

## 2026 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.

Please enter your name and title.

- Response to this question is required.

Name

Title

Email address

Please enter your Company Name.

- Response to this question is required.

As part of the survey, NACE will provide a list of survey respondents. Please indicate your preference below.

- Please 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
- 20,001 - 50,000
- More than 50,000

## **Director of College Recruiting**

**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

Which of the following best represents the job title of this role?

- Please select **only the closest** title.

- Director of College Recruiting
- Director of Campus Recruiting
- Director of Early Career Recruiting
- Director of Emerging Talent Recruiting
- Director of Talent Acquisition
- VP / Asst. VP of College Recruiting
- Other (Please specify:)

**Director of College Recruiting**

Number of Incumbents

Average Tenure

Is this position exempt or non-exempt?

- Exempt
- Non-exempt

What of the following best represent the job functions of this position?

- Please select **all** the functions that are performed **regularly/routinely**, i.e., if a function is performed once or twice, that is not considered routine vs. a function that is performed monthly or weekly

**Strategic Talent Acquisition**

- Direct strategic recruitment and employment programs for new grad hires
- Plan and develop strategic recruitment and employment programs
- Serve as liaison between college recruiting teams and operational business units
- Partner with business units to ensure timely talent acquisition workforce planning

**Workforce Planning**

- Partner with management and operations to assess current/future workforce needs
- Drive enhancements to sourcing/selection of new grad hires
- Develop reports on talent acquisition of new grad hires

**Recruitment Team Leadership**

- Lead and oversee the college recruiting team
- Coordinate the strategies employed by the college recruiting team

## **Program Specialist Oversight**

- Oversee campus representative recruitment and develop campus events (i.e., career fairs)
- Manage and track intern or early-talent program metrics
- Develop and maintain program timelines and communications for hiring initiatives
- Serve as primary liaison between business units and HR to align program goals with organizational needs

## **Candidate Sourcing**

- Implement recruiting strategy through sourcing and attraction of new grad candidates
- Post employment openings to job boards and/or college websites
- Meeting and communicating with hiring managers

## **Candidate Screen & Selection**

- Screen candidate resumes and conduct interviews
- Assess applicants' knowledge, skills, soft skills, experience and aptitude
- Select candidates based on performance during screening/interviewing

## **Recruiting Operations & Administration**

- Coordinate and schedule campus recruiting events
- Schedule interviews, organize travel arrangements, and send event communications
- Communicate campus event details to the college recruiting team
- Responsible for entry, maintenance, and integrity of data in applicant tracking systems
- Administer technology and vendor relations
- Employer branding and recruitment marketing
- Budget management for recruiting events

## **Onboarding & Engagement**

- Oversee and execute acquisition of new hires
- Manage onboarding, training, and development of new hires

**Talent Development**

- Facilitate mentorships, foster high employee engagement, and assess job satisfaction
- Build connections between employees and internal resources
- Identify and coordinate initiatives to implement consistent leadership development frameworks

**Supervise Staff**

- Supervise recruiting staff
- Have direct reports

**Data Management, Analytics, & Reporting**

- Track and report on key workforce metrics such as headcount, attrition, time-to-fill, and span of control.
- Conduct and/or oversee the development, execution, and delivery of workforce analytics reports and dashboards to inform hiring and headcount decisions.
- Analyze labor market trends and internal talent data to identify skill gaps, turnover risks, and future hiring needs.
- Monitor and report on recruiting funnel metrics such as applicant volume, source effectiveness, time-to-fill, time-to-hire, and offer acceptance rates.
- Build and maintain recruiter productivity and capacity reports to support staffing and workload planning.

What percent of this staff member's time is attributed to campus-facing, candidate-facing, or internally-facing?

- You may skip this question, but if you choose to answer it, your responses must total 100.

Sourcing / Off-campus outreach

%

On-campus engagement	<input type="text" value="0"/>	%
Applicant / candidate-facing	<input type="text" value="0"/>	%
Internal leadership / strategic / executive-facing	<input type="text" value="0"/>	%
Program management	<input type="text" value="0"/>	%
Total	<input type="text" value="0"/>	%

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

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."

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

Please note:

- You may skip this question, but if you choose to answer it, your responses must total 100.

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"/>	%

## **Talent Manager**

## **Talent Manager / Leadership Development Program Manager**

Plays a pivotal role in aligning the organization's human resources with strategic objectives. They promote a constructive, diverse, and inclusive work environment while actively contributing to onboarding, professional development, and retention. The Talent Manager oversees the entire employment journey, including acquisition, onboarding, training, and development of new hires. They also facilitate mentorships, build connections between employees and internal resources, foster high employee engagement, and assess job satisfaction, along with identifying, piloting and coordinating approaches to implement a consistent leadership development framework and approach across the organization. Typically, they report to the Chief Human Resources Officer (CHRO) or HR Director.

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

- Yes
- No

What is the exact title of the person in this role?

**The Talent Manager / Leadership Development Program Manager**

Number of Incumbents

Average Tenure

Is this position exempt or non-exempt?

- Exempt
- Non-exempt

What of the following best represent the job functions of this position?

- Please select **all** the functions that are performed **regularly/routinely** i.e., If a function is performed once or twice, that is not considered routine vs. a function that is performed monthly or weekly

**Strategic Talent Acquisition**

- Direct strategic recruitment and employment programs for new grad hires
- Plan and develop strategic recruitment and employment programs
- Serve as liaison between college recruiting teams and operational business units
- Partner with business units to ensure timely talent acquisition workforce planning

**Workforce Planning**

- Partner with management and operations to assess current/future workforce needs
- Drive enhancements to sourcing/selection of new grad hires
- Develop reports on talent acquisition of new grad hires

**Recruitment Team Leadership**

- Lead and oversee the college recruiting team
- Coordinate the strategies employed by the college recruiting team

**Program Specialist Oversight**

- Oversee campus representative recruitment and develop campus events (i.e., career fairs)
- Manage and track intern or early-talent program metrics
- Develop and maintain program timelines and communications for hiring initiatives
- Serve as primary liaison between business units and HR to align program goals with organizational needs

- Candidate Sourcing**
  - Implement recruiting strategy through sourcing and attraction of new grad candidates
  - Post employment openings to job boards and/or college websites
  - Meeting and communicating with hiring managers
- Candidate Screen & Selection**
  - Screen candidate resumes and conduct interviews
  - Assess applicants' knowledge, skills, soft skills, experience and aptitude
  - Select candidates based on performance during screening/interviewing
- Recruiting Operations & Administration**
  - Coordinate and schedule campus recruiting events
  - Schedule interviews, organize travel arrangements, and send event communications
  - Communicate campus event details to the college recruiting team
  - Responsible for entry, maintenance, and integrity of data in applicant tracking systems
  - Administer technology and vendor relations
  - Employer branding and recruitment marketing
  - Budget management for recruiting events
- Onboarding & Engagement**
  - Oversee and execute acquisition of new hires
  - Manage onboarding, training, and development of new hires
- Talent Development**
  - Facilitate mentorships, foster high employee engagement, and assess job satisfaction
  - Build connections between employees and internal resources
  - Identify and coordinate initiatives to implement consistent leadership development frameworks
- Supervise Staff**
  - Supervise recruiting staff
  - Have direct reports

**Data Management, Analytics, & Reporting**

- Track and report on key workforce metrics such as headcount, attrition, time-to-fill, and span of control.
- Conduct and/or oversee the development, execution, and delivery of workforce analytics reports and dashboards to inform hiring and headcount decisions.
- Analyze labor market trends and internal talent data to identify skill gaps, turnover risks, and future hiring needs.
- Monitor and report on recruiting funnel metrics such as applicant volume, source effectiveness, time-to-fill, time-to-hire, and offer acceptance rates.
- Build and maintain recruiter productivity and capacity reports to support staffing and workload planning.

What percent of this staff member's time is attributed to campus-facing, candidate-facing, or internally-facing?

- You may skip this question, but if you choose to answer it, your responses must total 100.

Sourcing / Off-campus outreach

%

On-campus engagement

%

Applicant / candidate-facing

%

Internal leadership / strategic / executive-facing

%

Program management

%

Total

%

What is the following salary information for the Talent Manager/Leadership Development Program Manager?

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 Talent Manager/Leadership Development Program Manager?

- Yes
- No

**Talent Manager / Leadership Development Program 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."

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

Please note:

- You may skip this question, but if you choose to answer it, your responses must total 100.

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

### 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

What is the exact title of the person in this role?

**College Recruiting Manager**

Number of Incumbents

## Average Tenure

Is this position exempt or non-exempt?

- Exempt
- Non-exempt

What of the following best represent the job functions of this position?

- Please select **all** the functions that are performed **regularly/routinely** i.e., If a function is performed once or twice, that is not considered routine vs. a function that is performed monthly or weekly

**Strategic Talent Acquisition**

- Direct strategic recruitment and employment programs for new grad hires
- Plan and develop strategic recruitment and employment programs
- Serve as liaison between college recruiting teams and operational business units
- Partner with business units to ensure timely talent acquisition workforce planning

- Workforce Planning**
  - Partner with management and operations to assess current/future workforce needs
  - Drive enhancements to sourcing/selection of new grad hires
  - Develop reports on talent acquisition of new grad hires
- Recruitment Team Leadership**
  - Lead and oversee the college recruiting team
  - Coordinate the strategies employed by the college recruiting team
- Program Specialist Oversight**
  - Oversee campus representative recruitment and develop campus events (i.e., career fairs)
  - Manage and track intern or early-talent program metrics
  - Develop and maintain program timelines and communications for hiring initiatives
  - Serve as primary liaison between business units and HR to align program goals with organizational needs
- Candidate Sourcing**
  - Implement recruiting strategy through sourcing and attraction of new grad candidates
  - Post employment openings to job boards and/or college websites
  - Meeting and communicating with hiring managers
- Candidate Screen & Selection**
  - Screen candidate resumes and conduct interviews
  - Assess applicants' knowledge, skills, soft skills, experience and aptitude
  - Select candidates based on performance during screening/interviewing
- Recruiting Operations & Administration**
  - Coordinate and schedule campus recruiting events
  - Schedule interviews, organize travel arrangements, and send event communications
  - Communicate campus event details to the college recruiting team
  - Responsible for entry, maintenance, and integrity of data in applicant tracking systems
  - Administer technology and vendor relations
  - Employer branding and recruitment marketing
  - Budget management for recruiting events

**Onboarding & Engagement**

- Oversee and execute acquisition of new hires
- Manage onboarding, training, and development of new hires

**Talent Development**

- Facilitate mentorships, foster high employee engagement, and assess job satisfaction
- Build connections between employees and internal resources
- Identify and coordinate initiatives to implement consistent leadership development frameworks

**Supervise Staff**

- Supervise recruiting staff
- Have direct reports

**Data Management, Analytics, & Reporting**

- Track and report on key workforce metrics such as headcount, attrition, time-to-fill, and span of control.
- Conduct and/or oversee the development, execution, and delivery of workforce analytics reports and dashboards to inform hiring and headcount decisions.
- Analyze labor market trends and internal talent data to identify skill gaps, turnover risks, and future hiring needs.
- Monitor and report on recruiting funnel metrics such as applicant volume, source effectiveness, time-to-fill, time-to-hire, and offer acceptance rates.
- Build and maintain recruiter productivity and capacity reports to support staffing and workload planning.

What percent of this staff member's time is attributed to campus-facing, candidate-facing, or internally-facing?

- You may skip this question, but if you choose to answer it, your responses must total 100.

Sourcing / Off-campus outreach	<input type="text" value="0"/>	%
On-campus engagement	<input type="text" value="0"/>	%
Applicant / candidate-facing	<input type="text" value="0"/>	%
Internal leadership / strategic / executive-facing	<input type="text" value="0"/>	%
Program management	<input type="text" value="0"/>	%
Total	<input type="text" value="0"/>	%

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."

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

Please note:

- You may skip this question, but if you choose to answer it, your responses must total 100.

Individual performance measures

%

Departmental performance measures

%

Company-wide performance

%

Total

%

## College Recruiter

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

What is the exact title of the person in this role?

**College Recruiter**

Number of Incumbents

Average Tenure

Is this position exempt or non-exempt?

- Exempt
- Non-exempt

What of the following best represent the job functions of this position?

- Please select **all** the functions that are performed **regularly/routinely**, i.e., if a function is performed once or twice, that is not considered routine vs. a function that is performed monthly or weekly

## **Strategic Talent Acquisition**

- Direct strategic recruitment and employment programs for new grad hires
- Plan and develop strategic recruitment and employment programs
- Serve as liaison between college recruiting teams and operational business units
- Partner with business units to ensure timely talent acquisition workforce planning

## **Workforce Planning**

- Partner with management and operations to assess current/future workforce needs
- Drive enhancements to sourcing/selection of new grad hires
- Develop reports on talent acquisition of new grad hires

## **Recruitment Team Leadership**

- Lead and oversee the college recruiting team
- Coordinate the strategies employed by the college recruiting team

## **Program Specialist Oversight**

- Oversee campus representative recruitment and develop campus events (i.e., career fairs)
- Manage and track intern or early-talent program metrics
- Develop and maintain program timelines and communications for hiring initiatives
- Serve as primary liaison between business units and HR to align program goals with organizational needs

## **Candidate Sourcing**

- Implement recruiting strategy through sourcing and attraction of new grad candidates
- Post employment openings to job boards and/or college websites
- Meeting and communicating with hiring managers

## **Candidate Screen & Selection**

- Screen candidate resumes and conduct interviews
- Assess applicants' knowledge, skills, soft skills, experience and aptitude
- Select candidates based on performance during screening/interviewing

- Recruiting Operations & Administration**
  - Coordinate and schedule campus recruiting events
  - Schedule interviews, organize travel arrangements, and send event communications
  - Communicate campus event details to the college recruiting team
  - Responsible for entry, maintenance, and integrity of data in applicant tracking systems
  - Administer technology and vendor relations
  - Employer branding and recruitment marketing
  - Budget management for recruiting events
- Onboarding & Engagement**
  - Oversee and execute acquisition of new hires
  - Manage onboarding, training, and development of new hires
- Talent Development**
  - Facilitate mentorships, foster high employee engagement, and assess job satisfaction
  - Build connections between employees and internal resources
  - Identify and coordinate initiatives to implement consistent leadership development frameworks
- Supervise Staff**
  - Supervise recruiting staff
  - Have direct reports
- Data Management, Analytics, & Reporting**
  - Track and report on key workforce metrics such as headcount, attrition, time-to-fill, and span of control.
  - Conduct and/or oversee the development, execution, and delivery of workforce analytics reports and dashboards to inform hiring and headcount decisions.
  - Analyze labor market trends and internal talent data to identify skill gaps, turnover risks, and future hiring needs.
  - Monitor and report on recruiting funnel metrics such as applicant volume, source effectiveness, time-to-fill, time-to-hire, and offer acceptance rates.
  - Build and maintain recruiter productivity and capacity reports to support staffing and workload planning.

What percent of this staff member's time is attributed to campus-facing, candidate-facing, or internally-facing?

- You may skip this question, but if you choose to answer it, your responses must total 100.

Sourcing / Off-campus outreach	<input type="text" value="0"/>	%
On-campus engagement	<input type="text" value="0"/>	%
Applicant / candidate-facing	<input type="text" value="0"/>	%
Internal leadership / strategic / executive-facing	<input type="text" value="0"/>	%
Program management	<input type="text" value="0"/>	%
Total	<input type="text" value="0"/>	%

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."

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

Please note:

- You may skip this question, but if you choose to answer it, your responses must total 100.

Individual performance measures

 %

Departmental performance measures

 %

Company-wide performance

 %

Total

0 %

## College Recruiting Coordinator

### 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

What is the exact title of the person in this role?

**College Recruiting Coordinator**

Number of Incumbents

Average Tenure

Is this position exempt or non-exempt?

- Exempt
- Non-exempt

What of the following best represent the job functions of this position?

- Please select **all** the functions that are performed **regularly/routinely**, i.e., if a function is performed once or twice, that is not considered routine vs. a function that is performed monthly or weekly

**Strategic Talent Acquisition**

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- Coordinate the strategies employed by the college recruiting team

**Program Specialist Oversight**

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- Supervise Staff**
  - Supervise recruiting staff
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**Data Management, Analytics, & Reporting**

- Track and report on key workforce metrics such as headcount, attrition, time-to-fill, and span of control.
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What percent of this staff member's time is attributed to campus-facing, candidate-facing, or internally-facing?

- You may skip this question, but if you choose to answer it, your responses must total 100.

Sourcing / Off-campus outreach

%

On-campus engagement

%

Applicant / candidate-facing

%

Internal leadership / strategic / executive-facing

%

Program management

%

Total

%

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."

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

Please note:

- You may skip this question, but if you choose to answer it, your responses must total 100.

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

Does your organization offer unlimited paid time off to its employees?

- Yes
- No

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

3 years of tenure

5 years of tenure

10+ years of tenure

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

Which of the following benefits does your organization offer to its employees?

	Yes	No
Dental Insurance	<input type="radio"/>	<input type="radio"/>
Life insurance	<input type="radio"/>	<input type="radio"/>
Vision insurance	<input type="radio"/>	<input type="radio"/>
401-k matched retirement program	<input type="radio"/>	<input type="radio"/>
Onsite meals and snacks	<input type="radio"/>	<input type="radio"/>
Profit sharing	<input type="radio"/>	<input type="radio"/>
Lesiure activities	<input type="radio"/>	<input type="radio"/>
Transit benefits (e.g., paid metro cards, paid parking, car services, etc.)	<input type="radio"/>	<input type="radio"/>
Onsite childcare	<input type="radio"/>	<input type="radio"/>
Other (please specify:)	<input type="radio"/>	<input type="radio"/>
<input type="text"/>		

## 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.

## RECENT HIRING ACTIVITY RB

### Recruiting Benchmarks Information

The following questions ask you to provide recruiting benchmarking information for 2025. Collecting these data will enable us to continue analyzing and reporting industry trends in the absence of a full Recruiting Benchmarks Report this year.

In 2025, what are the total numbers of entry-level, professional hires in the following two categories?

- New college graduates are defined as receiving their degree within 12 months of hire.
- Box A can be empty and/or Box B can be empty.
- But if you provide numbers for both, then Box A must be equal or greater than Box B.

A. Total Number of hires overall for your organization (or unit)

B. Total number of new college graduate hires at your organization (or unit)

What percentage of your 2025 annual college hiring for full-time positions came from the following degree categories?

- You may skip this question, but if you choose to answer it, your responses must total 100.

Associate

 %

Bachelors

 %

Masters (excluding MBA)

 %

MBA

 %

Doctorate (e.g., Ph.D., Ed.D., Psy.D, etc.)

 %

Total

 %

## **OFFERS, ACCEPTANCES, AND RETENTION RB**

On average, what was the cycle time (in days) this past year between the first interview of a college graduate for a position and making an offer (or notifying them that they will not be considered for a position)?

# of days:

On average, how many days did you give a college graduate this past year to accept an offer once it was made?

# of days:

What percent of new graduate offers were made (will be made) during the following points during the year?

- You may skip this question, but if you choose to answer it, your responses must total 100.

Fall

 %

Winter

 %

Spring

%

Summer

%

Total

%

What percentage of recent college graduates interviewed this past year received job offers?

- Enter whole numbers between 0 and 100, without decimals or percent signs.

What percentage of the job offers you extended to new college graduates this past year were accepted?

- Enter whole numbers between 0 and 100, without decimals or percent signs.

What percentage of the job offers that were accepted by new college graduates this past year were reneged upon?

- Enter whole numbers between 0 and 100, without decimals or percent signs.

What percentage of the internship offers that were accepted by college students this past year were reneged upon?

- Enter whole numbers between 0 and 100, without decimals or percent signs.

What percentage of your internship offers are made to students over 12 months in advance of the start date?

- For example, a 2nd year student might receive an offer for an internship that would take place **after** their 3rd

year – over a year in advance.

- Enter whole numbers between 0 and 100, without decimals or percent signs.

Of the new college graduates your firm hired as full-time employees in the following years, what percent are still employed with your company?

- Enter whole numbers between 0 and 100, without decimals or percent signs.

2025	<input type="text"/>
2024	<input type="text"/>
2023	<input type="text"/>
2022	<input type="text"/>

2021

## **BUDGET & STAFFING RB**

What is the amount of your overall college recruiting budget for 2026?

How does your 2026 recruiting budget compare with the 2025 budget?

- Increased by more than 10%
- Increased 5.1% - 10.0%
- Increased 0.1% - 5.0%
- No change
- Decreased 0.1% - 5.0%
- Decreased 5.1% - 10.0%
- Decreased by more than 10%

