



2021 NACE Recruiting Compensation Survey

Organizational Characteristics

Please enter your NACE Contact ID.

- It is the number in the email inviting you to participate in the survey.

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

- Yes, please list my organization as a survey respondent.
- No, please DO NOT list my organization as a survey respondent.

Which of the following best describes the scope of your firm's college recruiting?

- Recruit strictly in the U.S. for American-based operations
- Recruit strictly in the U.S. for both American-based and international operations
- Recruit both in the U.S. and internationally for American-based operations
- Recruit both in the U.S. and internationally for both American-based and international operations

How many people are employed in the business unit or entire organization for which you're replying?

- 500 or fewer
- 501 - 1,000
- 1,001 - 2,500
- 2,501 - 5,000
- 5,001 - 10,000
- 10,001 - 20,000

- 21,000 - 50,000
- More than 50,000

Position Compensation

For the following job descriptions, please provide the requested compensation information for the individual(s) whose job responsibilities most closely match the functions identified for each job title.

Director of College Recruiting

Plans, develops, and directs strategic recruitment and employment programs related to new graduate hires. Works with management and operations to understand current and future workforce needs and develop improvements to the sourcing and selection of new graduate hires. Leads and directs the work of the organization's college recruiting team. Generally, reports to top management.

Is there someone in your office that performs the above function?

- Yes
- No

Director of College Recruiting

Number of Incumbents

Average Tenure

Is this position exempt or non-exempt?

- Exempt
- Non-exempt

What is the following salary information for the Director(s) of College Recruiter?

Please note:

- Enter a whole number without a dollar sign (\$), comma (,), or decimal (.).
- Please enter salary information in US Dollars.
- Please DO NOT abbreviate dollar amounts, such as entering "45000" as "45K."

Annual base salary

Low end of formal salary range

High end of formal salary range

Average percent increase in base salary in the past year:

- Please DO NOT enter a percent sign (%).

Apart from employees' annual base salaries, does your organization offer any bonus compensation for the Director(s) of College Recruiting?

- Yes
- No

Director of College Recruiting

Overall average bonus compensation (in US Dollars):

- Please enter a whole number without a dollar sign (\$), comma (,), or decimal (.).
- Please DO NOT abbreviate dollar amounts, such as entering "45000" as "45K."

Do you know the percentage breakdown of performance measures (i.e., individual performance, department performance, and/or company performance) that the bonus compensation is based on?

- Yes

No

What percent of bonus compensation is based on each of the following?

All 3 responses must add up to 100, even if one or more of the responses is 0.

Individual performance measures	<input type="text" value="0"/> %
Departmental performance measures	<input type="text" value="0"/> %
Company-wide performance	<input type="text" value="0"/> %
Total	<input type="text" value="0"/> %

College Recruiting Manager

Serves as a liaison between the college recruiting team and operational business units. Partners with business units to ensure talent acquisition demand planning is done on a timely basis. Coordinates the strategies employed by the organization's college recruiting teams. Develops reports on the talent acquisition process related to new graduate hires for management and operational business units. Oversees the recruitment of campus representatives and the development of campus events, such as career fairs. Reports to the Director of College Recruiting or Director of Human Resources.

Is there someone in your office that performs the above function?

Yes

No

College Recruiting Manager

Number of Incumbents

Average Tenure

Is this position exempt or non-exempt?

Exempt

Non-exempt

What is the following salary information for the College Recruiting Manager(s)?

Please note:

- Enter a whole number without a dollar sign (\$), comma (,), or decimal (.).
- Please enter salary information in US Dollars.
- Please DO NOT abbreviate dollar amounts, such as entering "45000" as "45K."

Annual base salary

Low end of formal salary range

High end of formal salary range

Average percent increase in base salary in the past year:

- Please DO NOT enter a percent sign (%).

Apart from employees' annual base salaries, does your organization offer any bonus compensation for the College Recruiting Manager(s)?

Yes

No

College Recruiting Manager

Overall average bonus compensation (in US Dollars):

- Please enter a whole number without a dollar sign (\$), comma (,), or decimal (.).
- Please DO NOT abbreviate dollar amounts, such as entering "45000" as "45K."

Do you know the percentage breakdown of performance measures (i.e., individual performance, department performance, and/or company performance) that the bonus compensation is based on?

- Yes
- No

What percent of bonus compensation is based on each of the following?

All 3 responses must add up to 100, even if one or more of the responses is 0.

Individual performance measures	<input type="text" value="0"/> %
Departmental performance measures	<input type="text" value="0"/> %
Company-wide performance	<input type="text" value="0"/> %
Total	<input type="text" value="0"/> %

College Recruiter

Responsible for the implementation of the organization's recruiting strategy through the sourcing and attraction of new graduate candidates. Screens candidate resumes and conducts interviews to assess applicants' relevant knowledge, skills, soft skills, experience and aptitude. May assist with the onboarding of new graduate hires. Reports to the college recruiting manager.

Is there someone in your office that performs the above function?

- Yes
- No

College Recruiter

Number of Incumbents

Average Tenure

Is this position exempt or non-exempt?

- Exempt
- Non-exempt

What is the following salary information for the College Recruiter(s)?

Please note:

- Enter a whole number without a dollar sign (\$), comma (,), or decimal (.).
- Please enter salary information in US Dollars.
- Please DO NOT abbreviate dollar amounts, such as entering "45000" as "45K."

Annual base salary

Low end of formal salary range

High end of formal salary range

Average percent increase in base salary in the past year:

- Please DO NOT enter a percent sign (%).

Apart from employees' annual base salaries, does your organization offer any bonus compensation for the College Recruiter(s)?

- Yes
- No

College Recruiter

Overall average bonus compensation (in US Dollars):

- Please enter a whole number without a dollar sign (\$), comma (,), or decimal (.).
- Please DO NOT abbreviate dollar amounts, such as entering "45000" as "45K."

Do you know the percentage breakdown of performance measures (i.e., individual performance, department performance, and/or company performance) that the bonus compensation is based on?

- Yes
- No

What percent of bonus compensation is based on each of the following?
All 3 responses must add up to 100, even if one or more of the responses is 0.

Individual performance measures	<input type="text" value="0"/> %
Departmental performance measures	<input type="text" value="0"/> %
Company-wide performance	<input type="text" value="0"/> %
Total	<input type="text" value="0"/> %

College Recruiting Coordinator

Responsible for the administration of the college recruiting function by coordinating and scheduling campus recruiting events; scheduling interviews; organizing travel arrangements; sending event communications; and providing campus event details to the college recruiting team. Posts employment openings to job boards and/or college websites. May be responsible for the entry, maintenance, and integrity of data in the organization's applicant tracking system. Reports to the college recruiting manager.

Is there someone in your office that performs the above function?

- Yes
- No

College Recruiting Coordinator

Number of Incumbents

Average Tenure

Is this position exempt or non-exempt?

- Exempt
- Non-exempt

What is the following salary information for the College Recruiting Coordinator(s)?

Please note:

- Enter a whole number without a dollar sign (\$), comma (,), or decimal (.).
- Please enter salary information in US Dollars.
- Please DO NOT abbreviate dollar amounts, such as entering "45000" as "45K."

Annual base salary

Low end of formal salary range

High end of formal salary range

Average percent increase in base salary in the past year:

- Please DO NOT enter a percent sign (%).

Apart from employees' annual base salaries, does your organization offer any bonus compensation for the College Recruiting Coordinator(s)?

- Yes
- No

College Recruiting Coordinator

Overall average bonus compensation (in US Dollars):

- Please enter a whole number without a dollar sign (\$), comma (,), or decimal (.).
- Please DO NOT abbreviate dollar amounts, such as entering "45000" as "45K."

Do you know the percentage breakdown of performance measures (i.e., individual performance, department performance, and/or company performance) that the bonus compensation is based on?

- Yes
- No

What percent of bonus compensation is based on each of the following?
All 3 responses must add up to 100, even if one or more of the responses is 0.

Individual performance measures	<input type="text" value="0"/> %
Departmental performance measures	<input type="text" value="0"/> %
Company-wide performance	<input type="text" value="0"/> %
Total	<input type="text" value="0"/> %

Benefits

Number of paid holidays on your organization's current fiscal year calendar:

Number of days of paid vacation earned each year, based on tenure: Please enter a whole number.

1 year of tenure	<input type="text"/>
3 years of tenure	<input type="text"/>
5 years of tenure	<input type="text"/>
10+ years of tenure	<input type="text"/>

Number of days of "other time off" allotted per year:

Does your organization offer dental insurance to its employees?

Yes

No

Does your organization offer vision insurance to its employees?

Yes

No

Does your organization offer life insurance to its employees?

Yes

No

Does your organization offer a company-matched 401(k) retirement program?

Yes

No

Medical Insurance

Does your organization offer medical insurance to its employees?

Yes

No

If your organization offers multiple medical insurance plans, please answer based on the plan selected by the majority of your employees.

What is the percent of the insurance premium paid by your organization for the:

- Please DO NOT enter a percent sign (%).

Employee

Dependents

What is the annual deductible that employees pay on:

- Please enter a whole number without a dollar sign (\$), comma (,), or decimal (.).
- Please DO NOT abbreviate dollar amounts, such as entering "45000" as "45K."

Their own medical insurance

Their dependent's medical insurance

Tuition Reimbursement - Advanced Degree

Does your organization offer tuition reimbursement or assistance for employees seeking an advanced degree?

- Yes
- No

For an advanced degree program, what percent of the tuition/fees does your organization pay?

- Please DO NOT enter a percent sign (%).

Upon completion of his/her program, is the employee required to stay with the organization for a certain period of time?

- Yes
- No

For how long are they required to stay?

- Please enter as number of months.

Tuition Reimbursement - Professional License

Does your organization offer tuition reimbursement or assistance for employees seeking a professional license or certificate?

- Yes
- No

For a professional license or certificate, what percent of the tuition/fees does your organization pay?

- Please DO NOT enter a percent sign (%).

Upon completion of his/her program, is the employee required to stay with the organization for a certain period of time?

- Yes
- No

For how long are they required to stay?

- Please enter in number of months.

