Plant Trip Preview and Evaluating A Job Offer

Career Opportunities & Employer Relations
COER

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Missouri S&T
Career Opportunities & Employer Relations (COER)
2011 Rankings

Services...

11th in the nation in 2011 among career centers
—The Princeton Review

Salaries...

2nd in the nation for starting salaries among public universities
—Payscale Inc.

2nd among Midwestern public and private universities in terms of starting median salary (starting median salary for Missouri S&T graduates is $58,600)
—Payscale Inc.

15th in the nation among ALL universities, public and private
—Payscale Inc.
Purpose of a Plant Trip

- Allows the company to assess you
- Allows you to see the company & meet some of its employees
- Remember that you will be evaluated by everyone at all times
What to Wear?

Don’t make a fashion statement

• Dress professionally
• Inquire about dress requirements
• Take a sport coat & suit
• Clean, press, mend & polish

Carry professional accessories

• Leave book bag at home
Travel Arrangements

• Get contact name, number, email
• Keep receipts
• Airplane tickets & hotel reservations
• Courtesy van or taxi from airport
• Check for messages
• Best to pay as you go
  • Fees paid by company generally include:
    • Parking
    • Taxi
    • Meals
    • Hotel
    • Tips
Preparation

• Focus

• Know about the company

• Review & practice your answers

• Know average salary in your field

• Talk with alumni employed by the company
Dining Etiquette

- Follow the lead of the host
- Don’t order messy foods
- Don’t drink or smoke
- Order moderately priced item
- Pace your eating
- No gender etiquette in business
- Excuse yourself between courses
- Be polite to servers
Day of Plant Visit

- DON’T BE LATE!
- Request wake-up call
  - Take an alarm clock
- Check out of hotel
- Treat everyone as potential evaluator
- When answering questions – be as enthusiastic the 5th time as the 1st
- Expect 3 to 5 hour-long interviews
- Some interviews in groups of 4 to 12
- Tests are sometimes given
  - Drug
  - Personality
  - Math
  - Skills
- Includes tour of facility
What to Look For

Do the people seem

• Happy?
• Tense?
• Bored?
• Challenged?
• Overworked?
• Comfortable?

Are your questions being answered?

Does it seem like a good place to work?
Plant Trip Wrap-Up

Ask: How long should I wait to hear from you?

Send a thank you letter
• Reaffirm interest
• Highlight qualifications
  Or
• Indicate no further interest
Evaluating the Offer - Areas to Consider

- Your Boss
- Your Co-workers
- Technology
- Location
- Organization Flexibility
- Company Culture
- Typical Work Week
- Benefits
- Salary
Factors to Weigh

- Training Programs
- Upward Mobility
- Organizational Stability
- Domestic/International Organization
- Challenge of Position
- How will it assist your professional aspirations
- Performance Evaluations
- Cost of Living Index
Paid Benefits

- Holidays
- Vacation
- Accrual
- Usage
- Educational Benefits
- Qualifications/stipulations
- Training & Development
- Sick Leave
- Short-Term Disability
- Long-Term Disability
- Personal Leave
Unpaid Benefits

- Flex Schedule
- On-site Day Care Facility
- Membership Discounts
- Casual Days
- Employee Assistance Programs
  - Elderly care
  - Stop smoking, weight loss, etc
Bonuses

• Relocation Allowance
• Lump Sum
• Certain reimbursable items
• Signing Bonus
• Stipulation concerning length of employment
• Annual Performance Bonus
Insurance

- Health
- Pre-existing conditions
- HMO & PPO
- Prescription
- Vision
- Dental
- Dependant Care
- Flexible Spending Accounts
- Life Insurance - How much to take out
Retirement Plans

• 401K
  – Company Match
• 403B & 457 (Tax-exempt organizations)
• Profit Sharing
• Pension
• Stock Options
## 10-11 Full-Time Average Starting Salaries

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Undergraduate</th>
<th>Graduate</th>
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<tbody>
<tr>
<td>Aerospace Engineering</td>
<td>59,077</td>
<td></td>
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<tr>
<td>Architectural Engineering</td>
<td>55,616</td>
<td></td>
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<tr>
<td>Biological Sciences</td>
<td>54,500</td>
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<tr>
<td>Bus &amp; Mgt Systems</td>
<td>52,075</td>
<td>51,143</td>
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<tr>
<td>Ceramic Engineering</td>
<td>61,100</td>
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<tr>
<td>Chemical Engineering</td>
<td>62,440</td>
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<tr>
<td>Civil Engineering</td>
<td>49,806</td>
<td>58,375</td>
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<tr>
<td>Computer Engineering</td>
<td>58,885</td>
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<tr>
<td>Computer Science</td>
<td>50,990</td>
<td>69,129</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>57,624</td>
<td>67,765</td>
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<tr>
<td>ENGR Management</td>
<td>59,381</td>
<td>63,295</td>
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<tr>
<td>IST</td>
<td>52,091</td>
<td>55,000</td>
</tr>
<tr>
<td>Mat Science &amp; ENGR</td>
<td></td>
<td>67,517</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>60,266</td>
<td>59,429</td>
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<tr>
<td>Metallurgical Engineering</td>
<td>60,737</td>
<td>63,667</td>
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<tr>
<td>Mining Engineering</td>
<td>64,936</td>
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<tr>
<td>Nuclear Engineering</td>
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<tr>
<td>Petroleum Engineering</td>
<td>87,475</td>
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<tr>
<td>Systems Engineering</td>
<td></td>
<td>93,500</td>
</tr>
</tbody>
</table>

| Overall Average             | $59,550       | $64,882  |
Thank You

Q&A

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