

OBJECTIVE
FOR THE SCHOOL OF ACCOUNTANCY ADVISORY COUNCIL,
COLLEGE OF BUSINESS ADMINISTRATION,
UNIVERSITY OF HAWAII AT MANOA

To provide guidance, directions, feedback and strategies to the School of Accountancy's Director and faculty to further professional, educational and social activities and relationships among those sharing a common interest in the School of Accountancy.

Recruiting Advisory Committee

OBJECTIVE:

This committee shall implement and oversee a monitoring process to evaluate and measure the quality of the accounting graduates from the University and provide constructive feedback to the School of Accountancy for future consideration.

CONTINUING ACTIVITIES:

The Recruiting Advisory Committee consists of members from various organizations that recruited accounting students at the UHM campus during the past few years. Additionally, certain faculty members will be invited to attend meetings on a specific needs basis. The primary goals of the committee will be to:

- 1) Meet, at a minimum, annually, subsequent to each spring recruiting semester, to evaluate the following:
 - Quality of current graduates compared to prior graduates from the SOA (trend analysis)
 - Quality of current SOA graduate to current graduates from Mainland Schools.
 - Quality of current Mainland graduates to prior graduate from Mainland Schools.
 - Quality of current Graduate students (MAcc/MBA) to current undergraduate students.
- 2) Reporting requirements to include:
 - Survey results of #1 above; results to include qualitative aspects such as communication skills, poise, maturity, etc.
 - Recommendation to the SOA on possible ways to improve the curriculum in order to better serve the needs of the accounting community (formal internship program etc.)
- 3) Future activities for consideration by the committee to include:
 - Providing an orientation for newly declared accounting majors in the SOA at the beginning of each semester. Orientation to include a short presentation by the various hiring sectors followed by a question and answer period.

Purpose: To educate students, early in their educational period, the criteria recruiters base their hiring decisions on and the skill sets which need to be developed while they are in school. The orientation would also serve to educate students on the various career paths within accounting as well as career paths that accounting can prepare them for.

Responsibilities of the Chair:

- 1) Call a minimum of one meeting per year; prepare an agenda for the meeting and have a secretary take notes.

- 2) Coordinate the accumulation of data and communication of the results to the Director and Faculty of SOA, preferably through a forum that allows for interaction between the Recruiting Advisory Committee and the SOA personnel.

Proposed Forum: Have the key faculty and Director of the SOA attend the annual meeting to interact with the professional community as they voice their opinions, concerns, recommendations and accolades.

- 3) Establish a procedure to select a new Committee chairperson bi-annually to allow for smooth transition and ensured continuance of the committee.

Recruiting Advisory Committee Evaluation Worksheet

Name _____

Firm _____

Position _____

Number of Years Serving in Employment Capacity _____

Scale (5 = Significant Improvement, 3 = No Noticeable Change/Difference, 1 = Significant Decline)

	Current Graduates vs. Prior Graduates	Current SOA Graduates vs. Current Mainland Graduates	Current Mainland Graduates vs. Prior Mainland Graduates	Current Graduate Students vs. Prior Graduate Students	Specific Comments Related to Topic (Positive or Negative)
Characteristics	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
Attitude	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
Leadership Skills	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
Communication Skills-Oral	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
Poise and Confidence	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
Initiative	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
Creativity (Problem Solving)	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
Entrepreneurial	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
Organizational Skills	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
Responsiveness	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
Business Acumen	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
Coaching/Supervising	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
Team Player	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
Technical Knowledge	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
Analytical Abilities	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	