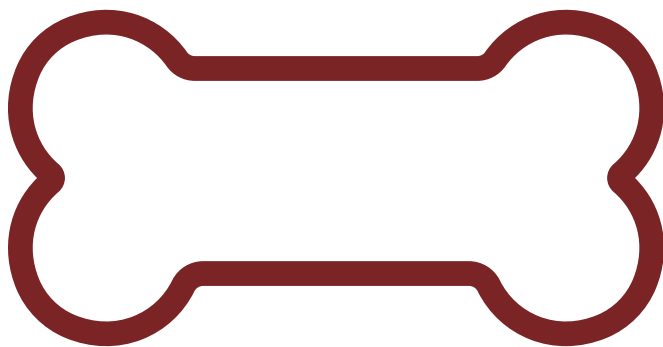


THE ANNUAL REPORT

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Dear Reader,

The mission of the Office of Career & Professional Development is to create a university culture that inspires career mindfulness and opportunity from the day of admission to the day of retirement. We play a critical role in helping students and alumni achieve career success through classroom visits and career-related assignments, a two-credit hour professional development course, employer and alumni connections, fairs, and events, 24/7 access to web resources, customized newsletter content, and individualized one-on-one sessions (offered virtually and in-person). We help students explore majors and careers, find work, internship, and volunteer experiences, and develop the professional documents (i.e., resume, cover letter, personal statements) and career preparation skills necessary to enter the workforce or apply to graduate school.

The utilization of our office services continues to grow, evidenced by a 26.7% increase in Career Studio appointments from the previous year. We also attribute this increase to the growing number of faculty who embed career and professional development and career-related assignments into their coursework. Increased classroom career integration can also be attributed to the continued support and promotion of our department by the amazing past and present Career Faculty Fellows including our 2022-23 cohort: Eric Hill, Faisal Harahap, Hillary Jenkins, and Maria Muñoz.

Additional highlights worth mentioning include the successful launch of our donor-funded Career Connect Internship Program. This in-house internship program, led by Maria Williams, Assistant Director of Employer & Alumni Connections, provides paid summer internships and course credit for up to 10 students interested in the non-profit sector. We also raised over \$2,800 for twenty-three (23) \$125 scholarships to help students access more affordable professional clothing. Additionally, we partnered with JCPenney of Redlands to host an event that offered deep discounts on professional wear with 35 students in attendance. And lastly, Thomas Guzowski, our Associate Director of Marketing, Communications, and Events wrote a winning grant proposal for the Inclusive Community and Justice Fund, providing undocumented students with a financial contribution for their community involvement.

Finally, on behalf of the Career & Professional Development staff, I would also like to share our appreciation and gratitude for Dr. Kelly Dries who stepped down this year from her role as the department's Executive Director and Assistant Provost. Much of our success is attributed to her hard work and dedication to our institution and our students. Thank you, Dr. Dries.

This report highlights our 2022-2023 academic year including office services and events, campus community and employer engagement, post-graduation plans for recent alumni, career mobility of alumni at the 5 and 10-year mark, and more. To learn more about our office and services, visit ocpd.redlands.edu.

Sincerely,

Lucas Gorham, Ed.D

THE CAREER TEAM



Dr. Kelly Dries | Executive Director and Assistant Provost

Kelly Dries has over 14 years of experience in higher education and the K-12 sector. Dries oversees the integration of career education across campus, with the goal of creating an ecosystem for career development at the University. Dries earned her Ph.D. from the University of Utah in Educational Leadership and Policy. She voluntarily left the University in April 2023.



Dr. Lucas Gorham | Interim Director/Senior Associate Director for Career Integration & Strategy

Lucas Gorham has 15 years of experience in higher education spending time in career development, residential life, and student life. Gorham has served as Interim Director since November 2022; balancing efforts to lead the Office of Career & Professional Development and integrating career education across campus. Gorham earned his Ed.D. from the University of Missouri in Educational Leadership & Policy Analysis with a journal article forthcoming regarding his research on the digital identity of entry-level student affairs professionals.



Nguyen Le, M.A. Ed. | Associate Director

Nguyen Le earned his Master of Arts in Education and provides one-on-one career guidance to graduate students and alumni of the School of Business & Society. His role is critical to ensuring specialized professional support and resources for this very important cohort. He transitioned to a position with the University of Redlands human resources department in July 2023.



Thomas Guzowski | Associate Director

Thomas Guzowski carries a Bachelor of Fine Arts in Graphic Design and is pursuing his Master of Science in Organizational Leadership. He has spent over a decade in the nonprofit sector. With a Bachelor of Fine Arts degree, Guzowski utilizes his design and communication skills to focus our message to our target audiences, including the report you're holding.



Maria Williams | Assistant Director

Maria Williams holds a Master of Arts in Higher Education from the University of Redlands and has eight years of experience working with college students. In her role as Assistant Director, she serves as a liaison between recruiters and students, and plays an integral part in cultivating long-term partnerships with employers.

THE BACK UP

Our Peer Career Educators range from undergraduate to graduate students who offer one-to-one career advice to peers. Below is a list of the 2022-23 Peer Career Educators and their respective fields of study.

Marianna Cervantes

School of Education - Master of Arts in Higher Education & Student Affairs

Natasha Gordon

School of Education - Master of Arts in Education, School & College Counseling

Wilson Hartsock

School of Education - Master of Arts in Education, School & College Counseling

Julia Keller

College of Arts & Sciences - Johnston Center for Integrative Studies

Arlene Tellez

School of Education - Master of Arts in Education, School & College Counseling

We extend our heartfelt gratitude to each of our undergraduate and graduate students who provide exceptional career guidance to their peers.

OUR VALUES

Growth

We are regularly working toward increasing our reach to ensure all students and alumni have access to reliable career and professional development resources.

Quality

We aim to ensure that our exceptional quality in services and content increase in tandem with our growth.

Collaboration

Relationships are at the center of success and we regularly strive to partner with other driven faculty, staff, students, and employers.

Equity

All persons, regardless of their identity and background, should have equitable access to all of our services and should see themselves within our partners.

Empathy

Without a deep, unrelenting search to understand the experiences of the people we serve, we will never achieve our purpose.

CAREER CON 2023

Our 5th Annual Career Conference provided a chance for participants to hear from accomplished alumni in a diverse array of professions.



Keynote Speaker -- Workforce futurist and U of R alumna, Dr. Terri Horton, pictured left, with a selection of panelists and workshop presenters.



Mocktails and a Mini-Career Fair



- Berkshire Hathaway
- HomeServices California Realty
- Enterprise Holdings
- Esri
- Pali Institute
- REAL Journey Academies
- Redlands Unified School District
- Modern Woodmen of America
- Think Together

Big Crowds Eager to Network



Over 80 students checked- in to the event!

Industry Panels and Workshops Led by Alumni Working at



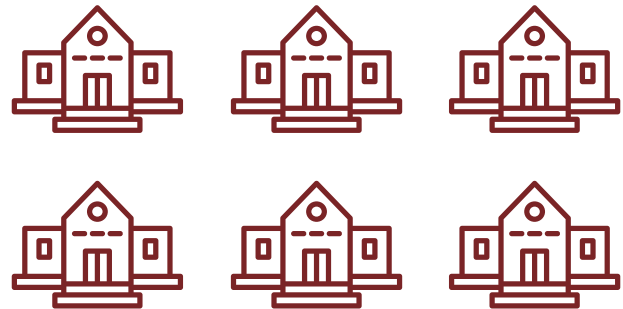
- ECORP Consulting
- GridSME
- KWB Wealth
- Ookla
- Palms Casino Resort
- PHASE Scientific USA
- San Bernardino County
- Strive Health
- ...and more!

CAREER IN THE CLASS

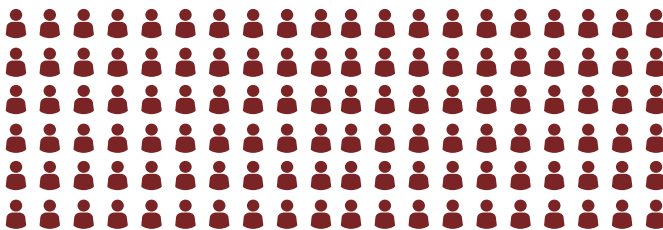
Integrating career and professional development into the classroom is one of our core purposes. Through classroom presentations, students get front-row seats to a variety of career topics.



Presented to approximately 400 students through the classroom



Partnered with 17 different faculty members to present to 15 academic departments



Presented to an additional 200 students through other campus events, trainings, and new student orientations



Frequent presentation topics include

- Office of Career & Professional Development resources
- Networking
- The job and internship search
- Resume and cover letter creation

CAREER MOBILITY Part I

The National Alumni Career Mobility (NACM) Survey gathered information from 2012 and 2017 alumni. The survey is an Annual National Benchmark Report for U.S. Colleges and Universities on Alumni Career Satisfaction and Mobility at the 5 and 10-year mark.



Faculty Influencers

Alumni identified University of Redlands faculty as the folks who provided the most helpful career advice during their time at the institution.



High Satisfaction

The 2022 survey results demonstrated that 84% of responding U of R alumni are satisfied with their careers thus far; Higher than the national average.

Competencies gained while at the University of Redlands that are higher than peer institutions



- Adaptability
- Creativity
- Decision-making
- Equity & inclusion
- Negotiation
- Teamwork

Alumni participated in high-impact educational practices while earning their degree at or near twice the national average in



- Athletics
- Capstone Course(s) and Project(s)
- Greek Life
- First-year Seminar and Experience

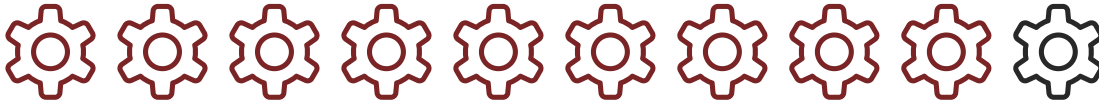
Alumni participation was also higher than peer institutions and the national average for



- Campus Employment/Graduate Assistantships
- Service Learning/Community-based Learning
- Study Abroad/International Education
- Writing Intensive Courses (higher than the national average)

CAREER MOBILITY

Part II



9 out of 10 alumni shared they gained critical thinking skills from their degree



9 out of 10 first-generation alumni agreed that U of R helped them understand career opportunities



8 out of 10 alumni completed undergraduate internships that were related to their major and career goal at that time



8 out of 10 alumni shared they are doing meaningful work



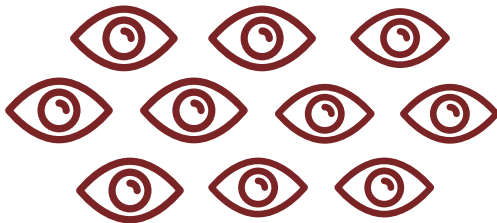
8 out of 10 alumni reported the career advice they received was helpful

The University of Redlands' response rate was 13% (129 responses). Our response rate was higher than peer institutions (9%) and all NACM partner institutions (6%).

CAREER 24-7

Success happens at all hours, so we ensure our students and alumni have access to career building resources fit for their own schedule.

38% of organic web traffic is from Google



All Eyes on Us!

49,225 Webpage Views



So Much Traffic!

17,719 Unique Website Users

More than 3X the number of enrolled students!



Top Website Resources

1. Focus 2 - Major and Career Planning
2. Resume Downloadable Layout
3. How to Become a Speech-Language Pathologist
4. Accomplishment Statements
5. CV Downloadable Layout



Most Popular Career Communities

1. Business, Operations, Management, and Finance
2. Entrepreneurialism, Freelance, and Gig Economy
3. Marketing, Communications, and Public Relations
4. Government, Nonprofit, and Law
5. Education

Data from July 01, 2022 - June 30, 2023

CAREER HAPPENS

A career happens when students develop the right skills and are connected with amazing employers offering a chance to excel.



Off-Campus Employment

9 off-campus partnership contracts were renewed or established with local businesses



The Big Job & Internship Fair

37 employers registered for our annual Job & Internship Fair



Work Happens on Wednesday

Provided 12 employer engagement sessions where students were able to learn about different companies and jobs.



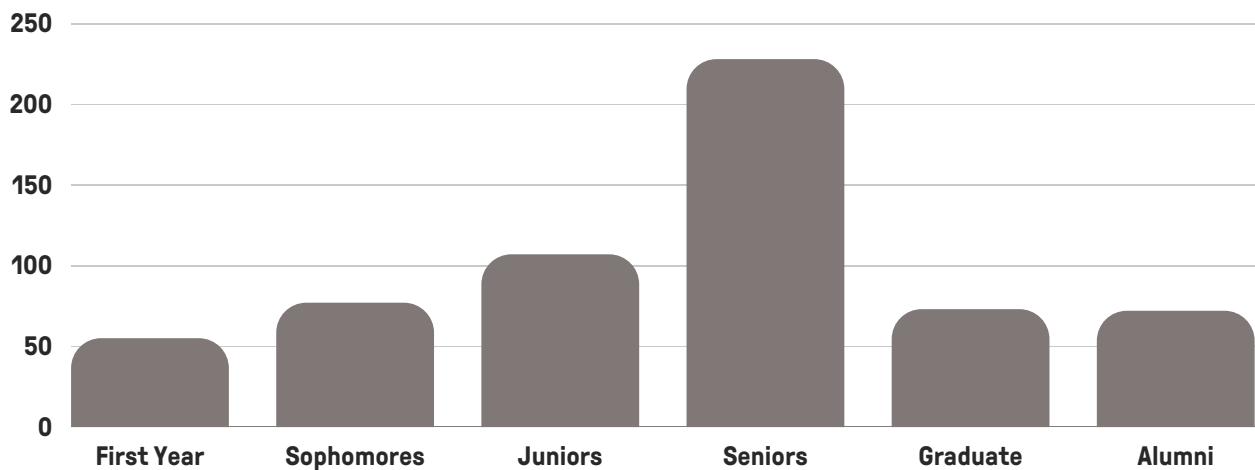
Employer Sponsors X2

Received the Enterprise Holdings Foundation Grant for two consecutive years in a row.

THE STUDIO

We offer virtual and in-person sessions to students. These one-to-one visits provide direct support to students and alumni seeking advice.

Visitors by Class Year



Office of Career & Professional Development had 612 student appointments on topics including resumes, cover letters, job and internship searching, what students can do with their degree, graduate school preparation, and more



Student appointments are up 26.7% from last year.



Nearly 50% of students are return visitors!

Top Undergraduate Visitors by Major

- Undecided
- Business Administration
- Health, Medicine, and Society
- Johnston Center for Integrative Studies
- Psychology
- Mathematics
- Environmental Science

Data from May 01, 2022 - April 30, 2023

CAREER ALLIANCE

Integrating career and professional development throughout the university is one of our goals. Through the Career Alliance, we are helping create a career ecosystem throughout the entire campus.

87

Career Alliance Members
Committed to Our Mission

8

Published Staff and Faculty
Website Resources

8

Career Alliance Emails Sent

FACULTY FELLOWS

Our Career Faculty Fellows are student nominated and committee selected to implement a project to encourage a culture on campus where career is prioritized equal to education. Below are the 2022-2023 Career Faculty Fellows, along with details about their projects.



Eric Hill; Physics

As a teacher, I'm here to support students' educational journeys toward their post-graduation lives. That's not just helping them down one specific segment of one particular path. It's helping them make informed decisions about which paths they want to pursue in the first place, and that means mapping out where different paths branch, evaluating the demands and rewards along them, and recognizing where each ultimately leads.



Hillary Jenkins; Environmental Studies

I integrate career exposure and internship opportunities into my courses by hosting alumni panels and visits by working professionals, holding field trips to local Environmental Field Offices, and organizing conference sessions for research classes. For me, there is no greater reward as an educator than seeing my students engaged and excited about a career in a field they love.



Faisal Harahap; Global Business

There are many practical skills and experiences from our professional experiences that we can share with our students to inspire them in their career search, but I believe the first and foremost skill they must acquire in today's ever-changing work environment is the ability to learn independently and continuously. The possession of this skill is key to adaptability and flexibility that can help them survive and succeed in the new world of work.



Maria Muñoz; Communication Sciences & Disorders

I believe a liberal arts education (history, math, philosophy, art, physics, etc.) establishes a foundation of knowledge that allows you to make career decisions and engage in the world in meaningful ways. This knowledge helps students develop basic professional skills like the ability to engage with others, knowing how to identify and solve problems, and being willing to take risks and make mistakes.

DESTINATION JOB

Our 2022 undergraduate and graduate students from the College of Arts & Sciences were hired by over 165 employers. Below are the top employers.

Top Employers*



BARNES & NOBLE



*Employers listed hired three or more University of Redlands graduates

DESTINATION GRAD

The top 2022 graduate schools students enrolled in after obtaining their undergraduate degree from the College of Arts & Sciences are below.

57% of graduating students chose the University of Redlands for their graduate school



Other top graduate schools selected



ABOUT THIS REPORT

Data Collection

All data within this report was obtained through surveys and internal collections. Below is additional information on the methods used for First Destination Information.

Questions in the First Destination Survey follow standard reporting protocol from the National Association of Colleges & Employers (NACE). Undergraduate CAS students graduating between August 2021 to April 2022 were included in this outreach. Data is collected through multiple outreach messages through diverse communication channels.

- Staff emailed all graduating students beginning in March 2022, through the following six months.
- In May 2022, staff contacted faculty from each department to solicit information on any graduate who was still seeking an outcome or who did not respond to the survey in
- Staff phoned all students who either reported they were “still seeking” an outcome or had not responded to previous communication efforts in June 2022.
- The remaining students who did not have an outcome or had not responded to any outreach methods were scanned on LinkedIn for information and received a second phone call in July and August of 2022.
- In the final month of collection (October 2022) non-responsive students received a final email to their personal email address. OCPD also reached out to the Registrar’s office to gather any data on students who enrolled at the University of Redlands.

The survey closed six months post commencement on October 21st, 2022.

Questions or Concerns?

If you have questions or concerns regarding any section of this report, please direct all communications directly to Dr. Lucas Gorham, Senior Associate Director of the Office of Career & Professional Development at Lucas_Gorham@redlands.edu.

Visit us at
ocpd.redlands.edu/