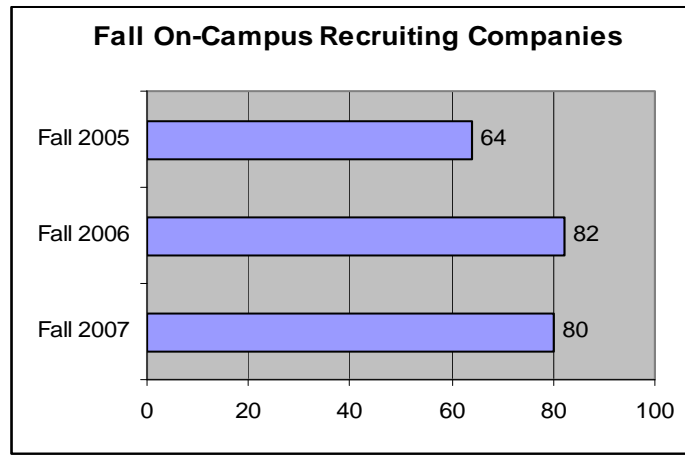


## Fall 2007 On-Campus Recruiting

**80 Employers participated in the Fall On-Campus Interviews - October through mid November.**



**Companies Registered: 80**

**Fortune 100 Companies: 4**

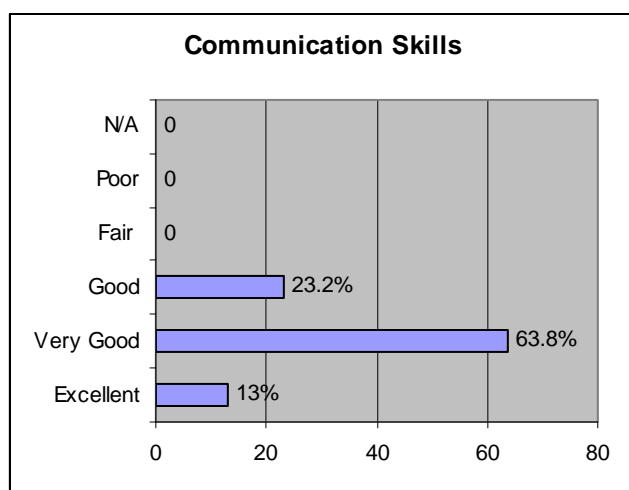
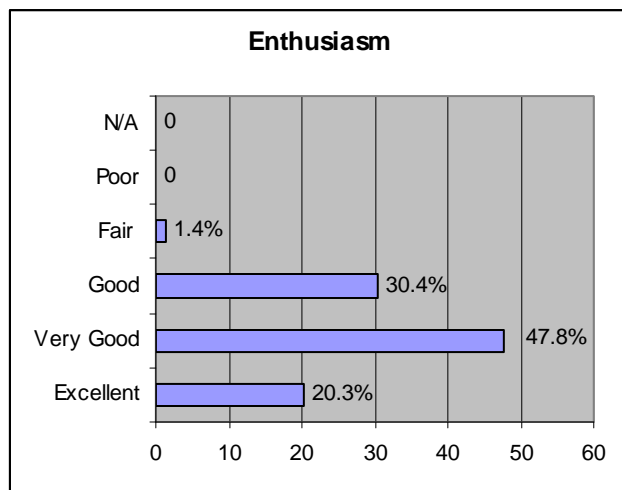
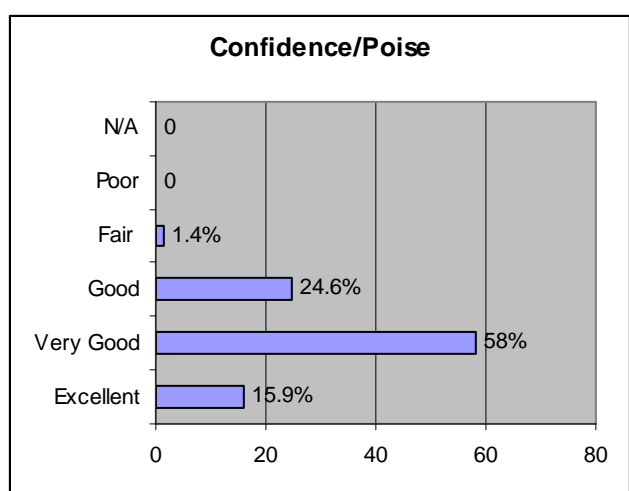
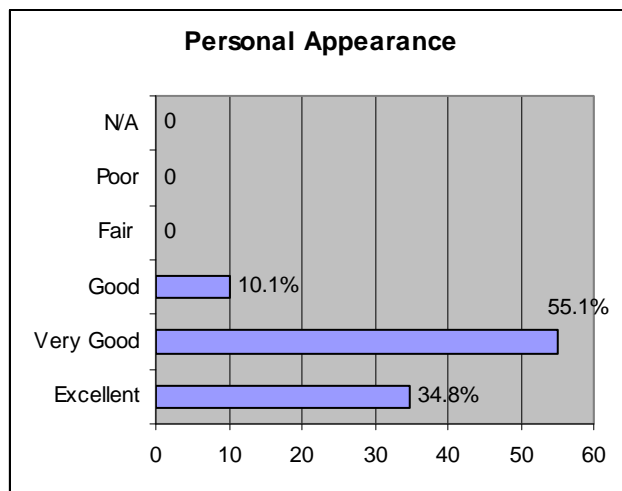
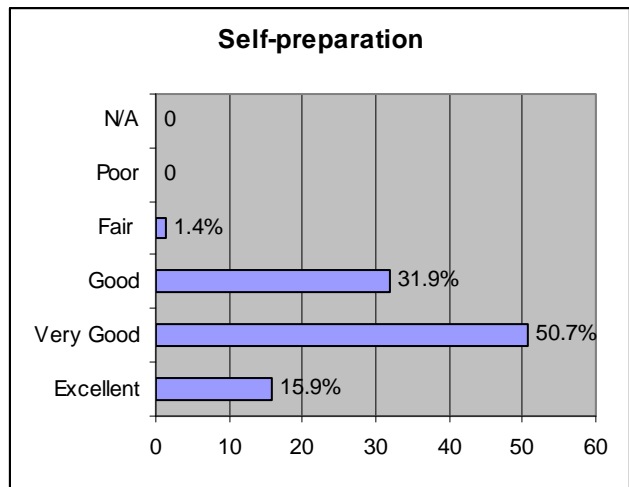
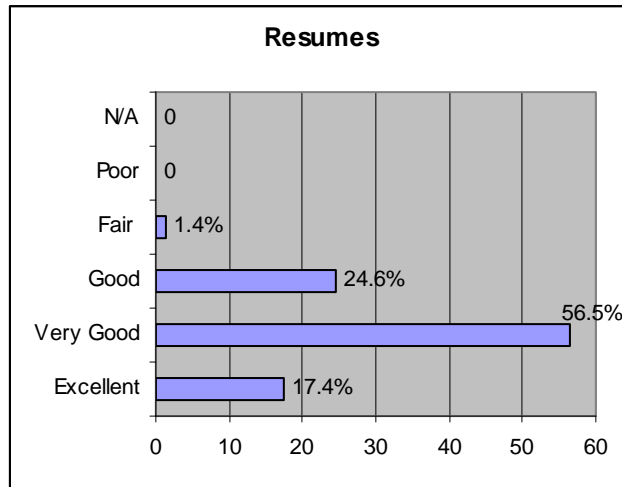
**Fortune 500 Companies: 20**

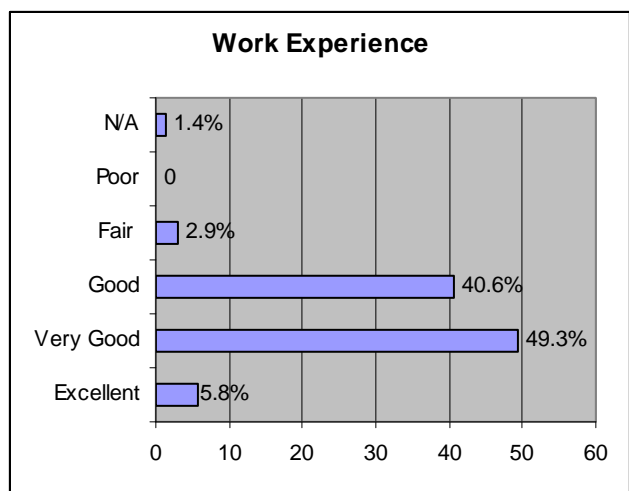
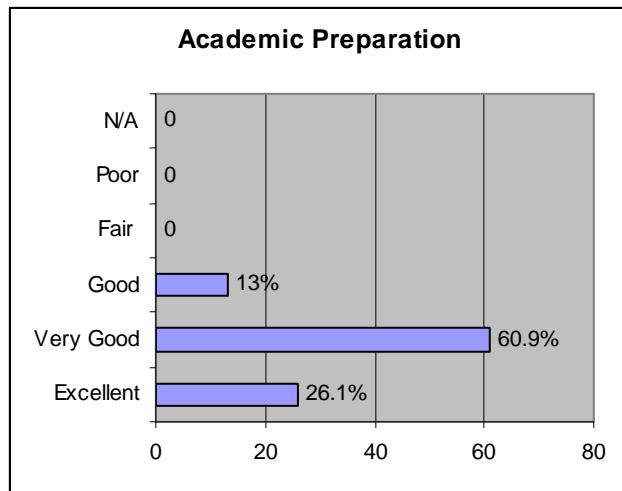
ABF Freight System	<b>Ernst &amp; Young</b>	NewPage
Accenture	Federated Insurance	Ohio Department of Transportation
Aerotek	Fedex National	Peace Corps
Air Force Civilian Careers	Fifth-Third Bank	Pease & Assoc.
Air Force – Palace Acquire Intern Program	FM Global	PPG Industries
Air Force Cost Analysis Agency	GE Aviation	<b>PricewaterhouseCoopers</b>
<b>AK Steel</b>	Georgia-Pacific	<b>Procter &amp; Gamble</b>
Babcock & Wilcox	Goodrich Corp.	Progressive Insurance
Battelle & Battelle	Grant Thornton	River Consulting
BKD	HMB	Rockwell Automation
BP	Howard, Wershbaile & Co.	Rohm and Haas
Brady Ware	International Paper	Sherwin-Williams
Brooksource and Technical Youth	Jackson, Rolfes, Spurgeon & Co.	Sogeti
Butler Manufacturing	<b>JPMorganChase</b>	Standard Textile
C.H. Dean & Assoc.	Kemper Mortgage	Stoneridge
Caesar Creek Software	Kentner Sellers	Strand Assoc.
Canon Business Solutions – East	Kroger Co.	Talbots
Cintas	L-3 Communications – Cincinnati Elec.	Target
Clark, Schaefer, Hackett & Co.	Lastar	Tate & Lyle Ingredients Americas
Crowe Chizek and Co.	Lincoln Electric	THOR Investment Management
Cummins Engine	Los Angeles County-Dept. of Public Works	Turner Construction
Dale Carnegie Training	Macy's Corporate Services	U.S. Census Bureau
<b>Deloitte Services</b>	Macy's Credit & Customer Services	U.S. Steel
Department of Defense, Office of the Inspector General	Marathon Petroleum	USG
DSW	Messer Construction	Wells Fargo Financial
Eaton Corp.	Momentive Performance	
Enterprise Rent-A-Car	National City	

## 69 Employers responded to the On-Campus Recruiting Survey.

### Information from the Survey

Listed are the desired characteristics employers seek in hiring Students.





**Majors of Students/Alumni Employers interviewed:**

Answer Options	Response Percent
Accounting	47.8%
Applied Mathematical Economics	1.4%
Business Interdisciplinary Studies	1.4%
Business Economics	7.2%
Chemical Engineering	23.2%
Civil Engineering	13.0%
Communication	2.9%
Communication Public Relations	2.9%
Computer Engineering	4.3%
Computer Engineering Technology	4.3%
Computer Information Systems	5.8%
Computer Science	5.8%
Criminal Justice Studies	1.4%
Electrical Engineering	17.4%
Electronic Engineering Technology	2.9%
Entrepreneurship	2.9%
Finance	20.3%
French	1.4%
Industrial Engineering Technology	4.3%
International Business	8.7%
International Studies and Human Rights	1.4%
Management (Leadership)	7.2%
Management Information Systems	7.2%
Manufacturing Engineering Technology	5.8%
Marketing	14.5%
Mechanical Engineering	27.5%
Mechanical Engineering Technology	7.2%
Middle Childhood Education	1.4%
Operations Management	4.3%
Political Science	1.4%
Psychology	2.9%
Sociology	1.4%
Spanish	1.4%
Sport Management	2.9%

## **Employers' advice, comments or suggestions to Students from survey:**

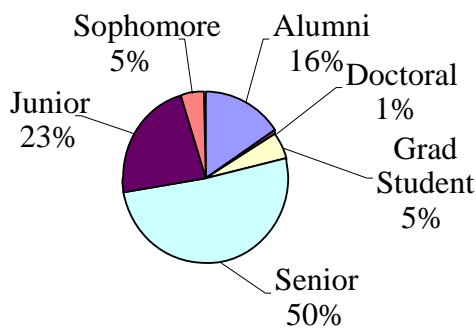
- Research the companies you interview with, understand what they do and be able to communicate why you want to build a career in that industry.
- Co-op Interviews: The students need to remember that they need to sell themselves to the companies they are interviewing with. If they do not have enthusiasm about the field they are interviewing to join, then no one will enjoy the interview. Overall they did well, but a few unenthusiastic students makes for a long 30 minute interview. Full-Time Interviews: The students need to show up or excuse themselves if there is a pre-night information session.
- Sell yourself and sell the work experience. Students have good work experiences, but fall short on selling the experience.
- Well done. Most were very prepared and presented themselves very well.
- The students were well prepared for the most part. One resume had misspellings. Two people in the interviewing did not know what a CFA (Chartered Financial Analyst) designation was. You may want to remind them to do a spell/grammar check and if there is a future requirement for a job that they don't understand, to research it or ask UD to have the employer explain it in more detail. Asking in an interview when others know what it means shows that they are unprepared.
- The students should have more definite answers with concrete examples. The students could practice more. I would suggest they review commonly asked BEHAVIORAL questions online.
- Visit the company's website and familiarize yourself with the basics of their business prior to your interview: products/services offered, organizational approach, and think about how you might fit in.
- Most students were very well prepared for the interview (had a list of questions available). There were a few however who you could tell had no idea exactly what we did, where our offices were located, etc.
- Know the position you are interviewing for and know the company.
- Keep acting confident in your abilities and skills. UD prepares you very well for the real world.
- The only comment I could make, based on the limited number of interviewees I talked to, you are all excellent candidates and will make great additions to any internship programs you participate in.
- They should not schedule classes in the evenings when they are looking for a job. The Company Information session is vital to their knowledge of the company, the position they are interviewing, career advancement, benefits, etc. When they miss this meeting it is difficult for them to learn this during the interview which is only 30 minutes.
- I would recommend the intern/ co-op students invest a bit more in their professional dress for the interviews.
- Only for the student who did not show up for her interview. This shows a lot of disrespect and poor decision making.
- Overall they were well dressed however one student did not have a sport coat or suit. He did have on a shirt and tie.
- Strong Chemical Eng. class this year. Too much research experience (same as when I graduated in '97) for T&L but the students do present it well while interviewing.
- We love to see students graduating with some sort of work experience related to their major.
- I would suggest that more of the students attend pre-nights if they are interviewing with a company. The majority of the students I interviewed did not attend the pre-night. That meant that I had to spend more time telling them about the program and company and less time getting to know their qualifications. It puts them at a disadvantage.
- On average, I find U.D. students have excellent "personal" skills in comparison to many other universities. However, I still think U.D. engineering students fall slightly behind in summer internship experience. The civil department should consider making students complete at least two internship/co-ops terms as part of graduation. This will make U.D. engineers more competitive in the workplace.
- Don't get too wordy on resumes, ensure you thoroughly research the company you are interviewing with, and ask good questions.
- Some of the students coming in for co-op interviews should be coached a little prior to the interviews.
- Some of the resumes seemed a bit jumbled up - things were out of order compared to a typical engineering resume template.
- No, the candidates were mostly well prepared and handled themselves in a professional manner.
- Overall, the students I interviewed were pretty good. The resumes looked good and the co-op experience was good. A couple of the students could have worked on their appearance a little. Everyone had a coat and tie but a couple of them looked like they just rolled out of bed. They all said they researched the company, but none of their questions reflected that research. All the engineering students should highlight their Senior Project more and seize and opportunity to take on some leadership role in that project.

- With so many interviews being situation based - really focus on sticking to describing the situation, actions taken (and the actions you personally took), and the results. A lot of answers were hard to follow in understanding what role a person had in shaping the team/situation.
- The candidates are well prepared and it's difficult to narrow the field. It appears we have many more ME's. I'm wondering how to spread the word to EET and EE's.
- Students should perform more research on the companies with whom they are interviewing. Additionally, I would stress the importance of attending all functions prior to the interview (i.e. the pre-night). This is a great opportunity to learn more about our company and demonstrate the students' interest in starting their career with Grant Thornton.
- Practice interviewing techniques before coming to actual interview. Give more detailed responses. Smile more often and show more excitement.
- I had a decent number of students that obviously did not do any research on our company. I feel it's very important for students to have a basic understanding of the company that they are interviewing with.
- Use as much recent examples and experience in your answers as possible. Refrain from going back to high school to come up with answers.
- Candidates with internship/co-op experience will always be preferred over students without those experiences. Students need to talk more about leadership experiences and activities outside of work/school to show balance, community involvement. Avoid telling long stories when answering questions - answers should be concise and to the point. Attend the info session to learn about the company - we remember who attends.
- Have them be prepared to ask more thoughtful questions following the interview as they relate to the firm or accounting in general.
- Please have them specify on their resumes when they will obtain their undergraduate degree AND when they'll have their 150 hr requirement to be CPA eligible
- Please put your CPA-eligible date on your resumes. Also, study the firms you are interviewing with, otherwise, it appears you don't care enough to prepare. Asking how many offices exist, what kind of work we do, etc., is not acceptable? You should know this before you come to us.
- Work to stay on point in answering questions.
- Utilize the info session to ask questions. Students had taken the time to do research. Relax and have fun!

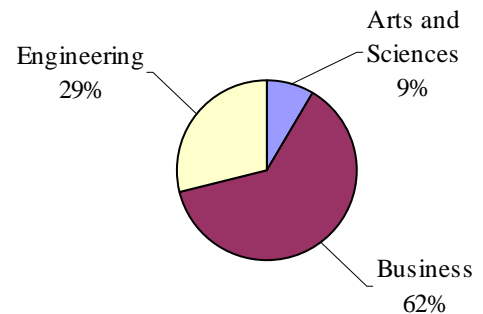
**328 Students and Alumni interviewed.**

**880 Interviews were conducted from October through mid November.**

**Students/Alumni by Classification**



**Students/Alumni by School/College**



## Majors of Students/Alumni Interviewing

### Arts and Sciences 28

APPLIED MATH. ECON, CHEMICAL ENGINEER	1
CMM (COM MGT)	3
CMM (ELECT. MEDIA)	1
CMM (PUB. REL)	3
CMM (PUB. REL), MARKETING	1
COMPUTER INFO SYS	1
COMPUTER SCIENCE	4
CRIMINAL JUS STDS, SOCIOLOGY	1
ENGLISH	2
FINANCIAL MATHEMATICS	1
FRENCH, HISTORY, INTERNATL STUDIES	1
FRENCH, INTERNATIONAL BUS.	1
HISTORY	2
PSYCHOLOGY	2
PSYCHOLOGY, SOCIOLOGY	1
PUBLIC ADMINISTRATION	1
SPORTS MANAGEMENT	1
UNDECLARED	1

### Business 205

ACCOUNTING	52
ACCOUNTING, BS ACC/MBA-DUAL	7
ACCOUNTING, BS ACC/MBA-DUAL, FIANCE	3
ACCOUNTING, BS ACC/MBA-DUAL, POLITICAL SCIENCE	1
ACCOUNTING, BS ACC/MBA-DUAL, SPANISH	1
ACCOUNTING, BUSINESS ECONOMICS	1
ACCOUNTING, ENTREPRENEURSHIP	1
ACCOUNTING, FINANCE	31
ACCOUNTING, INTERNATIONAL BUSINESS	2
ACCOUNTING, MARKETING	4
ACCOUNTING, OPERATIONS MANAGEMENT	4
ACCOUNTING, SPANISH	2

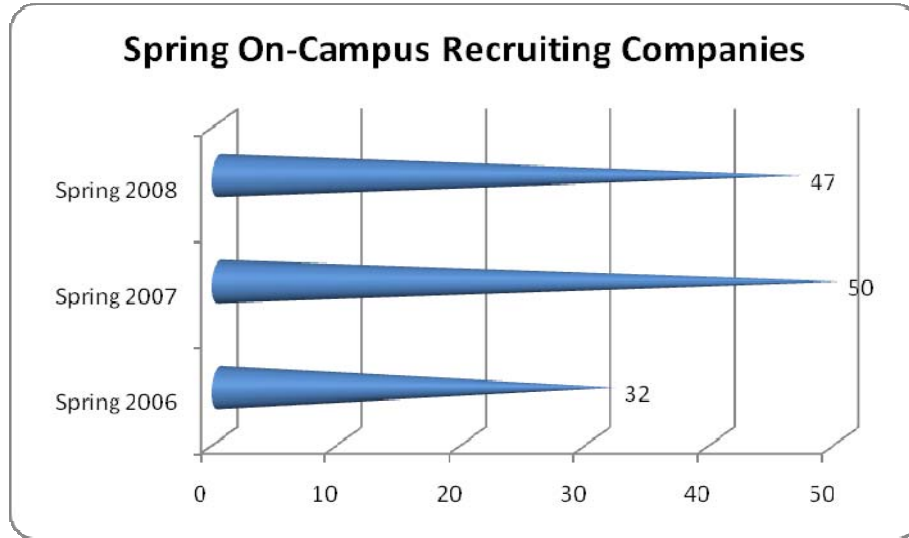
BUSINESS ECONOMICS	1
BUSINESS ECONOMICS, FINANCE	6
BUSINESS ECONOMICS, FINANCE, OPERATIONS MGT	1
BUSINESS ECONOMICS, LEADERSHIP	1
ECONOMICS	1
ENTREPRENEURSHIP	3
ENTREPRENEURSHIP, FINANCE	4
ENTREPRENEURSHIP, FINANCE, LEADERSHIP	1
ENTREPRENEURSHIP, MARKETING	5
FINANCE	20
FINANCE, HISTORY	1
FINANCE, INTERNATIONAL BUS	1
FINANCE, MARKETING	7
FINANCE, OPERATIONS MGT.	1
INTERNATIONAL BUSINESS	2
INTERNATIONAL BUS., LEADERSHIP	1
INTERNATIONAL BUS., MARKETING	1
LEADERSHIP	3
LEADERSHIP, MARKETING	4
MARKETING	23
MARKETING, MBA, MECH ENGR TECH	1
MARKETING, OPERATIONS MGT	1
MBA, SPORT MANAGEMENT	1
MGT INFO SYSTEMS	6

### Engineering 95

CHEMICAL ENGINEER	28
CIVIL ENGINEERING	19
COMPUTER ENGINEER	4
COMPUTER ENGR TECH, ELECTRNC ENGR TECH	1
ELECTRICAL ENGINEER	12
MECHANICAL ENGINEERING TECH	4
MECHANICAL ENGINEERING	24
MANUFACTURING ENGINEERING TECH	3

## Spring 2008 On-Campus Recruiting

**47 Employers participated in the Spring On-Campus Interviews – January to June.**



**Companies Registered: 47**

**Fortune 100 Companies: 3**

**Fortune 500 Companies: 9**

ABF Freight System, Inc
ADVICS Mfg Ohio, Inc
Aerotek
Air Force Civilian Careers - PALACE Acquire Intern Program
American Income Life-Surace/Smith Agencies
Butler Manufacturing Company
Canon Business Solutions - East, Inc.
Cincinnati Children's Hospital Medical Center
Cox Radio
Cummins Engine Company
Dart
DSW, Inc.
Encore Construction Co.
Federated Insurance
FM Global

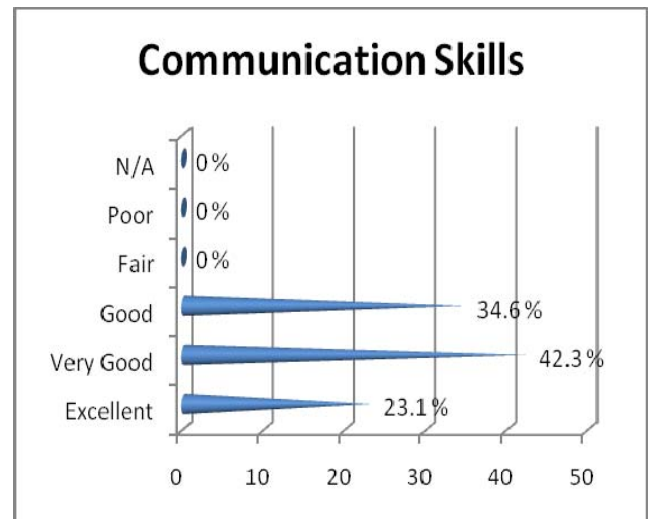
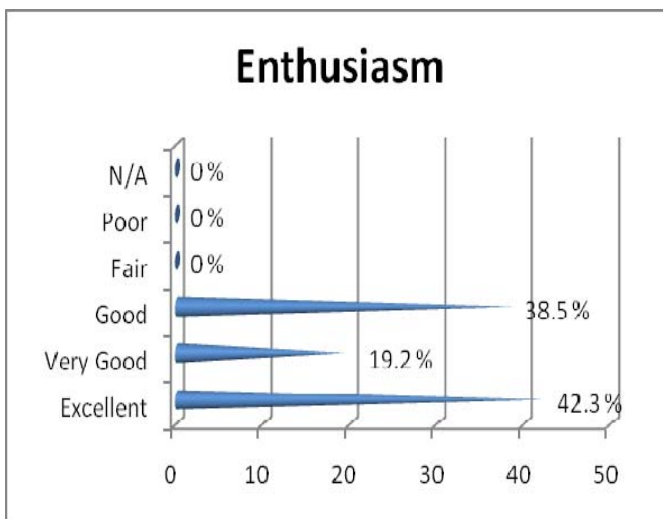
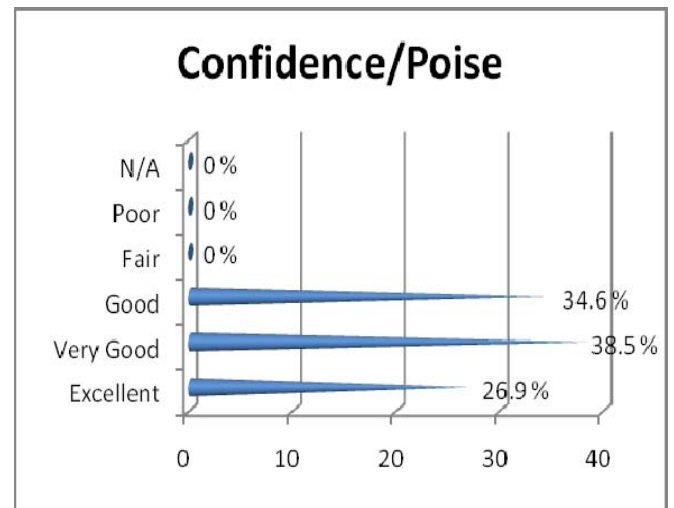
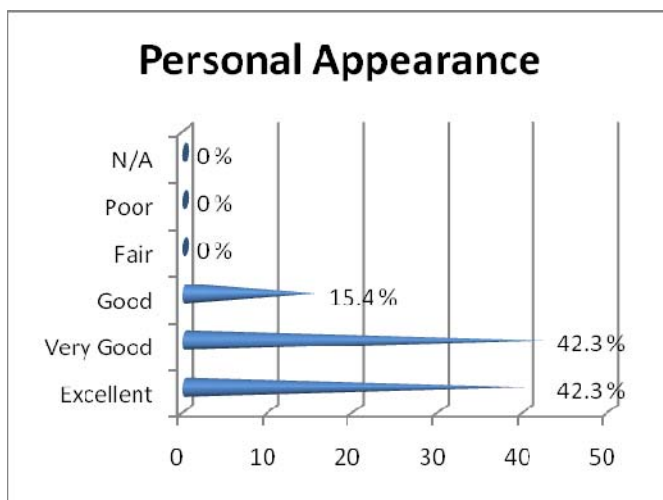
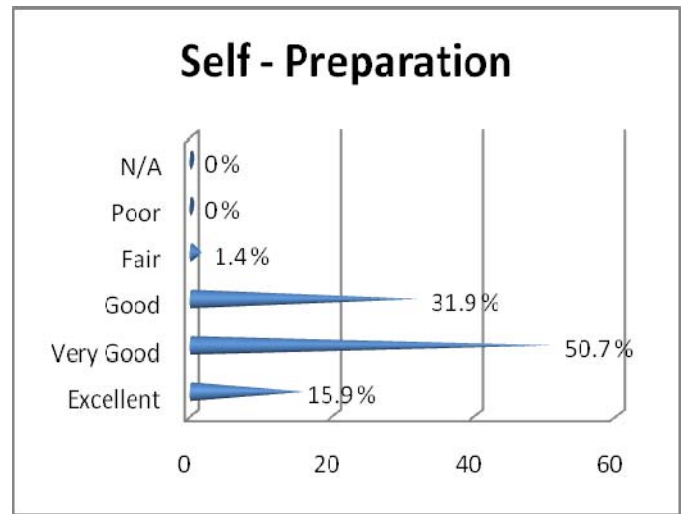
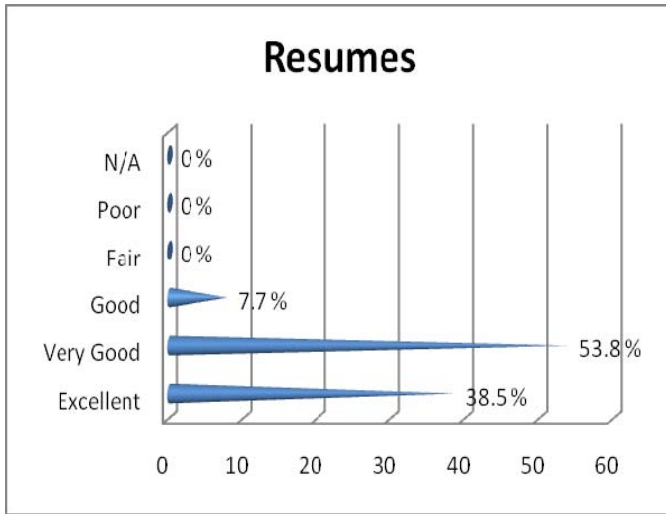
FormShare
GE Aviation
I Supply Company
ITT Technical Institute
Johns Hopkins University Applied Physics Laboratory
Kroger Co., The
Lafarge North America
Lincoln Electric Company
Macy's Corporate Services, Inc.
Macys Credit and Customer Services
Marriott International
Mueller Industries
NewPage Corporation
NuGrowth Solutions
OCLC Online Computer Library Center, Inc.
Peace Corps.

PPG Industries, Inc.
Reynolds and Reynolds
Rockwell Automation
Sherwin-Williams Company
SRA International
Standard Textile
Sterling Jewelers - Jared the Galleria of Jewelry
Strand Associates
Sunnex Inc.
Target
Travelers Insurance
U.S. Census Bureau
U.S. Steel Corp.
United Space Alliance
Walgreens
Wright-Patterson Air Force Base

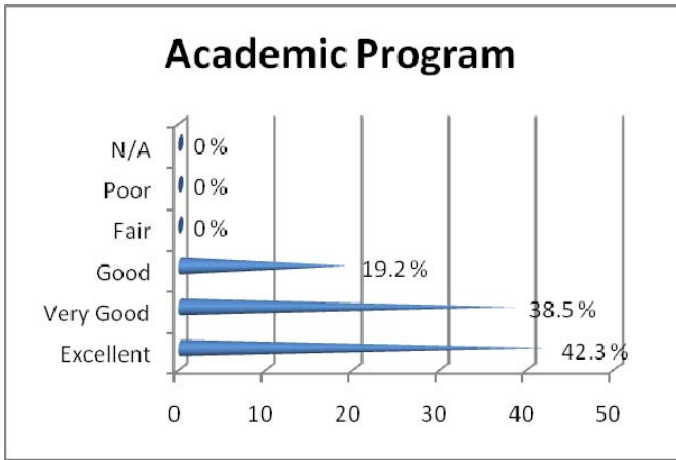
**26 Employers responded to the On-Campus Recruiting Survey.**

**Information from the Survey**

Listed are the desired characteristics employers seek in hiring Students.







**Majors of Students/Alumni Employers interviewed:**

Answer Options	Response Percent
Accounting	15.4%
Business Interdisciplinary Studies	19.2%
Business Economics	19.2%
Chemical Engineering	19.2%
Civil Engineering	15.4%
Communication	19.2%
Communication Electronic Media	7.7%
Communication Journalism	3.8%
Communication Management	7.7%
Computer Information Systems	3.8%
Criminal Justice Studies	3.8%
Early Childhood Education	3.8%
Electrical Engineering	15.4%
Electronic Engineering Technology	3.8%
Entrepreneurship	11.5%
Finance	26.9%

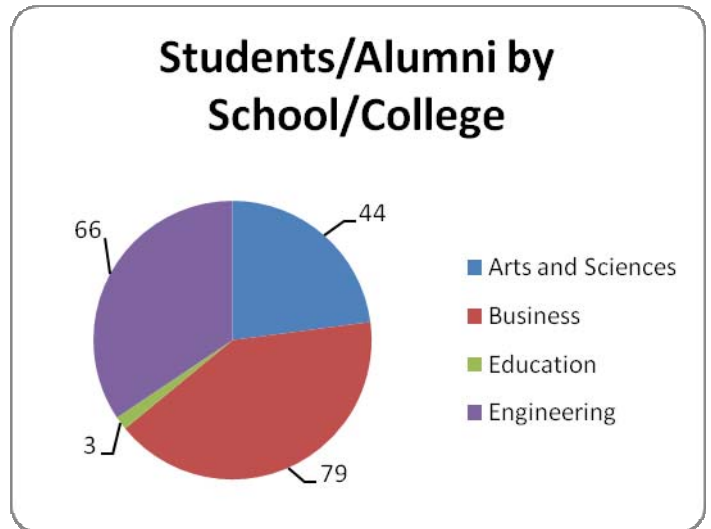
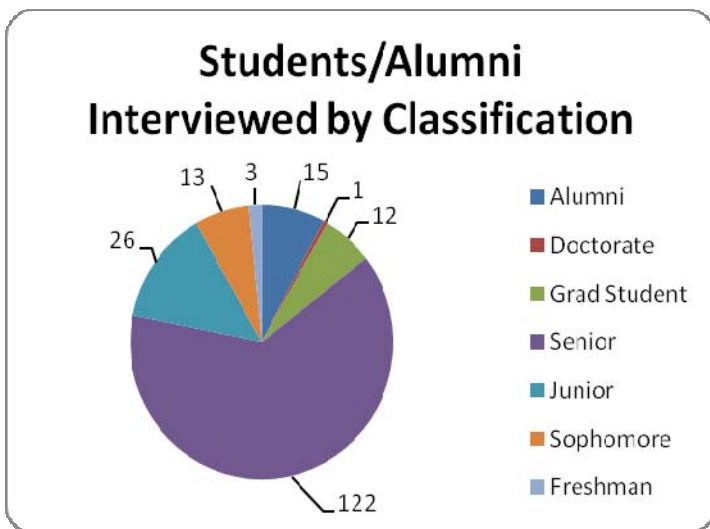
General Studies	3.8%
Industrial Engineering Technology	7.7%
International Business	19.2%
Management (Leadership)	11.5%
Manufacturing Engineering Technology	15.4%
Marketing	30.8%
MBA	3.8%
Mechanical Engineering	34.6%
Mechanical Engineering Technology	23.1%
Music Performance	3.8%
Operations Management	11.5%
Political Science	3.8%
Psychology	7.7%
Psychology	3.8%
Religious Studies	3.8%
Spanish	3.8%
Sport Management	3.8%

**Employers' advice, comments or suggestions to Students from survey:**

- I thought several of the students had good questions prepared. Some did some research on the company, but 1-2 had not. In this day and age with the internet, there really is no excuse not to have a basic knowledge of the company.
- Not that I can think of. We interviewed and made offers to some outstanding students! They were very impressive. It was easy to see that what the Teachers are presenting to the students regarding the "Real Business World" is in fact Dead On what we are looking for in future employees.
- Involvement in social justice activities, taking courses related to your interests and career path, and articulating those interests, are key to having a successful interview and getting the job/internship you desire.
- Do a little more research about the company and have questions prepared.
- I thought they all did very well. Some are just a better fit for our company than others. I could see a distance difference in the Seniors getting ready to graduate and the underclassmen. It seems your university works hard to prepare the students for the workforce.
- I thought the students were all well prepared for the interview. It was a good day!!!
- Better research about our company done before the interview.
- Six of the students we interviewed were outstanding and two I would classify as very good. There was a large drop off to the last three who did not appear to be prepared and interviewed poorly. Overall a great group.
- Some of you students looking for co-ops positions need more interview training.
- It was obvious that some students were more prepared then others. They had prepared questions and just seemed more confident in their responses. Overall we had another good experience with the students at UD.
- Keep up the good work! Internships are so important when looking for a job right out of college.
- Students need to do more company research prior to the interviews.
- Co-ops and internships are tools that can be used to separate you from others.
- Students are always well prepared, well mannered, well groomed, and good communicators.
- UD students are an excellent fit for our job openings and culture at Allied Machine.

**192 Students and Alumni interviewed.**

**285 Interviews were conducted from October through mid November.**



**Majors of Students/Alumni Interviewing**

**Arts and Sciences 44**

APPLIED MATH. ECONOMICS	1
BIOCHEMISTRY	1
BIOLOGY	4
CHEMISTRY	1
CLINICAL PSYCHOLOGY	2
CMM (COM MGT)	1
CMM (ELECT. MEDIA)	3
CMM (JOURNALISM)	1
CMM (PUB. REL)	5
COMPUTER INFO SYS	1
CRIMINAL JUS STDS, SOCIOLOGY	3
ENGLISH	2
GENERAL STUDIES	3
MUSIC	1
POLITICAL SCIENCE	2
PREMEDICINE	1
PSYCHOLOGY	6
PUBLIC ADMINISTRATION	1
SOCIOLOGY	5

**Education 3**

PRE PHYSICAL THERAPY	1
SPORTS MANAGEMENT	2

**Business 79**

ACCOUNTING	9
BUSINESS ADMINISTRATION	1
BUSINESS ECONOMICS	3
ENTREPRENEURSHIP	8
FINANCE	13
INTERNATIONAL BUSINESS	5
INTERNATIONAL STUDIES	2
LEADERSHIP	3
MARKETING	29
MBA	3
MGT INFO SYSTEMS	1
OPERATIONS MANAGEMENT	2

**Engineering 66**

AEROSPACE ENGINEER	1
CHEMICAL ENGINEER	14
CIVIL ENGINEERING	12
COMPUTER ENGINEER	1
COMPUTER ENGR TECHNOLOGY	1
ELECTRICAL ENGINEER	5
ELECTRONIC ENGR TECH	2
ELECTRO-OPTICS	1
INDUSTRIAL ENGINEERING TECH	3
MANUFACTURING ENGR TECH	3
MECHANICAL ENGINEERING	15
MECHANICAL ENGINEERING TECH	8