in panel sessions discussing the panelists’ career and professional experiences
- Created a new marketing video featuring students, staff, and employers to showcase the UCSO
- Partnered with the Undergraduate Program to rollout the “Global Connections Mentor Program,” which aims to promote global awareness and cross-cultural communication skills among students
- Provided four staff members to accompany students on study tours in Costa Rica, Hong Kong, Greece, and Turkey in conjunction with Kelley's Global Business Immersion program

New Staff and other Changes

This year we hired Trisha Doyle to oversee the UCSO Help Desk, providing enhanced delivery of front-line customer service to UCSO constituents and guests. Other changes included transitioning Beth Barnhart to a role focusing on student and employer engagement, and the promotion of Kirsten Prange to Associate Director of International Programming.

As we begin the 2015-16 academic year, we are hiring additional staff to enhance our coaching efforts. Tehanee Ratwatte recently joined our staff in this capacity, coming to us after working 10 years advising students in the Office of International Services, managing Residential Programs, and most recently in an admissions/recruiting capacity for the Kelley GAP/ISGP program.

Looking Forward

Key initiatives for UCSO are to improve the customer experience, develop targeted communications for students and employers, increase student engagement and create more opportunities for student internships and full-time jobs.