Fall 2008 On-Campus Recruiting

Total Number of Interviews conducted September through mid November – 940
Total Number of Students and Alumni interviewing – 429

Students/Alumni Interviewed by Classification

Students/Alumni by School/College

Majors Represented:

**Arts and Sciences**
- APPLIED MATH. ECONOMICS: 1
- BIOLOGY: 2
- CMM (COM MGT): 4
- CMM (ELECT. MEDIA): 2
- CMM (JOURNALISM): 2
- CMM (PUB. REL): 9
- COMPUTER INFO SYS: 2
- COMPUTER SCIENCE: 6
- CRIMINAL JUS STD'S, SOCIOLOGY: 2
- ECONOMICS: 2
- FINANCIAL MATHEMATICS: 1
- FRENCH: 1
- GENERAL STUDIES: 2
- HISTORY: 1
- INTERNATIONAL STUDIES: 3
- MATHEMATICS: 1
- MUSIC: 1
- POLITICAL SCIENCE: 3
- PREMEDICINE: 1
- PSYCHOLOGY: 5
- PUBLIC ADMINISTRATION: 1
- RELIGIOUS STUDIES: 1
- SPANISH: 1
- UNDECLARED: 2

**Business**
- ACCOUNTING: 115
- BUSINESS ADMINISTRATION: 8
- BUSINESS ECONOMICS: 8
- ENTREPRENEURSHIP: 18
- FINANCE: 27
- INTERNATIONAL BUSINESS: 10
- LEADERSHIP: 12
- MARKETING: 26
- MBA: 4
- MGT INFO SYSTEMS: 9
- OPERATIONS MANAGEMENT: 5

**Engineering**
- AEROSPACE ENGINEER: 1
- CHEMICAL ENGINEER: 46
- CIVIL ENGINEERING: 12
- COMPUTER ENGINEER: 2
- ELECTRICAL ENGINEER: 12
- ELECTRONIC ENGR TECH: 4
- INDUSTRIAL ENGINEERING TECH: 6
- MANUFACTURING ENG TECH: 4
- MASTER OF SCIENCE IN MECH ENG: 1
- MATERIALS: 2
- MECHANICAL ENGINEERING: 29
- MECHANICAL ENGINEERING TECH: 5

MIDDLE CHILDHOOD: 1
EXERCISE SCIENCE & FITNESS MGT: 1
SPORTS MANAGEMENT: 2
## Fall 2008 On-Campus Recruiting

### Employer Survey Results

Number of Employers responded to survey – 68  
Number of Companies registered for fall on-campus interviews – 77

![Bar Chart](image)

### Fall 2008 On-Campus Recruiting Companies

<table>
<thead>
<tr>
<th>Companies Registered: 77</th>
<th>Fortune 100 Companies: 4</th>
<th>Fortune 500 Companies: 16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerotek</td>
<td>GBQ</td>
<td>Pease &amp; Associates, Inc.</td>
</tr>
<tr>
<td>Air Force Civilian Careers – PALACE Acquire Intern Program</td>
<td>General Electric</td>
<td>Pilot Chemical Co.</td>
</tr>
<tr>
<td>AK Steel Corp.</td>
<td>Georgia-Pacific LLC</td>
<td>PPG Industries, Inc.</td>
</tr>
<tr>
<td>Allied Machine &amp; Engineering Corp.</td>
<td>Goodrich</td>
<td>PricewaterhouseCoopers LLP</td>
</tr>
<tr>
<td>Babcock &amp; Wilcox Co.</td>
<td>Grant Thornton LLP</td>
<td>Procter &amp; Gamble</td>
</tr>
<tr>
<td>Battelle &amp; Battelle LLP</td>
<td>Howard, Wershbale &amp; Co.</td>
<td>Progressive Insurance</td>
</tr>
<tr>
<td>BKD, LLP</td>
<td>Instant Tax Services</td>
<td>Rohm and Haas</td>
</tr>
<tr>
<td>BP</td>
<td>International Paper</td>
<td>Schlumberger</td>
</tr>
<tr>
<td>Brady Ware</td>
<td>ITT Technical Institute</td>
<td>Shaw Environmental, Inc.</td>
</tr>
<tr>
<td>Brooksource and Technical Youth</td>
<td>Jackson, Rolfs, Spurgeon &amp; Co.</td>
<td>Sogeti</td>
</tr>
<tr>
<td>Cargill, Inc.</td>
<td>Kentner Sellers, LLP</td>
<td>Strand Associates</td>
</tr>
<tr>
<td>Cintas Corp.</td>
<td>Key Bank</td>
<td>Swagelok Co.</td>
</tr>
<tr>
<td>Clark, Schaefer, Hackett &amp; Co.</td>
<td>Kroger Co., The</td>
<td>Target</td>
</tr>
<tr>
<td>Crowe Horwath</td>
<td>Lincoln Electric Co.</td>
<td>Tate and Lyle Ingredients Americas, Inc.</td>
</tr>
</tbody>
</table>

| Cummins Engine          | Macy’s Corporate Services, Inc. | Teach for America |
| Deloitte & Touche LLP   | Macy’s Credit and Customer Services | The Scotts Co. |
| Eaton Corp.             | Maloney + Novotny           | The Student Development Program |
| EcoSure                 | Marathon-Petroleum          | The Wall Street Journal |
| Emerson Network Power   | Marine Corp.                | Thorn, Lewis & Duncan, Inc. |
| Encore Construction     | Marriott International      | Total Quality Logistics, Inc. |
| Enterprise Rent-a-Car   | MB Financial Bank           | United States Steel       |
| Ernst & Young LLP       | National City Corp.         | Wells Fargo Financial     |
| Fifth-Third Bank        | NewPage                    | WPAFB                     |
| FM Global               | NuGrowth Solutions         |                           |

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*Note: The table includes a list of companies that registered for on-campus interviews in Fall 2008, along with their classifications according to Fortune 100 and Fortune 500 lists.*
Total Respondents 61 from survey (skipped this question 7)
Total Respondents 61 from survey (skipped this question 7) continued…

**ENTHUSIASM**
- Excellent: 14
- Very Good: 28
- Good: 17
- Fair: 2
- Poor: 0

**COMMUNICATION SKILLS**
- Excellent: 8
- Very Good: 37
- Good: 13
- Fair: 3
- Poor: 0

**ACADEMIC PREPARATION**
- Excellent: 13
- Very Good: 36
- Good: 12
- Fair: 0
- Poor: 0

**WORK EXPERIENCE**
- Excellent: 4
- Very Good: 28
- Good: 25
- Fair: 4
- Poor: 0
<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Response Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>51%</td>
</tr>
<tr>
<td>Biochemistry</td>
<td>2%</td>
</tr>
<tr>
<td>Biology</td>
<td>2%</td>
</tr>
<tr>
<td>Business Economics</td>
<td>11%</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>23%</td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>11%</td>
</tr>
<tr>
<td>Communication</td>
<td>5%</td>
</tr>
<tr>
<td>Computer Engineering Technology</td>
<td>2%</td>
</tr>
<tr>
<td>Computer Information Systems</td>
<td>7%</td>
</tr>
<tr>
<td>Computer Science</td>
<td>7%</td>
</tr>
<tr>
<td>Criminal Justice Studies</td>
<td>2%</td>
</tr>
<tr>
<td>Early Childhood Education</td>
<td>2%</td>
</tr>
<tr>
<td>Economics</td>
<td>4%</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>12%</td>
</tr>
<tr>
<td>Electronic Engineering Technology</td>
<td>2%</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>12%</td>
</tr>
<tr>
<td>Finance</td>
<td>26%</td>
</tr>
<tr>
<td>Industrial Engineering Technology</td>
<td>11%</td>
</tr>
<tr>
<td>International Business</td>
<td>7%</td>
</tr>
<tr>
<td>International Studies</td>
<td>2%</td>
</tr>
<tr>
<td>Leadership</td>
<td>5%</td>
</tr>
<tr>
<td>Management Information Systems</td>
<td>14%</td>
</tr>
<tr>
<td>Manufacturing Engineering Technology</td>
<td>5%</td>
</tr>
<tr>
<td>Marketing</td>
<td>21%</td>
</tr>
<tr>
<td>Mathematics</td>
<td>4%</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>21%</td>
</tr>
<tr>
<td>Mechanical Engineering Technology</td>
<td>7%</td>
</tr>
<tr>
<td>Operations Management</td>
<td>16%</td>
</tr>
<tr>
<td>Sport Management</td>
<td>2%</td>
</tr>
<tr>
<td>Women’s and Gender Studies</td>
<td>2%</td>
</tr>
</tbody>
</table>
Advice, comments or suggestions to pass along to students?

Do more research of the companies with which they interview? Just about every company has a website!

Everything went well. No suggestions, just keep up with what you are doing!

Please remind students to dress professionally.

Well Organized.

I only had three interviews and all of the candidates were excellent. In my opinion, none of these students will have trouble starting a career in public accounting or any other field they desire. It appears to me that their parents have done a wonderful job in raising them and should be proud. My best advice to each of these students is too always stay confident in their abilities and their values. Soon they will be going into "the real world" where there will be a lot of unknowns and difficulties. All of these students have succeeded in the past in nearly every aspect of their life and they will now find issues that they are very unsure of. They will feel pressures that they have never felt before. Staying confident in their abilities and their values will allow them to grow and learn much faster than doubting themselves or changing their values. Their communication skills and their knowledge can take them wherever they want to go.

Make sure you research the company and positions beforehand. At career fairs, don't come up to the employer table as a pair or in a group.

Everything was fine.

Ask more questions. Do not spend so much time rehearsing answers to the questions (we could tell when a question caught some people off guard) Spend some time learning more about the company before the interview.

Students should be sure to research the company that they are interviewing ahead of time!

We want to see students who are confident about their abilities. Come in prepared to brag about yourself. Elaborate on your answers. If we ask a question that allows you to elaborate about your experiences, be prepared to do so. Too often the students didn't elaborate on their leadership, conflict management, or teamwork skills. Recruiting on campus, we expect the students to have a little work experience but more relevant classroom experience. Come prepared to talk about both.

Some of the resumes from underclassmen looking for internships were not complete or were poorly constructed. More work with these students rather than resume preparation for only graduating seniors would have helped.

We interviewed approximately 18 students and are inviting back 6 candidates for office visits. This was a good group of students from the accounting program that we talked to and look forward to meeting next year's recruits from UD. Overall the students were well prepared for our interviews.

One student did not have extracurricular on his resume, so it appeared he was
only involved in classes (no job, clubs, etc). Employers want to see that a
candidate is well-rounded, so please encourage students to include activities
outside of class, even if intramurals, etc.

All the students we interviewed were very confident in their abilities. As an
employer this is one of the biggest attributes that we look for. We can teach the
technical things, but confidence and the ability to fit in in the work place is
something we can't.

Resumes need improvement. With all the tools out there to help students in
this area, this was a disappointment. Although not the most important item
when recruiting a candidate, it can be the first impression. I saw allot of "busy"
resumes and elementary blunders such as writing in the first person throughout
the resume. An on-campus or online class (if not already provided) would help.

A few students came off as too confident. They did not ask questions and
assumed they knew enough about the position. Students should be encouraged
to ask questions during the interview because it shows their interest in the
company/position and also unless you know someone in that company/position,
it is almost impossible to know everything about a company/position. It might
be beneficial to remind them that it is always good to ask a couple of questions
in an interview and appear interested and well-researched rather than not
asking questions in order to appear confident and well-informed.

Be Confident. Firm Handshakes! When asked "why you" or "why are you better
for the job that others" don't be afraid to boast!! It is your time to shine and
distinguish yourself from others who look similar "on paper"

Interest and Enthusiasm in a position your seeking shows in two ways: verbal
and non-verbal. Body language is very important during an interview. Resume's
only get you in the door. Show your interest in the company you want to work
for!!

Please research the company. Go and view the website and get an
understanding of what we do.

Read closely the Job Description being offered and research the company before
the interview

Every candidate that we interviewed this year was a good candidate. Poised,
well spoken, polite, direct, etc. This year was much more enjoyable than last
year, and I think it was based on the student's preparation. It makes our jobs
easier. Although we cannot take every candidate we interview, we wish
everyone luck in finishing the school year strong, and continuing with their
careers.

Most had an impressive resume of work experiences and did a nice job sharing
their experiences to support answers to our questions. Take the time to think
about the response, don't ramble.

Students were well prepared. May want to coach some of the students to have
more questions about the company and what they may be doing as an Intern.

Encourage students to participate in the co-op program to gain more relevant
experience.
A few students need to learn to directly answer the question in a concise
manner.
Always include GPA on resume. Do not put GPA with 2 decimals (round to 1 decimal).

I was expecting better preparation for the interviews. Many interviewees did not have well thought out answers for even typical interview questions. Answers should be prepared well in advance and be able to talk at length or typical interview questions.

More experience the better since many of their peers often have 2-3 years by their senior year.

I had some really great interviews!

Always make sure to ask what the attire is for an event (info session, dinner, interview) prior to attending that event.

It would be most helpful if students included BOTH their major and overall GPA on the resume, indicate the month/year they are eligible to sit for the CPA Exam and for those international students it would be helpful if they would put if they are a US Citizen.
Spring 2009 On-Campus Recruiting

Total Number of Interviews conducted February through mid April – 253
Total Number of Students and Alumni interviewing – 203

Students/Alumni Interviewed by Classification

<table>
<thead>
<tr>
<th>Classification</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alumni</td>
<td>9</td>
</tr>
<tr>
<td>Grad Student</td>
<td>3</td>
</tr>
<tr>
<td>Senior</td>
<td>23</td>
</tr>
<tr>
<td>Junior</td>
<td>41</td>
</tr>
<tr>
<td>Sophomore</td>
<td>35</td>
</tr>
<tr>
<td>Freshman</td>
<td>9</td>
</tr>
</tbody>
</table>

Majors Represented:

**Arts and Sciences**

- APPLIED MATHEMATICS: 1
- BIOCHEMISTRY: 1
- BIOLOGY: 5
- CMM (COM MGT): 4
- CMM (ELECT. MEDIA): 1
- CMM (PUB. REL): 6
- COMPUTER INFO SYS: 1
- COMPUTER SCIENCE: 3
- CRIMINAL JUS STD'S: 2
- ENGLISH: 1
- EXERCISE SCIENCE: 1
- GERMAN: 1
- HISTORY: 1
- JURIS DOCTOR: 4
- POLITICAL SCIENCE: 3
- PREMEDICINE: 2
- PSYCHOLOGY: 8
- PUBLIC ADMINISTRATION: 1
- SPANISH: 1
- UNDECLARED: 2
- VISUAL COMM DESIGN: 1

**Business**

- ACCOUNTING: 15
- BUSINESS ADMINISTRATION: 9
- BUSINESS ECONOMICS: 3
- ENTREPRENEURSHIP: 8
- FINANCE: 23
- INTERNATIONAL BUSINESS: 5
- LEADERSHIP: 5
- MANAGEMENT: 1
- MARKETING: 16
- MBA: 6
- MGT INFO SYSTEMS: 4
- OPERATIONS MANAGEMENT: 1

**Engineering**

- CHEMICAL ENGINEER: 10
- CIVIL ENGINEERING: 22
- ELECTRONIC ENGR TECH: 2
- ENGINEERING MGT: 1
- INDUSTRIAL ENGINEERING TECH: 5
- MANUFACTURING ENGR TECH: 2
- MECHANICAL ENGINEERING: 11
- MECHANICAL ENGINEERING TECH: 2

**Education**

- ECE: 1
- PRINCIPAL CERT.: 1
Spring 2009 On-Campus Recruiting
Employer Survey Results

Number of Employers responded to survey – 17
Number of Companies registered for spring on-campus interviews – 25

<table>
<thead>
<tr>
<th>Companies Registered: 25</th>
<th>Fortune 100 Companies: 1</th>
<th>Fortune 500 Companies: 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABF Freight System, Inc</td>
<td>Frito-Lay</td>
<td>Target</td>
</tr>
<tr>
<td>Aerotek</td>
<td>GE Aviation</td>
<td>Tata Consultancy Services</td>
</tr>
<tr>
<td>Air Force Audit Agency</td>
<td>Greenville Technology Inc.</td>
<td>The Standard</td>
</tr>
<tr>
<td>BP</td>
<td>Peace Corps</td>
<td>U.S. Census Bureau</td>
</tr>
<tr>
<td>Dart</td>
<td>PricewaterhouseCoopers</td>
<td>U.S. Marine Corps</td>
</tr>
<tr>
<td>Encore Construction Co.</td>
<td>Reynolds and Reynolds</td>
<td>Wells Fargo Financial</td>
</tr>
<tr>
<td>Ferguson Construction</td>
<td>Sherwin-Williams Company</td>
<td>Wright-Patterson Air Force Base</td>
</tr>
<tr>
<td></td>
<td>Strand Associates</td>
<td></td>
</tr>
</tbody>
</table>
Ratings of students on the following characteristics based on sample size of 25 employers:

### Resumes
- N/A: 0%
- Poor: 0%
- Fair: 0%
- Good: 17.65%
- Very Good: 70.59%
- Excellent: 11.76%

### Self-preparation
- N/A: 0%
- Poor: 0%
- Fair: 0%
- Good: 41.18%
- Very Good: 41.18%
- Excellent: 17.65%

### Confidence/poise
- N/A: 0%
- Poor: 0%
- Fair: 0%
- Good: 35.29%
- Very Good: 52.94%
- Excellent: 11.76%

### Personal Appearance
- N/A: 0%
- Poor: 0%
- Fair: 0%
- Good: 5.88%
- Very Good: 29.41%
- Excellent: 64.71%
Ratings of students on the following characteristics based on sample size of 25 employers: continued
Majors of students/alumni who interviewed: 25 response rate from survey:

<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Response Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>50%</td>
</tr>
<tr>
<td>Business Economics</td>
<td>25%</td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>25%</td>
</tr>
<tr>
<td>Communication</td>
<td>12%</td>
</tr>
<tr>
<td>Economics</td>
<td>2%</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>6%</td>
</tr>
<tr>
<td>English</td>
<td>6%</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>6%</td>
</tr>
<tr>
<td>Finance</td>
<td>25%</td>
</tr>
<tr>
<td>Industrial Engineering Technology</td>
<td>6%</td>
</tr>
<tr>
<td>International Business</td>
<td>12%</td>
</tr>
<tr>
<td>Leadership</td>
<td>12%</td>
</tr>
<tr>
<td>Marketing</td>
<td>38%</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>12%</td>
</tr>
<tr>
<td>Operations Management</td>
<td>6%</td>
</tr>
<tr>
<td>Spanish</td>
<td>6%</td>
</tr>
</tbody>
</table>

Advice, comments or suggestions to pass along to students?

Very impressive group of students/alumni. Well prepared for the interviews.

Whenever I perform a recruiting event at UD I know the students for the most part are going to be prepared appropriately. I perform allot of recruiting at all the surrounding colleges and universities and I can say UD students seem to be the most prepared for the interviews and do very well in the workplace.

Your students were very professional, polished and enthusiastic. I was very impressed with each one of the students.

The majority of students we spoke with were great and almost all had excellent internship experience. A few students had done little to know company research and I would recommend that all students be familiar with a company before coming to an interview.

Some students were great others seemed unprepared or somewhat uninterested. Even if they aren't sure if they want the job or not they need to be interested and active during the interview.

Participate in mock interviews, if available, to increase confidence. Work to fill your resume with college experiences, and try to limit (and ideally remove!) high school experiences from your resume.

They were both professional and courteous.

Make sure you do your homework on the company you are interviewing with. Take notes ask good questions

Most people are well prepared and present themselves well.