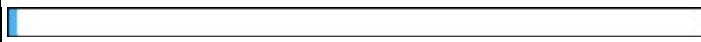
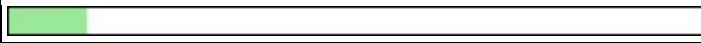
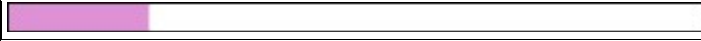

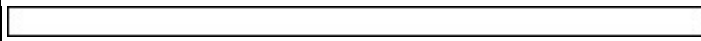
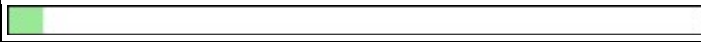
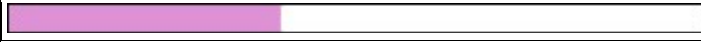



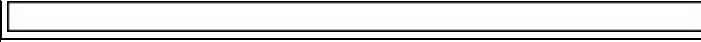
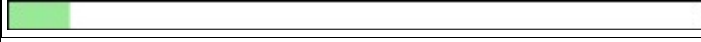
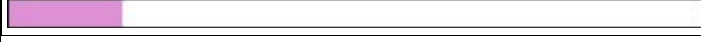

**College of Business
Fall 2007 Recruiter Survey Results**

The annual recruiter survey was conducted during Fall semester 2007, with n=79 recruiters completing electronic surveys and providing additional written comments. The survey asks recruiters to evaluate, on a 4-point scale (1=poor, 4=excellent) the extent to which they believe COB students meet the learning outcomes of the college. Recruiters are asked to consider all of the COB students they have interviewed and/or hired in the past 3-5 years.

The results of the survey are provided below, by question.

Ability to recognize ethical, legal & global implications in business decision making.			
		Answer Percent	Answer Total
Poor		1.27%	1
Fair		11.39%	9
Excellent		20.25%	16
Good		67.09%	53
Total answers			79
Unique Respondents			79

Ability to work in collaborative environments.			
		Answer Percent	Answer Total
Poor		0%	0
Fair		5.06%	4
Excellent		39.24%	31
Good		55.7%	44
Total answers			79
Unique Respondents			79

Ability to communicate ideas in writing.			
		Answer Percent	Answer Total
Poor		0%	0
Fair		8.86%	7
Excellent		16.46%	13
Good		74.68%	59
Total answers			79
Unique Respondents			79

Ability to communicate ideas orally.			
		Answer Percent	Answer Total
Poor		0%	0
Fair		12.66%	10
Excellent		35.44%	28
Good		51.9%	41
Total answers			79
Unique Respondents			79

Ability to communicate ideas visually.			
		Answer Percent	Answer Total
Poor		1.27%	1
Fair		8.86%	7
Excellent		17.72%	14
Good		72.15%	57
Total answers			79
Unique Respondents			79

Ability to communicate ideas electronically.			
		Answer Percent	Answer Total
Poor		0%	0
Fair		5.06%	4
Excellent		22.78%	18
Good		72.15%	57
Total answers			79
Unique Respondents			79

Ability to use quantitative and analytical methods to address unstructured business problems.			
		Answer Percent	Answer Total
Poor		0%	0
Fair		13.92%	11
Excellent		21.52%	17
Good		64.56%	51
Total answers			79
Unique Respondents			79

Ability to use business technologies in creating value.			
		Answer Percent	Answer Total
Poor		1.27%	1
Fair		10.13%	8
Excellent		26.58%	21
Good		62.03%	49
		Total answers	79
		Unique Respondents	79

Ability to recognize the benefits and challenges of diversity.			
		Answer Percent	Answer Total
Poor		0%	0
Fair		13.92%	11
Excellent		21.52%	17
Good		64.56%	51
		Total answers	79
		Unique Respondents	79

In which of the following areas have you recruited ISU's College of Business students in the last three years? (check as many as apply)			
		Answer Percent	Answer Total
Production-Operations Management		4.37%	8
Transportation and Logistics		8.2%	15
Logistics and Supply Chain Management		8.2%	15
Operations and Supply Chain Management		8.2%	15
Management Information Systems		10.38%	19
Marketing		10.38%	19
Management		12.02%	22
Finance		16.94%	31
Accounting		21.31%	39
		Total answers	183
		Unique Respondents	76

Written Comments

We believe the COB appropriately prepares students for the corporate environment. Iowa State Logistics/Operations students compete with the nations best for positions within Cat Logistics and have a very high success rate. The faculty should be praised for the use of case studies and bringing "real world" experiences into the classrooms and Career Services should be commended for the time spent with the students preparing them for interviews and proper job fit. Please continue these activities. My only suggestion would be to place more emphasis on proper business communications such as writing Executive Summaries, presentation skills, etc.

The students were prepared for the interviews. It hard in 30 minutes to say they are excellent. We always have good interviews. The above attributes are difficult to respond to given that our primary exposure has been in an interview situation and we don't see many of the above in action. The MIS program candidate is well positioned in most areas, but for our needs is not adequately equipped with technical skills, nor the desire to do programming or analyst work..... The technical exposure they do get comes to late in their curriculum to make them competitive with others for early internships - and internships leading to full time employees is a key part of our hiring strategy. Missing out on these students at the time of internship is a disadvantage to the student, and to General Mills as you have done a nice job on other elements of their preparation. Survey comment - many of the questions I have no basis to give an answer, so I need not applicable as a valid choice.

Overall the recruits were very good and well prepared.

Students need to be prepared for interviews. They need to know to research the company. They need to know about the different types of interviews (behavioral, case, fit)and how to answer questions. Some techniques would benefit many students, like giving descriptive and organized examples. Students need to know how to explain things on their resume if they are "issues", like lower GPAs. Some simple coaching would do.

Some of the students are very bright, but seem to be unprepared for tough interviews.

Sometimes difficult to judge these competencies from a resume and brief interactions at interview, but overall students were well prepared for the career fair and on-campus interviews. Best case: knew UPRR and had researched the web site and program, and worst - had not visited our web site was and seemed to be volume fishing for opportunities. Several have been on the ball and declined our invitations to a 2nd interview because they've aggressively pursued other companies and already accepted offers. Sales

Overall, we have been very impressed with the quality of the candidates from Iowa State.

Overall very quality students willing to challenge themselves with vision.

It has been a pleasure recruiting the outstanding students from Iowa State.

I would suggest that students be required to give more presentations and participate in more computer-based projects than they have in their classes in the past. Companies are looking for job candidates with good communication skills, and they expect them to be good with computers. No matter what job you get in business, you will be working with a computer on a regular basis.

I would encourage more students to have internships during their education. It will make them more marketable when they are graduating seniors.

I thought my experience at ISU went very well. Most students were very well prepared, a couple were not.

I thought all of the candidates I interviewed were very good, very polished and articulate.

I find the MIS students at ISU excellent candidates for the types of internships and jobs that we offer at the Toro Company.

Emphasize the importance of conveying teamwork/collaboration but candidates can improve their communication of their specific role in team leadership/facilitation.

Leadership is key attribute that differentiates.

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Communication skills are improving but still have opportunity.

Career Services at Iowa State University was extremely accommodating to our company and provided excellent resources for our recruiting efforts.

We look forward to our continued relationship with your school.

Thank you very much.

As an ISU grad and recruiter at ISU, there are several areas where I feel the College of Business can improve:

- 1) Excel should be used in the classroom. Many students are underprepared for the extent that Excel is used in a business environment. This is especially true for finance majors.
- 2) Finance majors should be made aware of how much more marketable they will become with the addition of accounting as a second major. Most companies are looking for accounting or accounting/finance majors.
- 3) It should be stressed to students that involvement and leadership are looked highly upon and used to set them apart from their peers.

