

Special Interest

Trends and Projections 2009

Best Policies For
Responding To Angry,
Rejected Candidates

Programs to Attract &
Retain Talent

Employer Recognition 2008

Upcoming Events

- Job Fairs
- Midwest ACE

Next "Finding Talent" Event

Thursday, April 16, 2009

8:30 - 10 a.m.

Using Web 2.0

To Attract Talent

200 S. Wacker Drive,
Chicago

Individual Highlights

Main Article	1 & 5
Extra Articles	2
Employer Recognition	3 & 4
Calendar	5
Employer Services	6

*Helping employers find
experienced talent*



UNIVERSITY OF ILLINOIS
ALUMNI ASSOCIATION

Trends and Projections 2009

"The economy crashed" reported Dr. Phil Gardner in his "2008-2009 Recruiting Trends" survey. Diane Swonk, Mesirow Financial's, chief economist, and Gardner concur that uncertainties with the financial and credit markets, manufacturing, consumer confidence and spending are moving the economy deeper into a global recession. Overall hiring is down 8 percent. Gardner reported significant trends in recruiting, salary and new emerging skills. The following results are based on 945 surveyed employers, varying in size and sector with the broadest geographic representation to date:

Recruiting Strategies

According to Gardner, competition will intensify for college graduates as experienced workers are expected to apply for the same positions. Recruiting for "the best" talent, including experienced workers, for employers to remain globally competitive will continue to be critical because of uncertainty as to when baby boomers will retirement. Gardner reported a significant drop in on-campus interviews and a return to career fairs to expand internship/co-op programs. Internet job postings also decreased 15 percent with Gardner presuming the listing fees

were a means for employers to reduce costs. According to employers surveyed, the interview process takes an average of 4.5 weeks from the start of interviewing to when the offer is accepted; 40 percent of employers are giving candidates less than a week to decide; 13 percent are increasing vacation time from 2 to 3 weeks; and the use of professional networking sites with which to recruit is increasing.

Company Size Matters

According to Gardner, employer hiring continues to be driven by small, fast-growth companies and large employers who are concerned with either meeting their global talent needs or staying on top of pending baby boomer retirements to sustain their workforce.

Degree and Major

Overall hiring is expected to decrease for bachelor degrees (8 percent) and MBAs (10 percent). Engineering, IT and business majors tend to be favored while demand for accounting bachelor's is down but up for master's degrees. Marketing majors are in demand by small and medium size employers but overall hiring of those with marketing bachelor's degrees is down 8 percent.

Industry

Professional services, down

only 3 percent, defined by Gardner as consulting in engineering, science and research, will drive the 2009 labor market. Hiring increases are also expected in oil, gas and the utility sectors, 8 percent; insurance, 5 percent; and the nonprofits are expected to hire 26 bachelors per organization.

Salary

Gardner's survey reported significant trends with salary. Sixty-five percent of employers (20 percent more compared to last year) will not be increasing salary.

Continued on page 5

Attn: Employers

Re: An opportunity
to find and
hire talent

The
Alumni Career
Center

312 575 7830
www.uiaa.org/careers



UNIVERSITY OF ILLINOIS
ALUMNI ASSOCIATION

Alumni Career Center
200 S. Wacker Drive
Chicago, IL 60606

Best Policies For Responding To Angry, Rejected Candidates

Jeff Wittenberg at Kaye/Bassman International Corp. mentioned that some measure of honesty can reduce the aggressiveness. He mentioned candidates are very frustrated and want to know the truth instead of hearing a scripted statement.

Recruiters are dealing with more aggressive candidates who at times are threatening lawsuits after being rejected for a job and told "another candidate more closely fit the position." Tension with rejected candidates is increasing as they question the recruiter's response, especially if they feel they are a member of a protected class. In an economy with qualified talent, the challenge will be for recruiters to find a balance between a potential lawsuit and learning how to communicate more effectively with the rejected candidate.

Opinions of Human Resource experts differ on how best to respond to higher-level, rejected candidates who probe for a reason. Employment lawyer Michael Elkins, recommends saying "another candidate more closely fit the position." He mentioned, documentation and effective communication with candidates are key and handling the situation pre-suit is best. In contrast, Jeff Wittenberg at Kaye/Bassman International Corp. mentioned that some measure of honesty can reduce the aggressiveness. He noted candidates are very frustrated

and want to know the truth instead of hearing a scripted statement.

Wittenberg recommends spending a little more time up front or offering some feedback to help the unsuccessful candidate. He mentioned demonstrating some empathy and explaining to the candidate that the company received hundreds of applications for only one position helps the candidate understand the reality of the situation. When the rejections occur on a smaller scale, Wittenberg cited, "company policy and the specific situation set the parameters for conversations with unsuccessful candidates." He recommends providing some helpful coaching tips or referring them to another company with openings. Bill Richie, a top recruiter at MRINetwork, concurred with Wittenberg and cited, "If candidates are weak in a specific communication skill that is required for the job, I may tell them that."

Wittenberg and Richie both agree that these techniques can save time and minimize

the number of candidates harassing recruiters later. The HR professionals cited recommend employers accurately and thoroughly document the interview and hiring process, develop clear criteria and solid documentation for every hiring decision and provide a reason for the rejection. If a candidate makes a threat or suggests suing, all communications should be stopped and legal counsel contacted. Richie and Elkins concur that many problems can be defused and prevented if recruiters are straightforward, show respect and are timely in their communications.

RESOURCES:

Fay Hansen, "Tension Levels Rise as Recruiters Deliver the Bad News," www.workforce.com, Dec. 5, 2008

Chad J. Layton, "The Hiring Process: A Primer of Legal Do's and Don'ts," www.workforce.com, March 19, 2008

Programs to Attract & Retain Talent

The following are the top 15 programs used in large North American companies to attract and retain talent, according to a World at Work survey of 2,288 employers who responded. Some of these programs were mentioned by Dr. Phil Gardner in his "2008-2009 Recruiting Trends" survey.

1. Sign-on/hiring bonus 70%
2. Employee referral bonus 69%
3. Market adjustments/increase to base salary 65%
4. Flexible work schedule 63%
5. Flextime 51%

6. Individual spot bonus.....45%
7. Telecommuting 42%
8. Retention bonus 38%
9. Part-time employment with benefits 37%
10. Paying above market 31%
11. Compressed work week 27%
12. Stock option program 22%
13. Stock grant programs 22%
14. Special cash bonus 19%
15. Project milestone/completion bonus 18%

RESOURCES:

Todd Raphael, "What's Being Used to Attract and Retain U.S. Employees," Web site: www.ere.net/articles, August 27, 2008

Phil Gardner's 2008-2009 Recruiting Trends Report: Instructional Media Center Michigan State University www.ceri.msu.edu/recruiting/recruiting.html



Employer Recognition, 2008

The University of Illinois Alumni Association's Alumni Career Center offers its sincere appreciation to those employers who used our services in 2008, including but not limited to the following:

U. S. General Services Administration	Carle Clinic Association	EasiSet Industries	Health Care Service Corp./ Blue Cross Blue Shield of IL
1 Dream Foundation	Carpenter Technology	Eaton Corp.	HealthDrive
A.M. Rosenthal & Co.	Cawn-Krantz & Associates	Echo Global Logistics	Heartland Human Care Services
A9.com	CCS Global Tech	Edelman	Hewitt Associates
ABA Search Inc.	CDI Holdings Inc.	EFC International	hi5 Networks Inc.
ABB Inc.	CDS International Inc.	Elan-Polo Inc.	High Point Regional Health System
ABC Research Corp.	CDW Corp.	Electro-Motive Diesel Inc.	The Himmelfarb Group
Accolo	Central Grocers Inc.	The Eleven Agency	Hoberman Associates
Acuitus Inc.	Centre for Neuro Skills	Emerson Human Capital Consulting	Honeywell
Addison Search	Ceradyne Inc.	ENERCON	The Hope Institute for Children and Families
Advanced Resources LLC	Cerner Corp.	Enterprise Rent A Car	Howden Buffalo.com
Adventure Teaching	CGN & Associates	Environmental Systems Design	HR Pilots
AEON Corp.	Champaign Country Club	Eo Recruiting & Consulting	HRM LTD
AFN	Charles C. Koch Charitable Foundation	Epic Systems Corp.	Hu-Friedy Manufacturing Inc.
Agile Tek	Chem-Tech International Inc.	EPIR Technologies	Human Resource Advisors Inc.
Alaskan Observers Inc.	Chicago Housing Authority	ESI Inc.	Hydro-Gear
Aldrich-APL LLC	Chicago Lighthouse	ESL Resource Group	Interactive Education Institute
The Allant Group	Chicago Metropolitan Agency for Planning	ESRI	Illinois Action for Children
Allstate Insurance	Chicago Public Schools	Ethical Search Professionals	Illinois Housing Development Authority
Allsup Inc.	Chicago Symphony Orchestra	Everywun	Illinois Valley Community College
Alpha 411	Cinch Connectors Inc.	Executive Leadership Solutions	Immigration Lawyers P.C.
American Association of Advertising Agencies	Citizen Schools	FactSet CallStreet LLC	Impact Networking
American Chartered Bank	City of Cincinnati MSD	Family Planning Associates Medical Group	In Home Services
American Geological Institute	City of Elmhurst	Fave Media Inc.	Indianapolis Teaching Fellows
American Oil Chemist Society	City of Lafayette	Fellowes Inc.	Influx Software Solutions Inc.
Amtex Chemicals LLC	City of Seattle	Fieldglass Inc.	Information Technology Partners Inc.
ANSYS Inc.	City of Urbana	First Investors Corp.	Ingenious Inc.
Arias Information Solutions LLC	The Civic Federation	Flander Ltd	Ingersoll-Rand
ASC Communications	Clarity Consulting Inc.	Flying Food Group	Institute for Health Metrics and Evaluation
ASI	Clean Cell International Inc.	Forsythe Technology Inc.	Intelligent Automation Inc.
Aspen Dental Management Inc.	Clearbrook	Found Animals Foundation	Intelligentsia International Inc.
Association of Bay Area Governments	CMS Communications Inc.	Fox Valley PWI	International Education Services
Ausra	Coca-Cola Enterprises	FPL Advisory Group	The International Schools of Choueifat
Aussem Iron LLC	Cold Fusion Consulting Services	FTI Consulting	Intertek RAM
Automated Health Systems	CoLinux LLC	Fusion Event Staffing	IPHA AmeriCorps Program
AXA Advisors LLC	Collections Etc.	Future Delivery	IPM Institute of North America
B Braun Medical Inc.	Community Redevelopment Agency of the City of Los Angeles	Future Step	ITA Inc.
B&B Electronics	Community Health	G&W Electric Company	IvyExec
Bain Capital LLC	Compact Solutions LLC	Garmin International	J&L Marketing Inc.
Baker Hughes	Compact Solutions LLC	GCA Savvian	Jacobs ESTS Group
Banner Personnel Service Inc.	Cook County Bureau of Human Resources	Gel Scrubs	Japan Exchange and Teaching Programme
Bard Programs	Corporate Collaborations	General Electric	JDSU
Barnes Associates	Cotter Consulting Inc.	Genetics & IVF Institute	John Deere
Barowsky Search Partners	CPS Inc.	GFH Boards	John Imber Associates, Ltd.
Bayser Consulting	Creative Financial Staffing	GIC	JP Morgan Chase
BCI (TPES)	Croda Inc.	Gift of Hope Organ & Tissue Donor Network	Just1Word
BDO Seidman LLP	Crowe Horwath LLP	GLENRO Inc.	JUSWork Inc.
Benetech	CSI Technologies Inc.	Goldie's Place	Kalsec Inc.
Big Fish Recruiters	Curry Company Executive Search	GoldWorth Search Group	Katz Media Group Inc.
Bimba Manufacturing Co.	D. E. Shaw & Co., L.P.	Google Inc.	Kendall College
Bio Century Publications Inc.	David Carrie LLC	Gordon and Betty Moore Foundation	The Kenrich Group LLC
Bio RX LLC	Davis Energy Group	GradeGuru.com	Lake County
Bonneville Power Administration	DC Teaching Fellows	GradStaff	Land Trust Alliance (LTA)
The BOSS Group	Denstply	Grand Prairie Services Behavioral Healthcare	Language Corp.
The Broad Center	DesignPac Gifts LLC	Grassroots Campaigns	Laserfiche
Brockway Engineering PLLC	DeVry Online	GREEN Corps	Lawndale Christian Health Center
Bugil Academy	Digital Aisle Inc.	Grupo Tichy LLC	Learner's Digest International
Bureau Veritas	Digital Funtown	Haemonetics Software Solutions	Leasing Associates
Burke and Associates	Digital Monitoring Products	Hagerty Consulting	Leewen Foreign Language School
Came / Sweeney	District Department of Transportation in Washington, DC	Hampton, Lenzini & Renwick Inc.	The Leverage Group
Campus Crusade for Christ/ Student Venture	DLC Inc.	Hanley, Flight & Zimmerman LLC	Lexmark International Inc.
Capital Network Leasing Corp.	Drafftcb	Harris Alternatives LLC	Liberty Mutual
Captain Marketing Care	DuPage Federation on Human Services Reform	Harris McCall & Associates	Lieberman Research Worldwide
		HBE Corp.	

Life Time Fitness	NPD Recruiting	Sedona Staffing	Vacudyne Incorporated
Lindgren, Callihan, Van Osdol & Co. Ltd.	NTN Bearing Corp.	Sensata Technologies	Vaxcel International
Liquid Container	Numerica Corp.	Sikich, LLP	Village of Rantoul
Lockheed Martin/Sandia National Laboratories	NVIDIA	Simerics Inc.	Vista Construction of Illinois Inc.
Loftus O'Meara Staffing	NYC Department of Parks and Recreation	Simplex Investments	Volpe National Transportation Systems Center
Lynn Hazan & Associates	NYC Department of Education	SIMS RECYCLING SOLUTIONS	VoxPop.tv
Lynx Capital Partners	Ocean Tomo	Sittercity	Vulcan Inc.
Mailshell	The Oliver Group	Six Plans Inc.	Wachovia Securities LLC
Management Recruiters of Shorewood Hills LLC	Omaha Public Power District	Skender Construction Co.	Walgreens
Marketing Alternatives	OPTIMAL Consulting Group Pte. Ltd	Skywalk Group	Walleye Trading
Martin, Hood, Friese & Associates LLC	Orbitz Worldwide	Slide	Wang & Li Asia Resources
MassMutual Pearre & Associates Ltd.	Occupational Safety Health Administration (OSHA)	SmileStarters	Warren International Inc.
MasterBrand Cabinets Inc.	OSIsoft	Smith International Inc.	Washington Mutual
MasterCard Worldwide	Oxbow Midwest Calcining LLC	Southeast Environmental Task Force	Weber Shandwick Public Relations
The MATCH School	Oxford Seminars	The Spelman & Johnson Group	Wei Laboratories Inc.
Math for America	PA Consulting	Spotme Inc.	Whooligan Inc.
The MathWorks	Panduit Corp.	Spotts, Stevens and McCoy Inc.	Wiss, Janney, Elstner Associates Inc.
Matt Hunniford & Company	Paragon Landscape Inc.	St. Louis Language Immersion Schools	WMS Gaming
Mayo Clinic	Partners in Technology LLC	Standard Chartered Bank	Wold Architects and Engineers
McAfee	Partnership for Public Service	Sterling Partners	Woodrow Wilson National Fellowship Foundation
McKinsey & Company	PBJ Company	Stevenson & Associates	World Technology Solutions
Media Plus Consulting	Peace Corps	StoneRidge Advisors LLC	YBM Education
Medical Murray	Pearson Education	Stout Risius Ross Inc.	Zobrist Consulting Group Inc.
MedTech Detect	PepsiCo Quaker/Tropicana/Gatorade	STP Enterprises Inc.	
Melmark	Petroferm Inc.	Strategic Marketing and Mailing	
Meltwater Group	Pharmasource	Stryker Medical	
The Mergis Group	Pikewerks Corp.	SunGard Availability Services	
Meridian Technologies Inc.	PointBridge	SurePayroll	
Mesirov Financial	Power Construction Company	Sutoer Solutions Inc.	
Metavante	Presidio Trust	Syngenta	
Metropolitan Water Reclamation District of Greater Chicago	Progressive Insurance	Talent Acquisition	
Michael Latas & Associates Inc.	Project Healthy Children	Target	
Mid America Motorworks	Public Health - Seattle & King County	Taylor Studios, Inc.	
Mid-West Family Broadcasting	Purdue University	TC Public Relations	
Modern Woodmen of America	Quant Economics Inc.	TechSmith Corp.	
Mogees	R.J. O'Brien	Teen Parent Connection	
Monsanto	Rapleaf	Theophany Staffing	
Morningstar Inc.	Reading In Motion	ThinkPanmure	
Mosaic Inc.	Realization Technologies Inc.	Thomas Graig Associates, Inc.	
Mount Pulaski Products	Regional Transportation Authority	Thresholds	
MRINetwork	Renewable Energy Group	Thrivent Financial for Lutherans	
mSpot Inc.	The Remmick Group	Toray Composites America	
Murphy USA	Resolution Trust Corp. (RTC)	Toro Capital Management LLC	
Nacel-American Village	Reynolds & Reynolds	Toro Capital Management LLC	
Nalco Company	Rhea & Kaiser Marketing Communications	Total Quality Logistics	
National Council of Teachers of English	Rhonda Goldstein	Trading RM	
National Football League	Rich Connell AGRI-SEARCH Inc.	TradingScreen	
National Renewable Energy Laboratory	RLG International Inc.	Transmarket Group LLC	
The National Society of Leadership and Success	Robert Bosch Corp.	Transparent Container Co.	
NAVTEQ Inc.	Rotary International	TransPerfect Translations	
The Nebraska Medical Center	RSM McGladrey	True Media	
Nestlé Purina PetCare Company	Rush University Medical Center	Tuenti	
New Dimensions in Technology Inc.	Rustici Software LLC	Tutor.com	
New Orleans District Direct Hire Authority	Sage Leadership Partners Inc.	U.S. Aviation Underwriters	
New York Life	Sagentia Inc.	U.S. Census Bureau	
New Age Marketing	SAIC	U.S. Commercial Service	
New Path Recruitment	Saks Fifth Avenue	U.S. Food and Drug Administration	
Nicholas Charles Company	Salesforce.com	U.S. Space and Rocket Center	
Ninyo & Moore Geotechnical & Environmental Sciences Consultants	Samuel & Richmond Company	Uniquify Inc.	
Norman Borlaug Institute for International Agriculture	San Mateo County Transit District	United McGill Corp.	
Northwestern Mutual Financial Network	Sandia National Laboratories	Universal Fire Protection	
Novarra Inc.	SAP	University of Chicago School Mathematics	
The Novo Group	Sapphire Technologies	University of Chicago	
	Schiff Hardin, LLP	University of Illinois	
	Schneider Electric	University of Notre Dame	
	School of the Art Institute of Chicago	University YMCA	
	Schreiber Foods Inc.	Urban Innovations	
	Scotsman Ice System	U.S. Army Research Lab	
	Seaton Corp.	U.S.D.A. - Agricultural Research Service	
	Securitas Security Services	UT-Battelle / Oak Ridge National Laboratory	
		UTi Integrated Logistics	
		Utilivate Technologies LLC	

University of Illinois Career Fairs 2009

Illinois Business Career Fair

Feb. 2 and 3, ARC Gym2, noon - 4 p.m.

Contact: ksurles@illinois.edu

Illinois College of Engineering Career Fair

Feb. 10

Contact: 217/333-1960

UIS 2009 Springfield Collegiate Career Fair

Feb. 19, UIS Public Affairs Center, 11 a.m.-3 p.m.

Contact: 217/206-6508

Government Career Fair

March 12, Chicago State University, Chicago,

Time: 11a.m.- 3 p.m.

Contact: 773-995-2474

Hosted by multiple colleges. Registration will be available online at www.gcrcassociation.org

UIC Diversity Job Fair

March 19, Student Center East, Illinois Room,

10 a.m. - 2:30 p.m.

Contact: jaimbev@uic.edu

Midwest ACE Events

Midwest Association of Colleges and Employers offers several networking and professional development opportunities for recruiting and career services professionals.

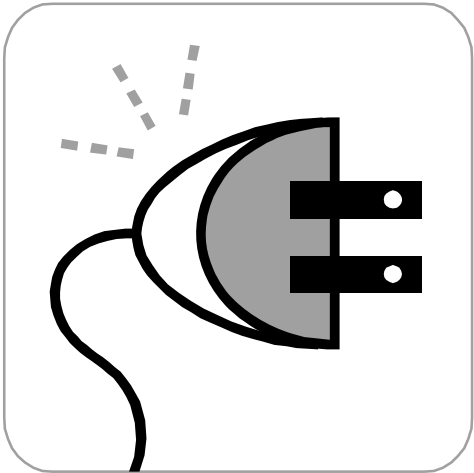
Midwest ACE Annual Conference

Aug. 2-4, 2009

Lombard, ILL.

Business NOT As Usual

Visit www.mwace.org for more information about how to get involved.



Trends and Projections 2009 continued, page 1

Commission-based pay, which has increased since 2004, is expected to decrease 6 percent, while signing bonuses are expected to increase 7 percent this year. An increase of 13 percent (or 33 percent) of employers reported using performance bonuses given at the end year.

Emerging Skills

Gardner mentioned a shift occurring with employers moving college graduates from entry-level positions to higher-level positions. As a result, new skills will be needed and required, which include:

1. Taking initiative
2. Building working relationships
3. Analyzing, evaluating and interpreting data

4. Engaging in continuous learning
5. Communicating through justification and persuasion
6. Planning and managing a project with minimal direction
7. Creating new knowledge
8. Seeking global understanding

RESOURCES:

Phil Gardner's 2008-2009 Recruiting Trends Report: Instructional Media Center Michigan State University www.ceri.msu.edu/recruiting/recruiting.html

Diane Swonk offers economic commentary and a newsletter at: www.mesirowfinancial.com

University of Illinois
Alumni Association's
Alumni Career Center
200 S. Wacker Drive
First Floor, MC 200
Chicago, IL 60606

Phone
312/575-7830

Fax
312/575-7832

E-mail
careers@uillinois.edu

*Ask me about
opportunities to
increase your
company's visibility:*

*Bernice Allegretti
assistant director of
employer relations
312/575-7836
ballegre@uillinois.edu*



We're on the Web!
See us at:
www.uiaa.org/careers

'Finding Talent' Series

Through the "Finding Talent" newsletters and events, the University of Illinois Alumni Association's Alumni Career Center aims to offer networking and professional development opportunities for people with hiring, interviewing or recruiting responsibilities. The series has covered a wide range of topics, including technology

tools, trends, marketing and behavior-based interviewing.

The series has something to offer both new professionals and those with a solid background in the field.

Events hosted in the spring and fall offer an opportunity for professionals to network, share information and benchmark their programs.

SAVE THE DATE

"Finding Talent" event
Thursday, April 16, 2009

USING WEB 2.0 TO ATTRACT TALENT

200 S. Wacker Drive, Chicago
8:30 - 10 a.m.

RSVP: ballegre@uillinois.edu

Alumni Career Center Employer Services

The University of Illinois Alumni Association offers lifelong career assistance to its members. If your goals include recruiting experienced candidates, we can assist you in connecting with top talent.

The Alumni Career Center at the University of Illinois Alumni Association is one of a few comprehensive career centers in the nation focused on bringing alumni and employers together.

The University of Illinois Alumni Association is the nation's largest, with more than 582,000 members. These graduates encompass all age and professional groups, holding degrees from some of the country's top universities.

Who's Who in the Alumni Association

ALUMNI ASSOCIATION CORPORATE STAFF

Loren R. Taylor, President & CEO
Karen Skold Tow, COO
Jack Peirce, CFO
Vanessa Faurie,
Corporate Communications VP
Richard Williams, Chief Information Officer
Chan Nair, Business Information Unit
Joseph S. Rank, Membership VP
Sara A. Greenstein, Illinois VP
Arlene Norsym, UIC VP
Charles J. Schrage, UIS VP
Scott Williams, Alumni Travel Program

ALUMNI CAREER CENTER STAFF

Julie Hays Bartimus, Vice President
Claudia Delestowicz, Associate Director
Bernice Allegretti, Assistant Director
Rosahlee Solomon, Office Operations Specialist

CAREER CENTER ADVISORY COMMITTEE, 2008-09

Chair
Jill Smart, Accenture

Members

John Anderson, UIC Business Career Center
Dan Azark, Hyatt Development Corp.
Katherine Battee-Freeman, UIC Office of Career Services
Colleen Callahan Burns, Colleen Callahan Communications
Dr. Edward Cohen, Walgreens Health Initiative
Tammy Craig, UIS Career Services
Robert Dyer, Proven Solutions Inc.
Stephen Johnson, GE Consumer & Industrial
James Kacena, JFKacena Associates
Rose LaMantia, Illinois alumna
Matt Massucci, Human Capital Management Solutions
Kimberly Noah, Deloitte
Kathy L. Noerenberg, Long Term Care Financial Partners
Gail Rooney, The Career Center at Illinois
Hugh T. Smith Jr., Equip for Equality Inc.
Susan Snowden, Forsythe Solutions Group, Inc.



UNIVERSITY OF ILLINOIS
ALUMNI ASSOCIATION