

NACE Internship & Co-op Survey 2015

INSTRUCTIONS

Page description:

This survey contains questions on both internship and co-op hiring practices. Please respond only to the questions that pertain to your organization (e.g. if you do not have a co-op program, simply ignore those questions).

This survey is meant to capture data on college-level internship and co-op programs. Respond with data on your college-level programs only.

NACE defines the graduating class of 2014-15 as those students graduating between July 1, 2014 and June 31, 2015.

Please provide as much of the requested data as possible. If your plans aren't locked in yet, please include your best estimates. For the purposes of this survey, the following definitions should be used to distinguish between Internship and Cooperative education programs (Co-ops).

Internship: Internships are typically one-time work or service experiences related to the student's major or career goal. The internship plan generally involves students working in professional settings under the supervision and monitoring of practicing professionals. Internships can be paid or unpaid and the student may or may not receive academic credit for performing the internship.

Co-operative education: Co-operative education provides students with multiple periods of work in which the work is related to the student's major or career goal. The typical program plan is for students to alternate terms of full-time classroom study with terms of full-time, discipline-related employment. Since program participation involves multiple work terms, the typical participant will work three or four work terms, thus gaining a year or more of career-related work experience before graduation. Virtually all co-op positions are paid and the vast majority involves some form of academic credit.

1. Please enter your NACE Contact ID number: *

2. As part of the survey report, NACE will provide a list of respondents. Please indicate your preference below. (Note: This will not affect the confidentiality of your data.)

- Yes No

PROGRAM STRUCTURE

Page description:

3. Does your organization have a formal program in place to recruit and hire internship and/or co-op program?

- Yes, for interns only
 Yes for co-ops only
 Yes, for both interns and co-ops
 No

4. What is the primary focus of your **INTERNSHIP** program? (Select one response only.)

- Recruit entry-level college hires
 Build relationships with the institutions from which we recruit
 Provide real-world experience to inexperienced college students
 Other (please specify)

5. What is the primary focus of your **CO-OP** program? (Select one response only.)

- Recruit entry-level college hires
- Build relationships with the institutions from which we recruit
- Provide real-world experience to inexperienced college students
- Other (please specify)

6. How many **MONTHS** in advance of a start date do you begin the process of recruiting for students for internship and/or-co-op positions?

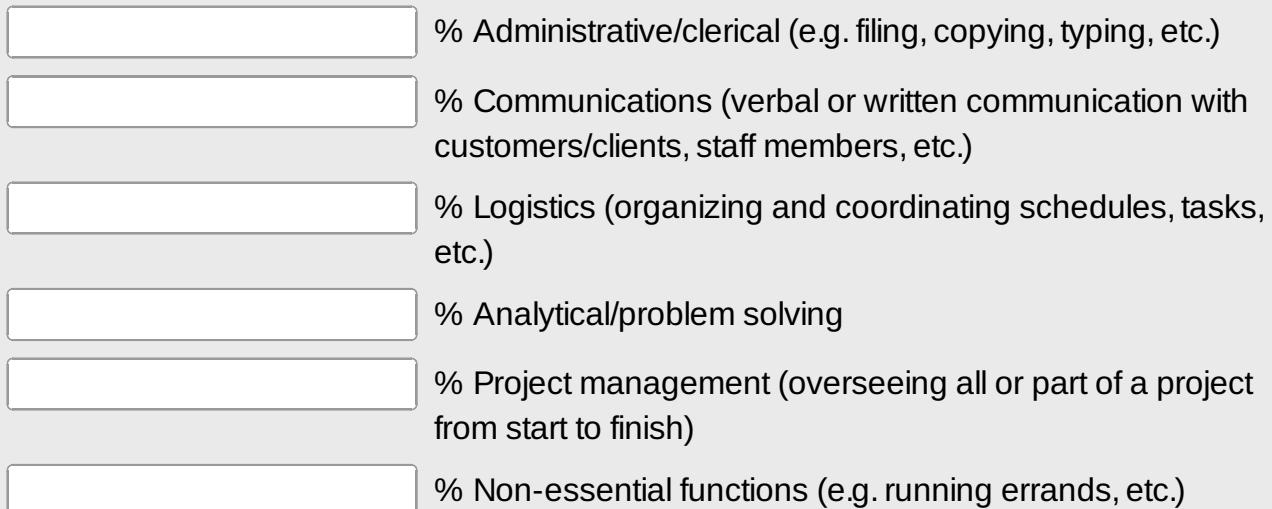
	Months
Interns	<input type="text"/>
Co-ops	<input type="text"/>

7. On average, what percentage of time do your **INTERNS** spend on each of the following activities? (All responses must add up to 100%).

- % Administrative/clerical (e.g. filing, copying, typing, etc.)
- % Communications (verbal or written communication with customers/clients, staff members, etc.)
- % Logistics (organizing and coordinating schedules, tasks, etc.)
- % Analytical/problem solving
- % Project management (overseeing all or part of a project from start to finish)
- % Non-essential functions (e.g. running errands, etc.)

0 out of 100% Total

8. On average, what percentage of time do your **CO-OPS** spend on each of the following activities? (All responses must add up to 100%.)



0 out of 100% Total

9. Does your organization feature a rotational program for your interns and/or co-ops through which they spend a specified amount of time in different job positions, departments, and/or geographic locations?

- Yes, interns only
- Yes, co-ops only
- Yes, both interns and co-ops
- No

10. Does your organization require that its interns and/or co-ops arrange to receive academic credit prior to accepting them into your program?

- Yes, interns only
- Yes, co-ops only
- Yes, both interns and co-ops
- No

11. How important is it for students applying for **INTERNSHIP** positions to have the following qualities/skills?

	Not at all important	Not very important	Somewhat important	Very important	Extremely important
Ability to plan, organize, and prioritize work	<input type="radio"/>				
Ability to obtain and process information	<input type="radio"/>				
Ability to make decisions and solve problems	<input type="radio"/>				
Ability to analyze quantitative data	<input type="radio"/>				
Ability to verbally communicate with persons inside and outside the organization	<input type="radio"/>				
Ability to sell or influence others	<input type="radio"/>				
Technical knowledge related to the job	<input type="radio"/>				
Proficiency with computer software programs	<input type="radio"/>				
Ability to create and/or edit written reports	<input type="radio"/>				
Ability to work in a team structure	<input type="radio"/>				

12. How important is it for students applying for **CO-OP** positions to have the following qualities/skills?

	Not at all important	Not very important	Somewhat important	Very important	Extremely important
Ability to plan, organize, and prioritize work	<input type="radio"/>				
Ability to obtain and process information	<input type="radio"/>				
Ability to make decisions and solve problems	<input type="radio"/>				
Ability to analyze quantitative data	<input type="radio"/>				
Ability to verbally communicate with persons inside and outside the organization	<input type="radio"/>				
Ability to sell or influence others	<input type="radio"/>				
Technical knowledge related to the job	<input type="radio"/>				
Proficiency with computer software programs	<input type="radio"/>				
Ability to create and/or edit written reports	<input type="radio"/>				
Ability to work in a team structure	<input type="radio"/>				

13. If you have two candidates that are equally qualified for an **INTERNSHIP** position, how much would each of the following influence your decision to hire one candidate over the other?

	No influence at all	Not much influence	Somewhat of an influence	Very much influence	Extreme influence
School attended	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Major	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High GPA (3.0 or above)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has held leadership position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has studied abroad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has been involved in extracurricular activities (e.g. clubs/sports/student government, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is fluent in a foreign language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has done volunteer work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Other (please specify):

15. If you have two candidates that are equally qualified for a **CO-OP** position, how much would each of the following influence your decision to hire one candidate over the other?

	No influence at all	Not much influence	Somewhat of an influence	Very much influence	Extreme influence
School attended	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Major	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High GPA (3.0 or above)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has held leadership position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has studied abroad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has been involved in extracurricular activities (e.g. clubs/sports/student government, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is fluent in a foreign language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has done volunteer work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. Other (please specify):

17. Assuming all other factors are equal and candidates are being hired for the same intern and/or co-op position, please respond to the following statements

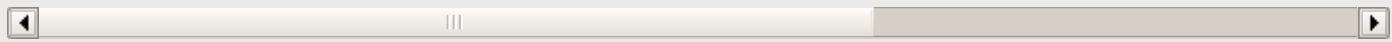
	Agree	Disagree
If a student has participated in an internship/co-op position within our organization, he or she will typically receive a higher salary offer than will someone that has no prior internship/co-op experience with our organization.	<input type="radio"/>	<input type="radio"/>
If a student has prior work experience (with our company OR any company), he or she will typically receive a higher salary offer than will someone that has no prior work experience.	<input type="radio"/>	<input type="radio"/>
The industry in which a student has had an internship does not affect the way we value the student's work experience.	<input type="radio"/>	<input type="radio"/>
Students with unpaid internship experience are just as likely to be hired for a full-time job by our organization as students coming from paid internships.	<input type="radio"/>	<input type="radio"/>

HIRING

Page description:

18. Among those new graduates hired for full-time positions between July 1, 2013 and June 30, 2014, how many from each degree level had the following internship/co-op experience?

	Associates degree graduates	Bachelor's degree graduates	Master's degree
Internship experience with your company	<input type="text"/>	<input type="text"/>	<input type="text"/>
Internship experience with a different company	<input type="text"/>	<input type="text"/>	<input type="text"/>
Co-op experience with your company	<input type="text"/>	<input type="text"/>	<input type="text"/>
Co-op experience with a different company	<input type="text"/>	<input type="text"/>	<input type="text"/>
No internship or co-op experience	<input type="text"/>	<input type="text"/>	<input type="text"/>



19. Did you hire interns and/or co-ops from July 1, 2013 to June 30, 2014?

- Yes No

20. Use the following definitions to complete the items below:

Marking a particular degree level indicates that the student was **enrolled** at the time he/she was hired.

Eligible: expected to receive his/her degree between July 1, 2013 and June, 30 2014.

Non-eligible: did NOT expect to receive his/her degree between July 1, 2013 and June, 30 2014.

Returning: had previously completed an internship with your company.

Non-returning: had NOT previously completed an internship with your company.

Please indicate the number of each type of intern and/or-co-op you hired from **July 1, 2013 to June, 30 2014**.

If you did not hire any of a certain type of intern and/or-co-op, **input a zero**.

	Eligible, returning	Eligible, non-returning	Non-eligible
Intern: Associate's			
Intern: Bachelor's			
Intern: Master's			
Intern: Doctoral			
Co-op: Associate's			
Co-op: Bachelor's			
Co-op: Master's			
Co-op: Doctoral			

21. Have you already hired or will you hire interns and/or co-ops from July 1, 2014 to June 30, 2015?

Yes No

22. Use the following definitions to complete the items below:

Marking a particular degree level indicates that the student was **enrolled** at the time he/she was hired.

Eligible: expected to receive his/her degree between July 1, 2013 and June, 30 2014.

Non-eligible: did NOT expect to receive his/her degree between July 1, 2013 and June, 30 2014.

Returning: had previously completed an internship with your company.

Non-returning: had NOT previously completed an internship with your company.

Please indicate the number of each type of intern and/or co-op you plan to have hired between **July 1, 2014 and June, 30 2015**.

If you did not hire any of a certain type of intern and/or-co-op, **input a zero**.

	Eligible, returning	Eligible, non-returning	Non-eligible
Intern: Associate's	<input type="text"/>	<input type="text"/>	<input type="text"/>
Intern: Bachelor's	<input type="text"/>	<input type="text"/>	<input type="text"/>
Intern: Master's	<input type="text"/>	<input type="text"/>	<input type="text"/>
Intern: Doctoral	<input type="text"/>	<input type="text"/>	<input type="text"/>
Co-op: Associate's	<input type="text"/>	<input type="text"/>	<input type="text"/>
Co-op: Bachelor's	<input type="text"/>	<input type="text"/>	<input type="text"/>
Co-op: Master's	<input type="text"/>	<input type="text"/>	<input type="text"/>
Co-op: Doctoral	<input type="text"/>	<input type="text"/>	<input type="text"/>

HIRING CHANGES

Page description:

You indicated that your total intern/co-op hiring is expected to **INCREASE** between the 2013 and 2014 academic years. Please indicate why this is so:

- Expanding business operations
- Developing talent pool
- Enhancing relationship with target schools
- Promoting image to potential recruits
- Other

You indicated that your total intern/co-op hiring is expected to **DECREASE** between the 2013 and 2014 academic years. Please indicate why this is so:

- Ongoing court cases involving unpaid internships
- New Affordable Care Act regulations
- Limited financial resources
- Other

OFFERS

Page description:

23. Of those eligible students hired between July 1, 2013 and June 30, 2014, please indicate how many of each type of intern/co-op you extended an **OFFER OF FULL-TIME EMPLOYMENT** to. If you did not extend offers to any of a certain type of intern and/or co-op, **input a zero**.

Intern: Associate's - returning

Intern: Associate's - non-returning

Intern: Bachelor's - returning

Intern: Bachelor's - non-returning

Intern: Master's - returning

Intern: Master's - non-returning

Intern: Doctoral - returning

Intern: Doctoral - non-returning

Co-op: Associate's - returning

Co-op: Associate's - non-returning

Co-op: Bachelor's - returning

Co-op: Bachelor's - non-returning

Co-op: Master's - returning

Co-op: Master's - non-returning

Co-op: Doctoral - returning

Co-op: Doctoral - non-returning

ACCEPTANCES

Page description:

24. Of those eligible students hired between July 1, 2013 and June 30, 2014 who received a job offer, please indicate how many of each type of intern/co-op **ACCEPTED** the offer.
If you did not extend offers to any of a certain type of intern and/or co-op, **input a zero**.

Intern: Associate's - returning

Intern: Associate's - non-returning

Intern: Bachelor's - returning

Intern: Bachelor's - non-returning

Intern: Master's - returning

Intern: Master's - non-returning

Intern: Doctoral - returning

Intern: Doctoral - non-returning

Co-op: Associate's - returning

Co-op: Associate's - non-returning

Co-op: Bachelor's - returning

Co-op: Bachelor's - non-returning

Co-op: Master's - returning

Co-op: Master's - non-returning

Co-op: Doctoral - returning

Co-op: Doctoral - non-returning

RETENTION

Page description:

25. What percent of your full-time employees hired between July 1, 2013 to June 30, 2014 were still with your organization **ONE YEAR** after being hired, based on their pre-employment experience?

Direct hires from YOUR organization's INTERNSHIP program

Non-direct hires from ANOTHER organization's INTERNSHIP program

Direct hires from YOUR organization's CO-OP program

Non-direct hires from ANOTHER organization's CO-OP program

Non-direct hires with NO internship experience/co-op at any organization

26. What percent of your full-time employees hired between July 1, 2008 to June 30, 2009 were still with your organization **FIVE YEARS** after being hired, based on their pre-employment experience?

Direct hires from YOUR organization's INTERNSHIP program

Non-direct hires from ANOTHER organization's INTERNSHIP program

Direct hires from YOUR organization's CO-OP program

Non-direct hires from ANOTHER organization's CO-OP program

Non-direct hires with NO internship experience/co-op at any organization

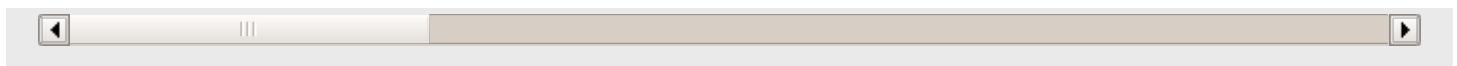
COMPENSATION

Page description:

27. Please indicate your typical hourly wage rate for students hired for **INTERNSHIP** positions based on their major, degree level, and year level during their tenure with your organization.

NOTE: Depending on the size of your browser window, you may have to scroll across to reveal all the degree level cells.

	Associate's-1st Year	Associate's-2nd Year
Accounting		
Actuarial Science		
Agricultural Sciences		
Business Administration		
Communications/Journalism		
Computer Science/IT		
Economics		
Education		
Engineering		
Finance		
Health Sciences		
Human Resources		
Humanities/Liberal Arts		
Marketing		
Mathematics/Statistics		
Physical Sciences		
Social Sciences		



28. Please indicate your typical hourly wage rate for students hired for **CO-OP** positions based on their major, degree level, and year level during their tenure with your organization.

NOTE: Depending on the size of your browser window, you may have to scroll across to reveal all the degree level cells.

	Associate's-1st Year	Associate's-2nd Year
Accounting		
Actuarial Science		
Agricultural Sciences		
Business Administration		
Communications/Journalism		
Computer Science/IT		
Economics		
Education		
Engineering		
Finance		
Health Sciences		
Human Resources		
Humanities/Liberal Arts		
Marketing		
Mathematics/Statistics		
Physical Sciences		
Social Sciences		



BENEFITS

Page description:

29. Did your organization offer **SIGNING BONUSES** to any students you hired for internship and co-op positions from July 1, 2013 to June 30, 2014?

- Yes, for interns only
- Yes, for co-ops only
- Yes, for both interns and co-ops
- No

30. What was the average bonus paid to **interns** hired between July 1, 2013 and June 30, 2014?

31. What was the average bonus paid to **co-ops** hired between July 1, 2013 and June 30, 2014?

32. Does your organization plan to offer **SIGNING BONUSES** to any students you hire for internship and co-op positions from July 1, 2014 to June 30, 2015?

- Yes, for interns only
- Yes, for co-ops only
- Yes, for both interns and co-ops
- No

33. What is the average bonus you are planning to pay to interns hired between July 1, 2014 and June 30, 2015?

34. What is the average bonus you are planning to pay to co-ops hired between July 1, 2014 and June 30, 2015?

35. Do you typically provide any employee benefits to your interns or co-ops?

- Yes, for interns only
- Yes, for co-ops only
- Yes, for both interns and co-ops
- No

36. Which of the following benefits do you typically provide to your **interns**? (Check all that apply.)

- Dental (full or partial offering)
- Experiential work counts as service time if hired into a full-time position
- 401(k)
- Medical (full or partial offering)
- Paid holidays
- Planned social activities
- Scholarships
- Tuition reimbursement
- Vacation time

37. Which of the following benefits do you typically provide to your **co-ops**? (Check all that apply.)

- Dental (full or partial offering)
- Experiential work counts as service time if hired into a full-time position
- 401(k)
- Medical (full or partial offering)
- Paid holidays
- Planned social activities
- Scholarships
- Tuition reimbursement
- Vacation time

38. Does your organization typically offer relocation assistance to students hired for internship and/or co-op positions?

- Yes, for interns only
- Yes, for co-ops only
- Yes, for both interns and co-ops
- No

Relocation assistance for INTERNS:

39. Which of the following types of relocation assistance do you typically offer to your **intern** hires? (Check all that apply.)

- Housing/apartment hunting trip(s)
- Housing/living stipend
- Moving/relocation allowance
- Provide housing
- Set allowance/payment to be used as needed during the relocation process
- Other (please specify)

40. What is the average amount of relocation assistance you typically provide to the students you hire for **internship** positions?

41. What is the total dollar amount of the relocation assistance budget for **intern** hires for the time period between July 1, 2014 to June 30, 2015?

Relocation assistance for CO-OPS:

42. Which of the following types of relocation assistance do you typically offer to your **co-op** hires? (Check all that apply.)

- Housing/apartment hunting trip(s)
- Housing/living stipend
- Moving/relocation allowance
- Provide housing
- Set allowance/payment to be used as needed during the relocation process
- Other (please specify)

43. What is the average amount of relocation assistance you typically provide to the students you hire for **co-op** positions?

44. What is the total dollar amount of the relocation assistance budget for **co-op** hires for the time period between July 1, 2014 to June 30, 2015?

Page description:

45. Indicate the length (in days) of the following 3 types of cycle times:

Posting-to-interview cycle time: the number of days between the posting of an open position and the first interviews conducted for that position.

Interview-to-offer: the number of days between interviewing a candidate for a position and either making him/her an offer, or notifying him/her that he/she will not be considered for the position.

Offer-to-acceptance: the number of days between making an offer to a candidate the deadline to accept or decline the offer before it expires.

	Interns	Co-ops
Posting-to-interview cycle time (in days)	<input type="text"/>	<input type="text"/>
Interview-to-offer cycle time (in days)	<input type="text"/>	<input type="text"/>
Offer-to-acceptance cycle time (in days)	<input type="text"/>	<input type="text"/>

46. What percentage of your **INTERNSHIP** recruiting budget is allocated to each of the following recruiting activities?

- Advertising in campus newspapers
- Alumni referrals
- Career/job fairs
- Cultivating key faculty
- Hosting an open house
- Job listings - career services office
- Job listings - career services website
- Job listings - your own website
- Online networking
- On-campus information sessions
- On-campus recruiting
- Outreach to clubs, fraternities, and sororities
- Recruitment advertising
- Referrals from current or former interns/co-ops

0 out of 100% Total

47. Please rank the top three activities in order of effectiveness (1 = most effective) in recruiting **INTERNS**. (only one choice is allowed for each column - rank)

	1	2	3
<input type="checkbox"/> Advertising in campus newspapers	○	○	○
<input type="checkbox"/> Alumni referrals	○	○	○
<input type="checkbox"/> Career/job fairs	○	○	○
<input type="checkbox"/> Cultivating key faculty	○	○	○
<input type="checkbox"/> Hosting an open house	○	○	○
<input type="checkbox"/> Job listings - career services office	○	○	○
<input type="checkbox"/> Job listings - career services website	○	○	○
<input type="checkbox"/> Job listings - your own website	○	○	○
<input type="checkbox"/> Online networking	○	○	○
<input type="checkbox"/> On-campus information sessions	○	○	○
<input type="checkbox"/> On-campus recruiting	○	○	○
<input type="checkbox"/> Outreach to clubs, fraternities, and sororities	○	○	○
<input type="checkbox"/> Recruitment advertising	○	○	○
<input type="checkbox"/> Referrals from current or former interns/co-ops	○	○	○

48. What percentage of your **CO-OP** recruiting budget is allocated to each of the following recruiting activities?

- Advertising in campus newspapers
- Alumni referrals
- Career/job fairs
- Cultivating key faculty
- Hosting an open house
- Job listings - career services office
- Job listings - career services website
- Job listings - your own website
- Online networking
- On-campus information sessions
- On-campus recruiting
- Outreach to clubs, fraternities, and sororities
- Recruitment advertising
- Referrals from current or former interns/co-ops

0 out of 100% Total

49. Please rank the top three activities in order of effectiveness (1 = most effective) in recruiting **CO-OPS**. (only one choice is allowed for each column - rank)

	1	2	3
<input type="checkbox"/> Advertising in campus newspapers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Alumni referrals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Career/job fairs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Cultivating key faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Hosting an open house	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Job listings - career services office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Job listings - career services website	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Job listings - your own website	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Online networking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> On-campus information sessions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> On-campus recruiting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Outreach to clubs, fraternities, and sororities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Recruitment advertising	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Referrals from current or former interns/co-ops	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

50. Rank the top three reasons for selecting a school at which to recruit for **INTERNSHIP** positions. (Choose only three.)

	1	2	3
<input type="checkbox"/> Accreditation of school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Average GPA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Cost to recruit at school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Diversity of student body	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Executives are alumni of school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Helpfulness of career services staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Interest of school's graduates in your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Location of school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Majors offered	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> National rankings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Past recruiting experience at school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Quality of programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Reputation of school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Retention history of school's alumni	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Size of school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Success of school's alumni in your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

51. Rank the top three reasons for selecting a school at which to recruit for **CO-OP** positions.
(Choose only three.)

	1	2	3
<input type="checkbox"/> Accreditation of school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Average GPA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Cost to recruit at school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Diversity of student body	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Executives are alumni of school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Helpfulness of career services staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Interest of school's graduates in your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Location of school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Majors offered	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> National rankings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Past recruiting experience at school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Quality of programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Reputation of school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Retention history of school's alumni	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Size of school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/> Success of school's alumni in your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

52. Do you use any *U.S. News & World Report* rankings to select schools at which to recruit **INTERNS**?

- Yes, interns only
- Yes, co-ops only
- Yes, both interns and co-ops
- No

53. Which of the following *U.S. News & World Report* rankings and ranking ranges do you use to select schools at which to recruit **INTERNS**?

	Rank: 1-25	Rank: 26-50	Rank: 51-100	Rank: 100+
National Universities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National Liberal Arts Colleges	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Regional Universities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Regional Colleges	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

54. Which of the following *U.S. News & World Report* rankings and ranking ranges do you use to select schools at which to recruit **CO-OPS**?

	Rank: 1-25	Rank: 26-50	Rank: 51-100	Rank: 100+
National Universities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National Liberal Arts Colleges	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Regional Universities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Regional Colleges	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

MISCELLANEOUS

Page description:

55. What is the biggest challenge you face with your internship and/or co-op programs?

56. How has your internship/co-op program changed over the past five years?

57. What changes to internship/co-op recruiting do you see taking place in the next five years?

Thank You!

Thank you for taking our survey. Your response is very important to us.