



Center for Professional

Success

COLLEGE OF HUMANITIES & SOCIAL SCIENCES

2019-2020 Inaugural Annual Report

Message from the Director

I am excited to share in the celebration of the College of Humanities & Social Sciences (CHSS) Center for Professional Success's inaugural year. At its core, the Center is driven by the assertion that career development and experiential learning are not mutually exclusive. Moreover, we are guided by the notion that we can better serve students through embedded, major-specific career services housed within CHSS. One year later, we continue to mold that vision into a reality. Our innovative approach has challenged us to rethink professional success and adapt its many competencies to our unique population of majors. We've taken career services beyond resume reviews and mock interviews. We've expanded pathways to experiential learning and we've harnessed the power of partnership to provide an array of offerings to our students. The year has afforded us a strong foundation upon which to build, despite conditions being far from ideal.

The early events of 2020 challenged us to reimagine career services for humanities & social sciences students. The coronavirus pandemic hurled recent graduates into a volatile job market where full-time job offers are being revoked and start dates are being delayed. In response to this new reality, the Center compiled a resource website for CHSS students to learn about employment trends, engage in virtual workshops, and further develop their credentials. Later, the countless protests for racial justice had an undeniable impact on higher education and demanded that administrators across the country examine the

inclusivity of their own practices. Our Center is no exception. While drafting our three-year strategic plan, we've committed to ensuring that our services are accessible to and representative of all students.

This report showcases the cumulative product of the students, faculty, staff, and alumni who supported us during our inaugural year. Indeed, the Center for Professional Success is a model of what can be achieved through collaboration. I am inspired by what we have accomplished and look to the future with an invigorated sense of responsibility and optimism.



Stephen Fleming, Ed.D.
Assistant Dean, College of Humanities & Social Sciences
Director, Center for Professional Success

A Center of Distinction

Unlike many centralized career centers, the Center for Professional Success is embedded within an academic college, allowing for better access and visibility to the humanities & social science students and a robust collaboration with college

faculty and staff. Our innovative model leverages experiential learning as a tool for career development and provides pathways to high-impact practices alongside the development of career readiness skills needed for professional success.

2019-2020 BY THE NUMBERS

BREAKDOWN OF STUDENTS WHO COMPLETED AN APPOINTMENT

34%

of students who used the center's services were first-generation students

54%

SENIORS

38%

JUNIORS

8%

SOPHOMORES

5,818

Views of the Center for Professional Success webpage from September 2019-June 2020

\$3,575

Distributed to students for expenses related to conference presentations and travel funds

223

A total of 223 credits were earned by students who participated in the CHSS Match Internship Program

60

Credits earned by students who participated in the CHSS Match Internship Program

2020-2023 STRATEGIC GOALS

1

Promote and facilitate experiential learning and student participation in high-impact practices.

2

Promote and support the career readiness of all CHSS students.

3

Engage public and private employers, for-profit and non-profit organizations, government entities, community organizations, and higher education institutions in mutually-beneficial partnerships that benefit CHSS students.

THE POWER OF PARTNERSHIPS

We formed partnerships with a variety of colleges and offices across campus, including:

- Campbell Library
- Career Planning & Development Undergraduate Classes
- CHSS Center for Interdisciplinary Studies
- Office of Alumni Engagement
- Office of Career Advancement
- Ric Edelman College of Communication & Creative Arts

POINTS OF PRIDE

- Through the work of a faculty and staff committee, the College of Humanities & Social Sciences submitted **11 program revisions** and **2 course proposals** through the curriculum process to incorporate experiential learning as a requirement for students in the college. Students will begin completing this requirement during the 2021-2022 school year. This requirement will ensure students are learning career readiness competencies through experiential learning opportunities that the Center for Professional Success will be instrumental in providing.
- In response to the COVID-19 pandemic, the Center for Professional Success developed a website that hosts numerous resources to aid students in their occupational exploration and career goals. It focused on helpful feedback from employers, information on how students can best prepare for virtual interviews, amongst other job and graduate school preparation resources. The website had over **1,200 views** between April and June 2020.
- This past year, we hired a **full-time** Assistant Director, Patrick Massaro, to facilitate the operations of the center.
- We drafted our strategic plan that will guide the center through 2023 to achieve its objectives. This plan is driven by the National Association of Colleges and Employers (NACE) Career Competencies and the National Survey of Student Engagement (NSSE) High-Impact Practices, which bridges the connection between career development and experiential learning. Additionally, this plan is mapped to the Rowan Core Literacies, ensuring that our strategic goals are achieved through students' learning outcomes.
- The most utilized **student appointments** were CHSS Match Internship Consultations, Career Counseling, Mock Interviews, and Resume or Cover Letter Reviews.



Christine Larsen-Britt
Senior Academic Advisor

“The services offered by CPS can improve a student’s experience by giving them the peace of mind they have prepared for the transition to career, post college service, or graduate study. Practicing skills such as interviewing, networking, and professional correspondence can give students confidence and experience for the working world.”

WHAT OUR STUDENTS LEARNED:

75%

of students who completed a resume review appointment strongly agree that they can make a connection between their academic major and transferable skills that will be relevant for potential employers

100%

of students who completed a cover letter review appointment strongly agree that they are able to illustrate their prior experience through a cover letter

71%

of students who completed a career counseling appointment strongly agree that this appointment positively impacted their ability to create a plan of action to research their education and/or career goals

100%

of students who completed an internship or job search appointment agree that they can conduct an informational interview to develop their personal networks

75%

of students who completed a graduate school preparation appointment agree that they can identify options to secure funding for graduate school

SIGNATURE EVENTS



Prathyush Kotamarti (left), psychology major, and Laura Bell, history and international studies dual major, present during the 3rd Annual Case Study Competition.

Alumni Meet & Greet

- Every fall semester, CHSS alumni are welcomed back to campus where they share their experiences with current students over dinner. This event is organized in collaboration with the Office of Alumni Engagement.
- This past year, we hosted 22 alumni who graduated from various majors, such as History, Law & Justice, English, Spanish, Liberal Studies, Sociology, and more! These alumni are employed in an array of diverse fields and were able to display to students how they can translate their in-class experience to a range of unique career opportunities.

Student Interns

As part of our center's team, we have student interns who help support our center's mission and vision. The interns concentrate on social media, event planning, employer relations, consulting with students to review resumes and cover letters and connect them to internships through the CHSS Match Internship program.



Left to right: Brooke Weldon: Student Coordinator, Gianna Hill: Employer Relations & Student Coordinator, Sara Zerrenner: Social Media & Event Planning, Farah Bakri: Student Coordinator. Not photographed, Matthew Braun: Student Coordinator.

Career Expo 2020

- The expo was hosted in partnership with the Ric Edelman College of Communication & Creative Arts and the Office of Career Advancement. This full-day event offered a variety of career development opportunities, such as a career fair, career development workshops, a student showcase, and an alumni panel and reception.
- This year, the event featured 52 employers, 8 career development sessions, 6 alumni speakers, and had a total of 408 students in attendance.

Case Study Competition

- Cosponsored by the CHSS Center for Interdisciplinary Studies and the Campbell Library, the Annual Case Study Competition is an opportunity for students to work in interdisciplinary groups to solve a timely case study. This year marks the first year in which this competition was open to all students at the university, not just students from the College of Humanities & Social Sciences. Under the direction of a faculty coach, teams had nearly two months to draft their solution and present it to a panel of judges.
- The topic of this year's case study competition was cybercrime and information literacy. There were 19 student participants from over 15 majors.