

BSU | CAREER SERVICES
& INTERNSHIPS

2024-2025 IMPACT REPORT




BRIDGEWATER
STATE UNIVERSITY

2024 - 2025

IMPACT AT A GLANCE



RETENTION & STUDENT PERSISTENCE TOWARDS GRADUATION

2,118

one-on-one career & life
design appointments to help
students plan for the future.

58%
increase

in student/alumni participation
in industry-specific career
programs.

792

students received free
professional clothing at Dress
for Success events.

STUDENT CAREER READINESS & OUTCOMES

93%

of BSU graduates stayed in
Massachusetts and contributed to
the workforce.

106,697

jobs and internships posted
for BSU students and alumni.

184

BSU faculty and staff received
career and life design training.

UNIVERSITY REPUTATION

We have successfully launched a
#HireLocally campaign

centered around engaging local and regional
employers aligned with BSU's mission and
student interests.

We introduced BSU to
**70 new
employer partners**
in the New England region.

EXTERNAL PARTNERSHIPS

120+

BSU alumni were involved in career programs and
activities to support student career development.

354

Employers visited BSU to recruit
students for jobs and internships.

FROM OUR EXECUTIVE DIRECTOR



*Reach Higher,
Excel Further,
Accomplish more.*

It is with great pride and gratitude that I present this year's impact report for the Career Services and Internships office at Bridgewater State University. We intentionally renamed our annual report to impact report with the goal of sharing how our work continues to support student learning and institutional priorities. Over the past year, our team has been working hard to offer programs and services that are tailored to students' interests. We also began to redesign our work to better understand the impact related to student learning, institutional priorities such as recruitment, retention, persistence to graduation, and, ultimately, post-graduation outcomes.

As the workforce landscape continues to evolve rapidly, we remain focused on providing innovative, equitable, and impactful services that prepare our students for meaningful and fulfilling careers. This report highlights our achievements, ongoing initiatives, and strategic priorities as we work collaboratively with students, faculty, employers, and partners to advance BSU's mission. Thank you for your continued support and partnership as we empower the next generation of professionals and leaders. Together, we will **reach higher, excel further, and accomplish more.**

Gerald Tang

Dr. Gerald Tang | Executive Director
Bridgewater State University Career Services & Internships

At the Career Services & Internships office, we envision a world where every BSU student will be equipped with the necessary career education, professional network, practical experiences, and a plan to navigate their career endeavors by the time they graduate from BSU.

Departmental Strategic Plan 2024-2028

Our dedicated staff continues to implement these four main departmental strategic goals, all of which are aligned with the university's plan and advance the university's student success objectives:

1

Infuse career education into the fabric of the university as part of the BSUWorks initiative.

2

Center equity-minded practices in our work.

3

Amplify BSU's workforce and economic impact by positioning BSU as the engine and supplier of local workforce talent.

4

Prioritize organizational effectiveness, acquire and utilize industry-leading resources and technology, and emphasize staff's professional development and well-being.

Visit our website for the full strategic plan at: <https://careers.bridgew.edu/csi-reports/>

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106,697

JOB AND INTERNSHIP OPPORTUNITIES WERE POSTED
ON HANDSHAKE FOR BSU STUDENTS AND ALUMNI.



Derek Paris '26 completed his summer internship at Enterprise Mobility.

Building the Framework for Career Excellence

OUR MISSION

The Career Services and Internships office advances the mission of Bridgewater State University by engaging with students and alumni to design career and life plans. We empower students to build confidence and develop professional skills through career advising, resources, programs, and experiential learning opportunities. We facilitate career readiness and connect students with employment opportunities through partnerships with employers, faculty, staff, and alumni to achieve a lifetime of career success.

OUR VISION

Every BSU student is equipped with the necessary career education, professional network, practical experiences, and life design plan to navigate their career endeavors.

CAREER LEARNING OUTCOMES

We believe all students deserve to have the necessary career education, professional network, practical experiences, and life design plan to navigate their career endeavors.

At the end of their academic journey, BSU students will have had the opportunity to:

- ◆ **Establish** and **utilize** a professional network to become an engaged citizen.
- ◆ **Create** and **implement** career and life design plans.
- ◆ **Participate** in experiential learning and high-impact practices.
- ◆ **Develop** and articulate industry-relevant skills.
- ◆ **Build** lifelong professional skills to manage their careers.

”

“Having someone listen, guide, and tailor advice to my goals made all the difference in how I approach my professional development.”

- Alyvia '26



GOAL 1

Infuse career education into the fabric of the university as part of the BSU Works initiative

Aligned with University's Strategic Plan 2.0 goals: 1F6, 2B5, 2D.

VISION FOR GOAL 1:

We envision a future where career education is fully integrated into every student's experience at BSU, empowering all students with the knowledge, skills, and support needed to achieve equitable, meaningful, and successful career outcomes.



Career Everywhere

This year, our team has been focusing on educating and scaling our Career Everywhere model by collaborating with multiple constituents to offer career education resources, training, studios, online career models, and co-sponsored workshops. Our goal is to identify career champions in each of the colleges.

Some of which include:

- The creation of Design Thinking and Project-Based Learning modules
- The development of the career toolkit on the departmental website for faculty and staff
- Developed a Transformative Conversations Summit
- Co-created Blackboard course module sample for Design Your BSU course
- Provided career development and training for students, faculty, and staff
- Co-sponsored the Humanities faculty training on the integration of Career Readiness Competencies into the classroom



Quick Fact:
The Career Services & Internships office delivered **18** career and life design trainings to **184** faculty and staff in 2024–2025.

INDIVIDUAL AND DEPARTMENTAL COLLABORATORS

Including, but not limited to:

- Dr. Angie Bailey
- Dr. Heidi Bean
- Dr. Kim Davis
- Dr. Sue Eliason
- Dr. Michele Meek
- Dr. Maura Rosenthal
- Designing Your BSU Faculty
- Academic Achievement Center
- BSU Athletics
- Center for Student Engagement
- College of Humanities and Social Sciences Faculty
- Division of Student Life
- Division of Student Success and Equity Interventions
- Human Resources and Talent Management
- Martin Richard Institute for Social Justice
- Physical Education and Health Sciences Faculty

INTEGRATING CAREER READINESS ACROSS CAMPUS

The Career Services & Internships office staff also piloted a one-hour studio as a part of the regular line-up of career programs and refined our career engagement framework to integrate principles fully.

Our goal is to move towards the model of ensuring all BSU students have access to career education and learning as an integral part of their BSU education and experiences.

Career Development Programs and Activities at a Glance

We offered **2,118** customized one-on-one career advising appointments to support students as they design their future lives and careers. These appointments enable students to receive career advice from our professional staff as they help design their professional life at BSU and beyond.

Appointment Types Include:

- career advising
- resume & cover letter review
- job & internship search
- interview preparation
- mock interviews
- linkedIn
- networking
- professional etiquette



Katie Vagen met with a BSU student for a one-on-one career advising and life design session.

	FY24	FY25
Total Number of One-On-One Career Consultation Appointments	1938	2118
Total Number of Unique Students Participating in Career Consultation Appointments	1114	1241
Total Number of Students Utilizing the FOCUS 2 Career Assessment	457	398
Total Number of Classroom Visits Conducted by the Career Services & Internships Staff	66	82

Career & Life Design Advisement

1:1

Career advising appointments continue to be a highly sought-after service for BSU students and alumni.

2,118

1:1 career advising appointments were conducted during the 2024-2025 academic year.

1,241

Unique students accessed 1:1 career advising appointments with the office.

8% Increase

In the utilization of career advising appointments compared to last year.



Students and alumni from the College of Humanities and Social Sciences have the highest utilization rate in comparison to other populations at BSU.

”

“I wanted to share my sincere gratitude for all the support Career Services & Internships provided in helping me secure my internship at Blue Sky Sports and Entertainment.

The skills and knowledge I am gaining are invaluable, and I feel so fortunate to grow professionally in the sports and entertainment industry. I truly could not have gotten here without your guidance and assistance throughout the process.”

-Anisa '26



Student meeting with an employer to have a resume reviewed during our Resume-Mania event.

For more information, please visit the appendix section of this report for the disaggregated data.

Career Fairs & Expo

Our annual career fairs offerings continue to create opportunities for BSU students to network with employers for jobs and internships. This effort allows students to explore career options and identify ways to connect their learning to real-world applications.

CAREER FAIR ATTENDANCE CLIMBS

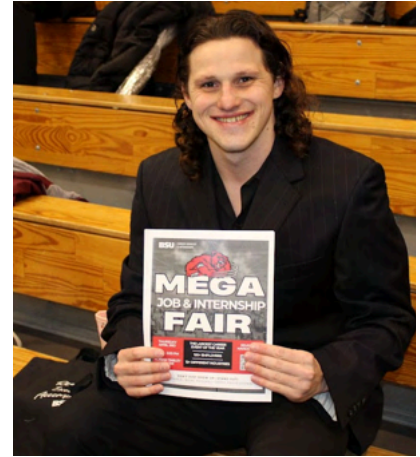
In the 2024-2025 academic year, we held **5 career fairs** with **1,580 checked-ins** compared to 2023-2024 year where we held 4 career fairs with 1,053 checked-ins.

This year, we hosted:

- Part-Time Job Fair (September)
- Fall Job & Internship Fair (September)
- STEM & Health Sciences Career Expo (October)
- Mega Job & Internship Fair (April)
- Education Career Fair (May)

PART-TIME JOBS TO CAREER PATHWAYS

This year, we added the Part-Time Job Fair with the goal of highlighting excellent work options that may lead to meaningful career opportunities beyond the immediate position.



Student exploring opportunities at the newly rebranded Mega Job & Internship Fair.



Quick Fact:
We changed our event marketing strategy and resulted in a **33% increase** in student/alumni event check-ins.



Students connect with employers at BSU's Mega Job & Internship Fair in the Adrian Tinsley Center.

Student Reflections from Career Fairs

”

“Most employers encourage students to apply for positions even if it's not explicitly listing their major.”

- Senior, Film and Video Production Arts Major

”

“Explore your options. Don't just meet with organizations you want, connect with other employers to create more possibilities.”

- Senior, Psychology Major

”

“I learned that going to these fairs can help put a face to a name, which can play a part in whether or not your application gets reviewed.”

- Sophomore, Psychology Major

”

“I have begun to follow up with the employers that I met at the career and internship fair. In the near future, I plan to maintain relationships with them, even if I don't intend to/foresee being employed by them at the moment. At the end of the day, even having a pleasant conversation with an employer is a significant step towards one's career goals.”

- Junior, Management Major



Student interacting with Speech Physical Therapist during the Mega Job & Internship Fair.



Student gathering information about BSU Graduate Studies Program at Mega Job & Internship Fair.



Student networking with accounting firm during Mega Job & Internship Fair.

Student Engagement in Career Activities

Besides career fairs, the Career Services and Internships office offers skill development workshops and programs for BSU students. These workshops help students identify and develop skills that are tied to workforce demands. These workshops and networking events, such as "How to Talk to an Employer" workshops, the Industry Insiders Series, "How to Gain Experience Without Experience" workshops, and "Internship 101" workshops, provide BSU students with step-by-step guidance to build confidence, articulate their career goals, and design their post-graduate life.

In the 2024-2025 academic year, we held **53** events with **1,674** participants compared to the 2023-2024 year where we held **41** events with **1,062** participants.

53

Career Workshops & Events.

1,674

Unique student/alumni participated.

30%

Increase in programs & activities.

58%

Increase in student/alumni participation.



Students exploring career pathways during the DraftKings site visit on the BSU to Boston trip.



Students connecting with JP Morgan employees during BSU to Boston trip.

List of New Career Workshops and Activities

◆ Career Education ◆ Industry Insights ◆ Inclusion Programs ◆ Graduate School Preparation

FALL 2024

- ◆ Inside Scoop with Career Services & Internships
- ◆ Resumemania
- ◆ Industry Insiders: Careers in Fashion
- ◆ Secrets to a Successful Grad School Application: Law School
- ◆ Secrets to a Successful Grad School Application: Health-Related Graduate Programs
- ◆ Mi Futuro: Workshop
- ◆ Mi Futuro: Career Conversations with Latine Professionals
- ◆ STEM Life Design Lab: Build a Resume
- ◆ Advice for Switching or Choosing Your Major
- ◆ Bear Trek: Taylor & Company
- ◆ Industry Insiders: Careers in Marketing, Public Relations, and Communications

SPRING 2025

- ◆ Don't Fear Your Career with K9 Mikey
- ◆ Industry Insiders: Careers in Accounting & Financial Services
- ◆ Salary Negotiation & Wellness for Women in the Workplace
- ◆ Life Design Lab: What's Your Personality?
- ◆ Life Design Lab: Exploring Your Skills
- ◆ Industry Insiders: Careers in Government & International Affairs
- ◆ Industry Insiders: Careers in the Arts
- ◆ Connelly Partners Advertising Agency Site Visit
- ◆ BSU to Boston: DraftKings, Museum of Fine Arts, Museum of Science, JP Morgan Chase & Co.
- ◆ Bear Trek: MIT Lincoln Laboratory

Social Media & Technology

SOCIAL MEDIA

Our video content engages students in meaningful career conversations, highlighting their insights on industry trends and career pathways. It promotes peer-to-peer learning, encourages exploration of diverse opportunities, and strengthens a culture of career readiness across campus, while giving students a platform to shape career programming. During this period, our content reached **27,831 unique users** and received 81,357 views.

81,357 views

received on Instagram posts & videos.

16.8% increase

in reach from the previous period, demonstrating growing engagement and expanding visibility.

NEW CAREER RESOURCE

This year we added a new career resource for BSU students and alumni to access industry-leading career resources.



The Job Search Academy is a free, virtual career development program offered by Indeed to help students excel in their job search. The Academy focuses on mastering the 5 key areas of the job search so students can feel confident every step of the way—because everyone deserves better work.

This year we added a new CRM system for the Employer Relations team to keep track of employer outreach and engagement.



Career Forge | Employer Relationship Management (ERM) is the industry's first innovative recruiting technology purpose-built for career services teams to build and manage employer relationships. Suddenly you're streamlining workflow to track effective interactions with employers and recruiters instead of pushing to close a sale.

New Professional Development Program

JUNIOR CAREER LAUNCH (JCL)

Following a successful Spring 2024 pilot for sophomores, Career Services & Internships launched Junior Career Launch (JCL). BSU's first year-long professional development program for high-potential juniors, the program aimed to prepare students early with the skills, confidence, and professional network needed for internship success. **All components of the program were intentionally focused on the NACE Career Competencies.*

PROGRAM HIGHLIGHTS

Weekly Cohort Learning: Career-readiness workshops focused on resumes, interviewing, networking, leadership, and more.

Industry Exposure: Guest speakers included alumni and employer partners sharing insights on leadership, decision-making, authenticity in the workplace, and leveraging AI.

1:1 Career Advising: Personalized guidance to help students secure summer internships.

Participation:

32 applicants → 20 accepted → **16 completed**

Majors represented: Accounting, Finance, Biology, Computer Science, Graphic Design, Management, Information Systems, Marketing, Psychology, and Photonics.

50% of the group identified as students of color.

INTERNSHIP SUCCESS

Eleven students secured internships at organizations including...

- Aubot
- BSU's Center for Artificial Intelligence
- Central Boston Elder Services
- Cornerstone Bank
- Cybertrust Massachusetts
- Endurance Clean Energy
- MIT Lincoln Labs
- North Easton Savings Bank
- Verisk

\$16,500

in stipends was given to 11 students. Each student received \$1,500 and was paired with a BSU alum or industry mentor for summer support.

OPPORTUNITIES FOR PROGRAM ENHANCEMENT

While survey feedback showed the program was transformational for many participants, 5 students did not secure an internship due to various personal reasons.

Ideally, this program could be **offered for academic credit as a 1-credit course**. Although students were committed, balancing the program's requirements with their class and work schedules proved challenging. Given the high-touch nature of JCL, offering it as a for-credit course each semester could increase student buy-in and lead to even stronger outcomes.

Junior Career Launch Student Voices

”

“One of the most valuable parts of the JCL program was learning how to present myself towards employers and networking. These are things I wouldn't have really done for myself beforehand.”

”

“The JCL program made me much more confident in myself in terms of my academic standing with the experience that I had.”

”

“The most valuable thing I learned is to be confident in myself when applying to jobs.”



Molly Johnson received offers for two summer internships and decided to accept the position with Corner Stone Bank.



Carol Crosby delivering a presentation on the principles of Design Thinking to JCL students.



JCL Students learning best practices for writing their resumes aligned with their industry.



The Inaugural JCL class participated in an etiquette dinner program at the year-end celebration.

92%

student respondents rated their experience with Junior Career Launch as “Excellent” or “Very Good”.

Signature Internship Programs

The Career Services & Internships office partners with many organizations to offer meaningful internship opportunities for BSU students. Some of these internship programs include The Washington Center, Semester in the City, Hack.Diversity, Aspire Works, and Virtual Internships. This year, we also added the Project OnRamp program for Pell-eligible students interested in working with life sciences companies in the region.

THE WASHINGTON CENTER

The Washington Center (TWC) offers immersive internships and academic seminars in Washington, D.C., allowing BSU students to intern with a variety of organizations in the D.C. area while living in provided housing.

During the 2024 to 2025 academic year, **4 BSU students participated** in this program with internships at the following organizations:

- Same Day Process
- Tzedek DC
- Development Monitors
- Ethiopian Community Development Council

In addition to TWC's semester-long Academic Internship Program, BSU students also participated for the first time in the following short-term programs, which ranged from 3 days to 1 week during the spring semester:

- Cybersecurity Accelerator Program
- National Security Seminar



Billy Cantave serving as a Fellow in the Semester in the City program.



Eric Litos (left) participating in one of the dynamic, hands-on leadership classes offered through the Semester in the City program.

SEMESTER IN THE CITY

The College for Social Innovation offers its fall and spring Semester in the City program, which allows BSU students to live and intern in Boston at different organizations within the social impact sector.

During the 2024 to 2025 academic year, **6 BSU students participated** in this program with internships at the following organizations:

- 826 Boston
- Jamaica Plain Neighborhood Development Corporation
- The Williams Agency
- Abilities Dance Boston
- Mattapan Food and Fitness Coalition

Signature Internship Programs

HACK.DIVERSITY

BSU works closely with the Hack.Diversity Fellowship program to provide Black and Latinx students with technical training, professional development, and paid internships in software engineering and data analytics within the Boston and New York City markets. During the 2024 to 2025 academic year, **2 students participated** in this Fellowship program with one securing an internship at Liberty Mutual Insurance



Albert Reyes '26 participated in the Hack.Diversity Fellowship.

VIRTUAL INTERNSHIPS

Virtual Internships connects students in various remote internships with companies across the globe that are ensured to provide meaningful work experiences. During the 2024 to 2025 academic year, **6 students participated** in this program with internships at the following organizations:

- Aubot
- Emerging Comms
- Umni
- Platform for the Needy
- Youth Football Scotland
- GraviLog



ASPIRE WORKS

In partnership with Massachusetts General Hospital, the Aspire Works Internship Program provides students with a high cognitive autism spectrum disorder or a related profile with real-world experience. BSU students receive coaching, professional development, and an internship in their field.

During the 2024 to 2025 academic year, **1 student participated in this program**, interning with Congressman Seth Moulton.

For the first time in the history of the university's collaboration with MGH Aspire, due to the current hiring climate in the field of computer science, MGH Aspire was unable to identify work sites for 2 candidates.

Collaborative University Business Experiences (CUBEs)

The Career Services & Internships office continues to support the university’s Collaborative University Business Experiences (CUBEs) program by identifying and connecting employer partners with faculty members for semester-long projects as part of their classes.

Created through the BSU Innovation grant in partnership with the Career Services & Internships office, the CUBE initiatives' main focus is to establish embedded course projects to enhance career development opportunities for all BSU students.

Below is a full list of projects:

FALL 2024

Professor	Class	Participating Organizations	No. of students
Dr. Stephanie Jacobsen	MKTG 420-00	Marylou's Coffee	18
Dr. Xiangrong Liu	MGMT 426	Service Operations	22
Dr. Seth Meyer	POLI 369	LGBTQ Politics	5
Dr. Samuel Serna Otalvaro	PHOE 483	Senior Engineering Design I	5
Dr. Emily Field	ENGL 254	Literary Interpretation for Elementary Education Majors	19
Prof. Karen Hamilton	ACFI 476	Insurance and Risk Management	19
Prof. Karen Hamilton	ACFI 476	Insurance and Risk Management	16
Prof. William Brennan	MGMT 595	Strategic Management	4

SPRING 2025

Professor	Class	Participating Organizations	No. of students
Dr. Xiangrong Liu	MGMT 426	Service Operations	30
Dr. Xiangrong Liu	MGMT 426	Service Operations	32
Dr. Samuel Serna Otalvaro	PHOE 484	Senior Engineering Design II	5
Dr. Tori Cameron	ELED 522	Science and Engineering Practices in the Elementary Classroom	14
Prof. Michael Brophy	MGMT 490	Strategic Management	20
Prof. Michael Brophy	MGMT 490	Strategic Management	20
Dr. Sarah Ploskina	THEA 326	Childrens Theatre Tour	7
Dr. Emily Field	ENGL 254	Literary Interpretation for Elementary Education Majors	19
Dr. Susan Eliason	CHST 497	Childhood Studies Senior Seminar 2	9
Prof. Blandine Jean-Paul	MKTG 345	Consumer Behavior	28
Dr. Jibril Solomon	SCWK 338	Intro Social Work Practice	20
Prof. William Brennan	MGMT 595	Strategic Management	9
Dr. Peter Sietins	SUST 399	Sustainability in Business	20
Dr. Stephanie Jacobsen	MKTG 420	Marketing Research- Independent study	1
Dr. Stephanie Jacobsen	MKTG 420	Marketing Research Independent study	1
Dr. Stephanie Jacobsen	MKTG 420	Marketing Research	23
Dr. Stephanie Jacobsen	MKTG 420	Marketing Research	25

391

BSU students participated in CUBEs.

22

sponsored organizations.

14

faculty partners.



87%

OF CUBES PARTICIPANTS FELT MORE CAREER READY.



GOAL 2

Center equity-minded practices in our work

Aligned with University's Strategic Plan 2.0 goals: 1A4, 1A6

VISION FOR GOAL 2:

We believe every BSU student deserves to have equitable career outcomes. To make this a reality, we are reimagining our programs, policies, and practices, to ensure they are inclusive, supportive, and designed to empower all students to succeed.



Improving Access to Career Education

At Bridgewater State University, one of our top priorities is ensuring that every student graduates with the tools and support needed to achieve meaningful career outcomes. We understand that the journey to career success is not the same for everyone, and not all students have equal access to opportunities. That is why we are deepening our commitment to equity by embedding equity-minded practices into our work. This year, we are actively reexamining our services, policies, and programs to create a more inclusive, student-centered, and data-informed approach to decision-making.

A critical part of this work involves examining who we serve, and, just as importantly, who we may be missing. Through a disaggregated data discovery process, we analyzed student engagement across our programs and services, focusing on race, gender, academic major, college, and other key demographics. These insights allow us to better understand patterns of access and participation, helping us close gaps, expand our reach, and ensure that every student feels seen, supported, and empowered.

KEY HIGHLIGHTS

- In alignment with institutional efforts to better support Latine student success. We are making good progress in reaching the Latine population while maintaining strong outreach to Black/African American students.
- With our targeted outreach strategies and partnerships with respective offices, our data show a higher percentage of LGBTQIA+ students, those who utilize Student Accessibility Services (SAS), and low-income students utilizing our career advisement services and career fair participation in comparison with the BSU population.



JCL student Diamond Hunter accepted two summer 2025 internships after completing the JCL program.



BSU Alums and Employer Partners at the Mi Futuro event.

Bear Essentials

With a commitment to removing barriers and advancing the university's equity agenda, the office expanded the Bear Essentials Closet and hosted multiple Dress for Success events, providing students with professional clothing for interviews, internships, and career opportunities. During Homecoming 2024, President Clark, the BAA, and the Board of Trustees announced an endowment to sustain and grow this initiative, enabling us to expand inventory, reach more students, and offer a wider range of career-ready resources.

237 Student visits to Bear Essentials from October 2024 to July 2025.

DRESS FOR SUCCESS

792

Students received free professional clothing at Dress for Success events.

98

Students received free haircuts sponsored by BSUPD at Dress for Success Events.

ALUMNI IMPACT

1,500 Professional clothing items donated during our spring clothing drive.



A student trying on a suit jacket at the Spring Dress for Success event.



Carol Crosby, Janete Monteiro, Katie Muldoon, Diane Bell, Carrie Kulick-Clark, and Fred Clark at the Bear Essential Closet Ribbon Cutting Ceremony.



Inside the Bear Essentials Professional Clothing Closet.

”

“I have been attending Dress for Success events since they began, and I have always found the experience enjoyable. Having access to free professional attire has significantly enhanced my confidence, encouraging me to apply for jobs and seek leadership opportunities while ensuring I present myself well!”

- Rowan '25



GOAL 3

Amplify BSU's workforce and economic impact by positioning BSU as the engine and supplier of local workforce talent

Aligned with University's Strategic Plan 2.0 goals: 1F6, 4A, 4B, 4C, 4D

VISION FOR GOAL 3:

With 93% of BSU graduates remaining in Massachusetts, BSU continues to supply high-quality and capable talent for local and regional businesses and the workforce. We aim to position BSU as the higher education leader for training future talent and driving economic growth.



Employer Engagement

The Career Services and Internships office plays a pivotal role in amplifying BSU's workforce and economic impact by positioning the university as a vital engine and supplier of local talent.

By engaging with employers to better understand their recruitment needs, connecting students with work-based learning opportunities such as CUBEs, internships, part-time jobs, on-campus employment, and career readiness programming, the office ensures that graduates are not only academically prepared but also equipped with the skills, professionalism, and networks needed to thrive in the regional workforce.

These efforts directly support local industries by supplying them with career-ready talent, foster stronger university-employer partnerships, and help retain skilled professionals in Southeastern Massachusetts. Most importantly, fueling the local economy and reinforcing BSU's leadership in workforce development.

CONNECTING STUDENTS TO INDUSTRY

- Conducted outreach and brought in **30** new organizations to BSU for career programs and recruitment of jobs and internships.
- Engaged with **354** organizations throughout the academic year for students to learn more about industry trends, connect with alumni, and explore career opportunities.
- Refined our **employer engagement model** to identify and define key relationships with employers based on industry sectors.
- Expanded our engagement with local **chambers of commerce**.
- Launched a **#HireLocally** campaign, centered around engaging local and regional employers that are aligned with BSU's mission, educational offerings, and student interests.
- Establish an **industry-specific Industry Mentors** program, inviting industry professionals and BSU alumni to connect with BSU students for career conversations.
- Offer **field trips for students** through Bear Treks and BSU to Boston, to connect students with BSU alumni and employers in the Northeast.

”

*“Participating in the Bear Trek to Taylor and Company was important to me because it **allowed me to hear directly from employers and gain valuable knowledge and experience in the accounting field.**”*

- MBA Student '26



Students listening to Mike Taylor discuss his career pathway and employment insights during the Taylor & Company site visit.

Employer Outreach

The Career Services & Internships office continues to advance the university's mission to develop the Southeastern Massachusetts regional workforce and strengthen partnerships with key organizations in the region.

Our staff continues to engage with BSU alumni and employers to explore partnership opportunities. During the 2024 to 2025 academic year, we connected with 70+ organizations to better understand their business needs and ways to support their talent development:

70+




New Employer Connections.

- A Great Place to Learn
- Akamai
- ALKU
- Analytical Components International
- ANNA Autism Care
- Arbor Management
- Bierman Autism Centers
- Blueprint Medicines
- Blueview Nursery
- Bracken Engineering
- Cadete Enterprises
- Campus Reel
- Cape Cod Health
- Captain Mike's Tiki Boats
- CASA of Bristol County
- Comp TIA
- Dermatology and Skin Health
- Design Communications Ltd
- Diplomatic Security Office, US Dept of State
- Educational Divide Reform
- Elite Insurance
- Ensoma
- EOHHS
- Executive Office of Health and Human Services
- Farm Credit East
- GSI (Fidelity)
- Horizons at Dedham Country Day School
- Interior Elements
- Journey Forward
- Junkluggers
- Latham Centers
- Laz Parking
- Life is Good Playmaker
- Lifestance
- Marc of Healing
- Marine Corps Officer Selection
- Moore
- Museum of Science
- New Bedford Research & Robotics
- New England Flooring and Backsplash
- New York Life
- Nexis Power
- Northwestern Mutual
- Novartis
- Office of the State Auditor
- Ocean State Job Lot
- Pinnacle Partnerships
- Plymouth County Sheriff's Office
- Rypos
- SecureWon
- Seven Hills Behavior Health
- Shark Ninja
- Southeastern Vocational
- Southwick Zoo
- Sport Tournament Ventures LLC
- STEMtree Norton
- Stroz Friedberg
- System Support
- Taunton River Watershed Association and Narragansett Bay Estuary Program
- Thom
- Travelers
- Trimark USA
- Untold Legends
- Vector Marketing (CutCo)
- Waldron
- West Bridgewater Coin & Jewelry
- Withum
- Worcester Bravehearts/New England Sports Summit
- Work Opportunities Unlimited
- World Educational Services

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List of Employer Engagement Activities

-  Industry Exploration
-  Career Fairs
-  Work-Based Learning Programs

FALL 2024
















-  Part-Time Job Fair
-  Resumemania
-  Fall Job & Internship Fair
-  Industry Insiders: Careers in Fashion
-  The Washington Center Information Session
-  Project Onramp Information Session
-  STEM & Health Sciences Career Expo
-  Semester in the City Information Session
-  Hack.Diversity Information Session
-  Bear Trek: Taylor & Company
-  Industry Insiders: Careers in Marketing, Public Relations and Communications
-  Elementary School Principals' Panel

”

I would 100% recommend the Mega Job & Internship Fair. Attending is a great way to know what might fit with what you are learning and how to apply what you are learning.

-Graduate Student '25

SPRING 2025

-  Boston Network for International Development Land Your Dream Job
-  Semester in the City Information Session
-  The Washington Center Information Session
-  Industry Insiders: Careers in Accounting & Financial Services
-  Secret to a Successful Graduate School Application with Suffolk Law, UMassChan Medical & BSU Grad Admissions
-  Biotech and Life Sciences Career Forum
-  Industry Insiders: Careers in Government & International Affairs
-  Principals' Panel
-  Resumemania
-  MEGA Job & Internship Fair
-  BSU to Boston Bus Trip
-  Industry Insiders: Careers in the Arts
-  MERC Career Fair
-  Education Career Fair
-  Bear TREK: MIT Lincoln Laboratory

Fall Career Fair Employer Participation

FALL 2024 PART TIME JOB FAIR

225 Students

12 Employers

attended the Part-Time Job Fair on
Tuesday, September 3, 2024 from 11:00
am to 1:00 pm.

”

The Part-Time Job Fair empowers BSU students to explore well-paying opportunities that align with their career goals, offering valuable experience, higher wages, and potential pathways to future careers.

— Dr. Gerald Tang, Executive Director

FALL 2024 JOB & INTERNSHIP FAIR

360 Students

71 Employers

attended the Job & Internship Fair on
Thursday, September 18, 2024, from 1:00
to 3:30 pm in RSU Ballroom.



BSU alumni return to BSU to connect with current students.



BSU students connect with employers at the Fall Job & Internship Fair.

Fall STEM & Health Sciences Career Expo Employer Participation

At Bridgewater State University, we are committed to helping students connect their academic experiences with real-world opportunities. One way we do this is by hosting industry-specific career expos, such as the STEM & Health Sciences Career Expo, for students interested in pursuing a career in this discipline. These events give students direct access to employers, professionals, and organizations aligned with their fields of study, empowering them to explore career pathways, build professional networks, and gain insight into the industries they are preparing to enter.

175+ Students

19 Employers

attended the STEM & Health Sciences Career Expo on Wednesday, October 16, 2024, from 1:30 to 4:00 pm in the DMF Atrium.

”

“I have learned that speaking to an employer is not as intimidating as it seems.”

- Junior, Biology Major

”

“Sometimes you might think that an employer does not have internships related to your field of study, but still talking to them and asking questions really helps and might make you discover something even better.”

- First Year, Computer Science Major



Students dress professionally to meet with employers at the STEM & Health Sciences Career Expo.

Mega Job & Internship Fair and Education Career Fair

Mega Job & Internship Fair

771 Students

125 Employers

attended the Mega Job & Internship Fair on Thursday, April 3, 2025 from 12:00 to 3:00 pm in the Adrian Tinsley Center.



CSI staff help answer student questions at the fair.



Students connect with employers at the Tinsley Gym during the Mega Job & Internship Fair.

Education Career Fair



Teacher candidates engage with representatives from school districts during the Education Fair.

69 Employers

96 Students

attended the Education Career Fair on Wednesday, May 7, 2025 from 4:00 to 6:00 pm in the RSU Ballroom.

Full List of Employers Who Attended Career Fairs This Year

A&A Metro Transportation
AAFCPAs
Abington Police Department
Advanced Math and Science Academy Charter School
Aflac
ALKU
All Points Licensed Behavior Analysts, PLLC.
Alma del Mar Charter School
American Mathematical Society
AmeriCorps Cape Cod
Arbella Insurance Group
Arbor Management Company Inc.
ArcBest
Aspire Health Alliance
Atlantis Charter School
Avon Public Schools
Barnstable County Sheriff's Office
Bay State Movement Academy
BayCoast Bank
BayCove Human Services
Beacon ABA Services
Behavioral Connections
Benjamin Franklin Classical Charter Public School
Bi-County Collaborative
Bierman Autism Centers
Blackstone Valley Prep
Blackstone-Millville Regional School District
Bluestone Bank
Blueview Nurseries Inc.
Boston Behavior Learning Centers
Boston Higashi School
Boston Medical Center
Boston Mutual Life Insurance Company
Boston Public Schools
Boston Renaissance Charter Public School

Boys & Girls Clubs of Metro South
Bridgewater-Raynham Regional School District
Bristol-Plymouth Regional Technical School
Brockton Neighborhood Health Center
Brockton Public Schools
Brown & Brown
C/F Data Systems LLC
Canton Public Schools
Cape Air
Cape Cod Healthcare
Cardinal Cushing Centers
Celldex Therapeutics
Charles River Center
Child & Family Services, Inc.
CIBZ
Citrin Cooperman
City of Taunton
City Year
Civil & Environmental Consultants, Inc. (CEC)
Civil Air Patrol: Bridgewater State University
Composite Squadron
CliftonLarsonAllen LLP
Coaching4Change
Collaborative for Educational Services
College Advising Corps at Boston University
College for Social Innovation/Semester in the City
Commonwealth of Massachusetts
Commonwealth of Massachusetts: Executive Office of Health and Human Services
Commonwealth of Massachusetts: Department of Environmental Protection (DEP)
Community Counseling of Bristol County
Crossroads Continuum
Cybertrust Mass

Full List of Employers Who Attended Career Fairs This Year

Dartmouth Public Schools
Daniel Dennis & Company LLP
Department of Conservation & Recreation
Dermatology & Skin Health
Diman Regional Vocational Technical High School
DiSanto, Priest & Co.
Duxbury Counseling
Easter Seals Massachusetts
Easton Public Schools
Edward Brooke Charter Schools
ElevateBio
Eliot Community Human Services
Elite Insurance LLC
Enterprise Mobility
Essex County Sheriff's Department
Executive Office of Health and Human Services (EOHHS) of Massachusetts
Fall River Deaconess Home
Fall River Public Schools
Family Service Association
Farm Credit East
Fastenal Company
Flexjet
Fore Kicks Sports Complex
Forvis Mazars
Foxborough Regional Charter School
Friends and Mentors Inc
G.T. Reilly & Company
Gloucester Public Schools
Gordon Food Service
Granite Telecommunications
Group 1 Automotive, Inc.
Grow Associates, Inc.
HESSCO Elder Services
Hack.Diversity
Healthtrax Fitness and Wellness
High Point & Affiliated Organizations

Hockomock Area YMCA
Holtec International
House of Possibilities
IPG Photonics
Jordan's Furniture
J&J Contractors, Inc.
Justice Resource Institute

Jordan's Furniture
J&J Contractors, Inc.
Justice Resource Institute
Kaleidoscope Family Solutions
Latham Centers, Inc.
LearnWell
Leonard, Mulherin & Greene, P.C.
Lenox Public Schools
Life Science Cares
Lynch Marini & Associates Inc.
Lynn Public Schools

Manganaro Building Group, LLC
Malden Public Schools
Marlborough Public Schools
Mass Bay Counseling
Mass General Brigham
Massachusetts General Hospital
Massachusetts Life Sciences Center
Massachusetts State Police
Mathnasium of Dedham
May Institute, Inc.
Medical Information Technology, Inc. (MEDITECH)
Meeting Street
Medway Public Schools
Mike Goulian Aviation
Milford Public Schools
MIT Lincoln Laboratory
Mutual of Omaha

Full List of Employers Who Attended Career Fairs This Year

Nantucket Police Department
Nantucket Public Schools
Needham Public Schools
New Bedford Public Schools
New England Coastal Wildlife Alliance
New England Community Services
New England Knockouts
New Hampshire State Police
New Heights Charter School of Brockton
Newport Mental Health
Newton Public Schools
New York Life Insurance Company
Norfolk Sheriff's Office
North Attleborough Public Schools
North Easton Savings Bank
North River Collaborative
Northwestern Mutual - Boston, Middleton, Rockland and Woburn
Ocean State Job Lot
OCES
Office of the Massachusetts State Treasurer and Receiver General
Old Colony YMCA
Pace
Plimoth Patuxet Museums (formerly Plimoth Plantation)
Plymouth County Sheriff's Department
Pozerski, Hatch & Company, P.C.
Quincy Public Schools
Randolph Public Schools
Raising Multicultural Kids
RCS Learning Center
READS Collaborative
Reliable Respiratory
Revere Public Schools
Rhode Island Department of Corrections
Right Foot Shoes
Riverside Community Care, Inc.
Roche Bros. Supermarkets Co.
Rockland Trust
Ryder System, Inc.
Saint John Paul II Catholic Academy
Saint Vincent's Services
Sansiveri, Kimball & Co., LLP
Scituate Public Schools
SecureWon
Seekonk Public Schools
Seven Hills Foundation
Shaw's & Star Market
Signature Healthcare
Smithers Environmental Risk Sciences, LLC
Somerville Public Schools
South Shore Autism Center
South Shore Educational Collaborative
South Shore Health
Southwick's Zoo & EARTH Limited
Springfield Public Schools
Staples, Inc.
Stoughton Public School District
Stroz Friedberg (an Aon company)
Su Escuela Language Academy
Taunton Public Schools
Taylor & Company PC CPA
Teach for America
Teamworks Sports Centers
TECCA
The Arc of Bristol County/proAbility
The Education Cooperative
The Groden Network
The Home for Little Wanderers
The Kraft Group
The Key Program
The New England Center for Children
Travelers
Tri-County Regional Vocational Technical School
TriMark USA
Uncommon Schools
United Rentals, Inc.
United States Secret Service
Vinfen
W.B. Mason Company, Inc.
Waldron H. Rand & Company, P.C.
Walker
Waltham Public Schools
Watertown Public Schools
Wayne J. Griffin Electric, Inc.
Westport Community Schools
Whitman Hanson Community Access
Whitman-Hanson Regional School District
Withum
Worcester Public Schools
Wolf & Company, PC.
Work Opportunities Unlimited (Human Services)
Young World Educational Services

Industry Specific Career Programs

Industry Insiders: Careers in Fashion

Featured representatives from J. Jill, Puma, and TJX Company.

Industry Insiders: Careers in Marketing, Public Relations, & Communications

Featured representatives from Boston Children's Hospital, DraftKings, Greenough Communications, Jett Foundation, McGrath PR, Michelle Hacunda Consulting, New England Knockouts, and Rockland Trust.

Elementary Principals' Panel (Fall)

Featured Principals from Luther Elementary School - Swansea Public Schools, Atherton Hough School, Quincy Public Schools, and Barnstable Public Schools.

Industry Insiders: Careers in Accounting & Financial Services

Featured representatives from EY, Leonard, Mulherin & Greene, P.C., Morgan Stanley, The Cape Cod Five Cents Saving Bank, and Withum.

Biotech and Life Sciences Career Forum

Featured representatives from Alnylam, Blueprint Medicines, Takeda, Elevate Bio, Ultragenyx, Novo Nordisk, Mass Life Science Center, Northeastern University, and the Biomedical Science Careers Program at Harvard.

Industry Insiders: Careers in Government and International Affairs

Featured representatives from Marine Corps Officer Candidate School, Massachusetts Department of Conservation and Recreation, Massachusetts Department of Veteran's Services, Massachusetts Executive Office of Health & Human Services, Massachusetts Municipal Association, and Town of Bridgewater.

Elementary School Principals' Panel (Spring)

Featured Principals from Central Elementary School - East Bridgewater Public Schools and Fonseca Elementary School - Fall River Public Schools.

Industry Insiders: Careers in the Arts

Featured representatives from Commonwealth Shakespeare Company, Institute of Contemporary Art/Boston, Naval War College Museum, Rose Conservatory, Spin350 Creative Inc., Titus Media, and WLNE-TV ABC6.

504

Unique employer connection Opportunities.

354

Employers on campus.

Additional Career Programs Featuring Employer Partners

Resume-Mania (Fall)

29 students participated in the first-ever Resume-Mania event on Thursday, September 12, 2024, from 1:00 to 3:00 pm. Representatives from City Year, Enterprise Mobility, MEDITECH, and The Key Program critiqued resumes while Career Services & Internships' staff assisted students in creating resumes on their laptops.

Bear TREK: Taylor & Company

On Wednesday, October 30, 2024, we brought a group of 10 BSU students to visit Taylor & Company to learn more about the organization and career opportunities.

Junior Career Launch: Practice Interview Program (Fall)

7 employer partners held practice interviews with 17 students from the Junior Career Launch Program on Wednesday, November 20, 2024, in preparation for summer internship interviews: Aon/Stroz Friedberg, Enterprise Mobility, Family & Community Resources, Granite Telecommunications, MIT Lincoln Laboratory, PKF O'Connor Davies, and BSU IT Project and Service Management.

Employer Information Tables (Fall)

During the fall 2024 semester, we hosted 8 employer information tables for the following organizations: Thom Child & Family Services, The Marine Officer Program, Withum, Northwestern Mutual, Latham Centers, Lincoln Police Department, Coaching 4 Change, and Taylor & Company.

Employer Presentations to Student Clubs/Organizations

Two employers, Taylor & Company and Forvis Mazars, were referred to the BSU Accounting and Finance Club by the CSI Office to conduct presentations during a scheduled club meeting time.

BSU to Boston

58 students participated in the BSU to Boston Program. Students chose to visit one of the following organizations: DraftKings, J.P. Morgan, Museum of Fine Arts, and Museum of Science. Upon the conclusion of site visits, all student participants had the opportunity to eat dinner and network with BSU alumni at J.P. Morgan.

Resumemania (Spring)

36 students participated in our spring Resumemania event on Thursday, March 27, 2025 from 12:00 to 2:00 pm. Representatives from City Year, Enterprise Mobility, Granite Telecommunications, MEDITECH, and The Key Program critiqued resumes while Career Services & Internships' staff assisted students in creating resumes on their laptops.

Additional Career Programs Featuring Employer Partners

Employer Information Tables (Spring)

During the spring 2025 semester, we hosted 6 employer information tables for the following organizations: The Arc of Bristol County, MA State Police, City Year, Crossroads, Traveler's Insurance, and The Marine Officer Program.

Bear TREK: MIT Lincoln Laboratory

On Monday, April 28, 2025, we brought a group of 14 BSU students to visit the MIT Lincoln Laboratory to learn more about the organization and career opportunities.

Junior Career Launch: Weekly Sessions and Workshops

Throughout the academic year, Junior Career Launch students had the opportunity to hear from employer guest speakers including Enterprise Mobility, Untold Legends LLC, Granite Telecommunications, The Light Foundation, PwC, and Fidelity Investments. Presentation topics included industry trends in internships, bringing your authentic self to work, and financial literacy.

Junior Career Launch: Summer Mentorship Experience

Junior Career Launch students who successfully secured a summer internship and completed all program requirements received a professional mentor to work with them one-on-one throughout the summer. Alumni and professional mentors from the following companies were matched with students: Abacus Insights, McLean Hospital, MEDITECH, Leonard, Mulherin & Greene, P.C, Fidelity Investments, SimpliSafe, Thermo Fisher Scientific, SubCom, and Bridgewater State University.

Junior Career Launch: Celebration & Etiquette Dinner (Spring)

To celebrate the hard work of Junior Career Launch students, we held an Etiquette Dinner that included employer and alumni guests, including The Light Foundation, Fidelity Investments, Family & Community Resources, Inc., and Bridgewater State University.

Salary Negotiation & Wellness for Women in the Workplace (Spring)

In honor of Women's History Month, this "Inclusion At Work Series" event focused on supporting Women in the Workplace. This interactive workshop covered important topics such as pay equity and transparency, salary research, total compensation and benefits, job offer negotiations, and wellness topics for women in the workforce. The workshop was offered in collaboration with the Center for Student Engagement, the Panhellenic Association, and Enterprise Mobility, as it highlighted an employer guest speaker, Sare' Arnold.

Thank You Alumni Partners

Abigail Medellin '22
Adam Gustafson '18
Alexandra Briggs '17
Alex Mederios '16
Alex Vieira '24
Alyson Skok – BSW '06, MSW '07
Amanda Ferreira '15, G'16
Amanda Gauthier '19
Amanda Waterman
Ann Ulett '92
Annalisse Fitzpatrick '23
Ariana Barbosa '17
Arluah Titus Wontan '18
Ashley Thebado '18
Ava Plant '23
Ben Acker '15
Ben Girard
Ben Medd – '01, G'12
Bill Brown '77
Blake Ruehrwein '07
Brian Fong '24
Brian Owusu '15, G'18
Caitlyn Rodrigues '13, G'14
Cameron Nadeau '22
Carlyn Mason '20
Carol Carson
Carolyn DaSilva '91
Catherine Zinni
Christina Shafer '02
Christopher Alty '23
Christopher Ernest – MSA '07
Christopher Louis
Connor Flynn '15
Corey Cadigan '15
Daniel Blais '18
David Rumrill '91
Dawn Zambito '94
Elena Ceurvels-Murphy '91
Emma Doherty '23
Eric Dresser '05

Eric LePage '98, G'06
Eric Mahoney '08
Erika Umali '14
Erin Clancey '24
Fegens Lyncee '22
Gabriella Costa '14
George Kelleher G'15, G'17
Gregory Fernandes '13
Hannah Emery '15, G'18
Heather Prew '97
Jacob Fudge '18
James Piquette
Jamie Glasby '17
Jeannie Teixeira
Jeff Motta '95
Jeffrey Motta '95
Jennifer Aguiar '95
Jismaly Mejia '15
Joe Lyons '00
Joshua Hayes '22
Joshua Volta '20
Justin Borges '20
Kaleigh Roche '21
Kara Bemis '12
Karlie Rosmarinofski '19
Katherine Renzoni '15
Kathleen McHugh '16
Kathy Flaherty '91, G'19
Katie McCue '03
Kayla Anger '19
Kelli O'Brien McKinnon '82
Kemill Logarta '21
Kenny Monteiro '15
Kimberly Lewis '22
Kody Casavant '18
Lindsey Hopkins '18, G'23
Lizandra Gomes '09
Maggie (Margaret) Lynch '12
Marilyn (Jackson) Kelland '87
Marques Stephens

Marquis Moore '20
Matt Kleindienst
Matt Van Zandt '21
Matthew Colantonio G'07
Maureen Desmarais
Melissa Guimond '18
Michayra Calendario '15
Michelle Hacunda '12
Mike Coffey '07
Missy Reis '93
Morel Mahotiere '08
Nicholas Johnson '20
Nicholas McAndrews '17
Nick Dumont '19
Nicole Davie '21, G'22
Patty Gomes '11
Patrick Yeargin '23
Rob Rood '96
Robert O'Reilly '07
Robin Moreira
Ross Thibault, M.Ed. '13
Ryan Callahan '23
Ryan Kuczer '23
Ryan McDonell '12
Samantha Brandt '21
Scott Sheehan '15, G'16
Sean Walsh '21
Shannon McLaughlin '22
Sonya Striggles '11
Stephen Wahome '13
Tara Brady '99, G'06
Tara Wietecha '04
Tiana Romans BS '21, MBA '22
Wilmary Tejeda '12
William E. Collins '97
Zach Ehrstein '21
Zachary Curtis '18
Zachary Waddicor M.Ed. '09
Zelda McGhee '23



GOAL 4

Prioritize organizational effectiveness, acquire and utilize industry-leading resources and technology, and emphasize staff's professional development and well-being

Aligned with University's Strategic Plan 2.0 goals: 1C3, 2E, 3B2, 3C

VISION FOR GOAL 4:

We endeavor to provide a dynamic, student-centered operation that utilizes tools and resources accessible to all of our students and alumni curated by staff who keep up-to-date on industry trends and best practices.



Strengthening Our Foundation for Student Success

The Career Services and Internships office prioritizes organizational effectiveness, invests in industry-leading resources and technology, and emphasizes staff professional development and well-being because these pillars are essential to delivering high-impact, student-centered services in an evolving workforce landscape. By strengthening organizational effectiveness, the office can streamline operations, align efforts with institutional goals, and adapt swiftly to changing employer and student needs. Leveraging modern tools and technology ensures that students receive cutting-edge career guidance, equitable access to opportunities, and personalized support that mirrors industry standards. Equally, when staff are well-supported, professionally developed, and holistically cared for, they perform at their best to foster innovation, build stronger employer partnerships, and enhance student outcomes. Investing in these areas ensures the office is not only operationally sound but also a proactive leader in preparing students for meaningful, career-ready futures.

KEY HIGHLIGHTS

- Developed a plan to review all software products every three years to review effectiveness, cost, and student usage.
- Additional revenue was brought in through the career fair sponsorship program and event fees.
- All staff have been offered and participated in on and off-campus professional development opportunities.
- All current advising staff as of the end of FY25 have taken part in Stanford Life Design Studio training.



Top Row: Tracey Gray, Carol Crosby, Jill Gardosik, Nicole Precourt, Cheryl Bezanson, and Lynne Augenti
Bottom Row: Katie Muldoon, Amy Kircaldy, Gerald Tang, Denise Diliddo, Katie Vagen, and Laurent Troland
Not pictured: Cathy Lauinger

Office Updates

NEW STAFF MEMBER



Cathy Lauinger, Events and Operations Coordinator

Cathy Lauinger is the Events & Operations Coordinator. She assists with operations and, most importantly, manages logistics for the many fairs, workshops, and events offered throughout the year. Cathy has worked in higher education for over 15 years at various institutions, including the University of Iowa, Roger Williams University, Brandeis University, and the University of Nevada, Las Vegas. She enjoys working with the “small” details and creating a comfortable, welcoming environment. Her favorite part of this work: being in the background of an event or workshop while students get to experience the culmination of her efforts. Cathy holds a master’s in education for higher education from the University of Nevada, Las Vegas and a bachelor’s in philosophy and ethics and value studies from Carroll College in Helena, MT. She is a proud first-generation college graduate and member of Gamma Phi Beta Sorority.

NEW GRADUATE ASSISTANT



Joshua Richards, Graduate Assistant

Josh Richards is the Graduate Assistant in the Career Services and Internships Office at Bridgewater State University (BSU), where he is a second-year student pursuing a Master’s degree in Mental Health Counseling. He brings valuable experience as a counselor in addiction treatment as well as his previous work in business development and management within the nonprofit sector. In his role as a Graduate Assistant, Josh works with students to finetune their resumes and cover letters, explore the internship and career opportunities offered at BSU, and works with the office’s Career Peer Advisors to enhance program access and outcomes for students. Josh is dedicated to enhancing student preparedness for the opportunities afforded by higher education and is committed to supporting students in identifying and achieving their professional goals during their time at Bridgewater State University.

Staff Departure

Amy Kirkcaldy, Assistant Director of Employer Engagement and Outreach, decided to pursue another opportunity related to college counseling and departed our office on July 3rd. We wish her well in her next adventure.

Leading the Profession

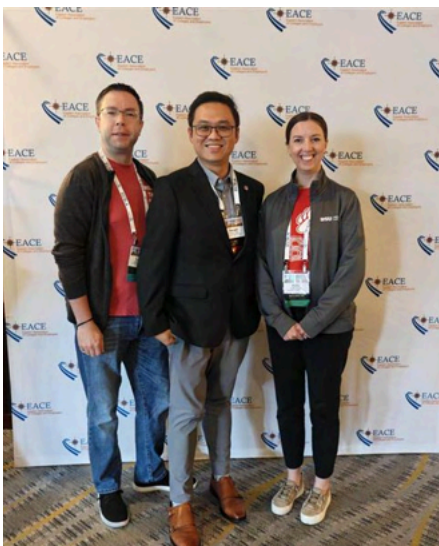
The Career Services & Internships office staff has been actively involved in professional organizations, presenting at local and regional events, representing Bridgewater State University, and staying current with industry trends.

External Presentations:

- **The Career Leadership Collective's Annual Conference**
 - Crafting Impactful Employer Engagement Strategies Aligned with Your Institution's Mission
- **Eastern Association of Colleges and Employers**
 - Telling the Data Story: Using Metrics to Advocate for Resources
 - Embracing the Shift: Lessons, Strategies, and Success Stories in Leading Transformational Change
- **uConnect's Career Everywhere podcast/webinars**
 - 5 Elements of Effective Change Leadership in Career Services
 - Crafting Impactful Employer Engagement Strategies Aligned with Your Institution's Mission
- **New England Chief Career Services Officers Summit**
 - Utilizing Design Thinking/Life Design for Strategic Planning

Conference and Training Participations:

- Eastern Association of Colleges and Employers Annual Conference
- Eastern Association of Colleges and Employers Leadership Empowerment Series
- MassBioEd's Life Sciences Workforce Conference
- National Association of Colleges and Employers Annual Conference
- National Association of Colleges and Employers Competency Symposium
- National Association of Colleges and Employers AI Bootcamp Training
- Stanford Life Design Studio Training
- Stanford/NYU's Purpose and Flourishing Annual Convening
- The Career Leadership Collectives Annual Conference
- Tableau Bootcamp and Conference



Laurent Troland, Gerald Tang, and Katie Vagen at the EACE Conference in Albany, New York.



Amy Kirkcaldy, Gerald Tang, Katie Vagen, and Diane Bell attending the Life Sciences Workforce Conference.



Carol Crosby, along with her co-presenters, delivered a presentation at the Life Design Retreat at NYU.

Leading the Way

The Career Services & Internships office is proud to be part of the following professional associations:

Professional Association Memberships:

- National Association of Colleges and Employers
- Eastern Association of Colleges and Employers
- New England Chief Career Services Officers Group
- Stanford Life Design Studio Community
- Career Counselors Consortium Northeast

Professional Involvement and Awards:

- Dr. Gerald Tang served on the Eastern Association of Colleges and Employers' board as the Director of Diversity & Inclusion and was elected as President for the association for 2025-2026 academic year.
- Dr. Gerald Tang served on the National Association of Colleges and Employers' Annual Conference Planning Team and co-chairs the APIDA + Allies Affinity Group.
- Carol Crosby served as a coach for Stanford University's Life Design Studio training.
- Carol Crosby was awarded the BSU's Presidential Award for Excellence in Collaboration to Improve Teaching.
- Laurent Troland served as co-chair for the Eastern Association of Colleges and Employers' Leadership & Recognition Committee.
- Katie Vagen served on the Eastern Association of Colleges and Employers' board as the Director of Career Growth.
- Katie Vagen served on the board for the Massachusetts Education Recruiting Consortium.
- Katie Muldoon served on the Eastern Association of Colleges and Employers' Public Relations Committee.
- Katie Muldoon served as a Learning Partner on the MRISJ Alternative Break Trip to West Virginia.
- Katie Muldoon participated in BSU's Spirit Committee and the Alumni Engagement Committee.



Katie Muldoon serving as a Learning Partner during the MRISJ trip to West Virginia.



Laurent Troland with award recipients as he served as a co-chair for the EACE Leadership & Recognition Committee.



Gerald Tang presented at the Career Leadership Collective Annual Conference in New Orleans.

Challenges

Student Engagement

Engaging students in career development remains a persistent challenge, even as we expand our personalized and targeted outreach efforts. Our goal is to inspire BSU students to participate early and often, but attendance patterns continue to reflect unpredictability. This year, we continue to observe a 50/50 trend: only half of the students who RSVP'd actually attended our events, while surprisingly, half of the attendees had not RSVP'd at all. While it is not a unique challenge for our department, these insights highlight the need for continued innovation in how we connect with and motivate students to take advantage of our resources.

Challenging Political Landscape

The current political climate, including federal government layoffs and increasing scrutiny of higher education's return on investment (ROI), continues to shape the landscape in which our office operates. At Bridgewater State University, these external pressures heighten the urgency for our Career Services and Internships office to strengthen our support for not just current students, but recent graduates and alumni without any additional staffing and resources while continuing to demonstrate tangible outcomes and career pathways for students. Families and students are more focused than ever on the value of a college degree, making our role in connecting academic experiences to meaningful career opportunities and offering work-based learning opportunities critical to support institutional priorities on recruitment, retention, student persistence, and outcomes. We are responding with data-informed strategies, employer engagement, and scalable career development initiatives to ensure students are not only career-ready but confident in the ROI of their BSU education.

Limited Resources

As we work to consolidate and streamline our resources and technology capabilities, our capacity to meet the growing demands of BSU students remains limited by staffing and financial constraints. This year, we have seen a noticeable increase in student demand for in-person, one-on-one career consulting appointments, reflecting a deeper desire for individualized guidance. However, our dedicated team, many of whom balance multiple roles including event planning and university-wide initiatives, must stretch to accommodate this need. With the current staff structure, our ability to provide timely and personalized support is significantly challenged. Budget limitations further restrict our ability to invest in advanced technology, expand career resource offerings, or grow our team of trained student peer consultants. Additionally, we are quickly outgrowing our physical space, lacking both adequate offices for private consultations and a designated conference room to host employer sessions and team meetings. These space and staffing constraints directly impact our ability to scale services and meet students where they are.

Challenges

Uncertain Labor Market

The ongoing uncertainty in the labor market, driven by rapid industry shifts, evolving employer expectations, and economic volatility, directly impacts the work of the Career Services and Internships office at BSU. As students and families navigate concerns about job stability and post-graduation outcomes, our office plays a critical role in providing clarity, confidence, and career readiness. However, it is difficult to predict the availability of entry-level jobs that are aligned with students' interests and post-graduation plans. We are continuously adapting our strategies to keep pace with emerging workforce trends, equipping students with the skills, experiences, and insights needed to remain competitive. This includes expanding employer engagement, offering targeted industry-specific career programming, providing new work-based learning opportunities, and ensuring students have access to timely, relevant labor market information. In a time of unpredictability, our mission to prepare students for meaningful careers is more essential than ever as we navigate these uncertainties.

Health and Well-Being of Our Staff

Several staff members faced personal and health-related circumstances that required extended time away during both the fall and spring semesters. Additionally, staff transitions prompted a need to shift focus toward recruiting and onboarding new team members, requiring time and resources to ensure a smooth integration and continuity of services. Despite these disruptions, the team remained committed to supporting students and advancing our mission with resilience and dedication.



Future Plans

Strategic Planning

While we are in the implementation phase of our existing strategic plan, this year provided an important opportunity to review our existing strategies and reflect on how we can continue to evolve in response to the dynamic needs of our students, campus partners, and employers. As the career development landscape shifts, driven by technological advancements, labor market changes, and student expectations, we recognize the importance of maintaining a flexible, responsive approach. Our review reaffirmed key priorities while also highlighting areas for growth and innovation. Moving forward, we are committed to aligning our goals with emerging trends, strengthening our partnerships, and remaining agile in how we deliver high-impact services that meet students where they are and prepare them for where they are going. With the strategic growth of BSU Works initiatives, we realized the need to outline the inner working of this objective and design a comprehensive strategy. Hence, we will be working on outlining a mini-strategic plan for BSU Works so we can continue to rally all of our partners together to meet the BSU Works related goals.

Career Everywhere Ecosystems

In alignment with the industry's best practices, as we continue our work to connect with faculty, staff, alumni, and employers, it is critical that we adopt a "career everywhere ecosystems" framework to integrate career readiness competencies into the fabric of BSU's education and experiences. This effort provides us with a common language to help students articulate skills developed through their involvement and learning at BSU. We aim to expand our partnerships with academic affairs colleagues to educate faculty on career readiness integration into their classrooms, explore assessment products to track pre- and post-experiences, develop a grab-and-go career toolkit, and explore the offering of micro-credentials for both faculty and students to access career readiness-related learning modules.

Corporate Partnerships and Engagement

The Career Services and Internships office is committed to positioning Bridgewater State University as an engine for the local and regional workforce. Our goal is to design a strategic plan to lead corporate engagement and partnership efforts here at BSU. By continuing our employer engagement audit, fostering meaningful relationships with employers across industries, and forming an employer engagement council, we aim to create mutually beneficial opportunities that connect BSU talent with regional workforce needs. Our approach focuses on cultivating long-term collaborations that support internships, full-time hiring, mentoring, and work-based learning initiatives. As we deepen our engagement with corporate partners, we are enhancing the visibility of BSU as a premier source of diverse, career-ready graduates, driving economic development and improving social mobility for our students and their families.



BSU Staff and Faculty at the MassBioEd Foundation Life Sciences Workforce Conference at Boston University.



Thirty career services leaders from twenty-eight colleges and universities across the New England region gathered at the Career Services Leaders Summit held at BSU.

Future Plans

Data-Informed Decision Making

Our office remains committed to leveraging data to drive informed decision-making across all areas of our work, including staffing structure, technology integration, and budget planning. For example, we will begin to explore the implementation of an industry-specific career advisement model to better support students' career development needs by sectors. By closely tracking and analyzing trends and student engagement patterns, we aim to identify service gaps and develop strategic solutions that ensure equitable and effective support for all BSU students. This data-informed approach will guide our continuous improvement efforts and help us align our offerings with evolving student needs.

Prioritize Staff's Professional Development

Prioritizing professional development for our staff will remain a high priority for the office this coming year, as their professional growth is directly tied to the success and growth of the Career Services & Internships Office. By investing in continuous learning opportunities, training, and skill-building, we empower our team to stay current with industry trends, innovative career advising practices, and emerging technologies. Supporting staff development not only enhances the quality of services we provide to students but also fosters a collaborative and motivated workplace culture. As we navigate a rapidly evolving career landscape, our commitment to professional growth ensures that our team remains equipped, inspired, and ready to meet the diverse needs of the BSU community.

Work-Based Learning

Work-based learning remains a vital component of our efforts to bridge classroom learning with real-world experience. Through internships, on-campus employment, co-ops, and community-based projects, students gain practical skills, build professional networks, and explore career paths in meaningful ways. Our goal is to review existing offerings and strategically grow and scale these offerings. These experiences not only enhance career readiness but also contribute to student confidence, retention, and post-graduation success. At BSU, we continue to strengthen our partnerships with employers and campus departments to expand high-impact, inclusive work-based learning opportunities that align with students' academic and professional goals.



Laurent Troland participated in the Tableau Conference held in San Diego, California.



Students Engaging with Employers at the Industry Insiders: Biotech & Life Sciences Career Forum.

Appendix:

Student Engagement Data

Table 1 - Student Participation in 1:1 Career Advising Appointments.

2024-2025 Appointments	First Year	Sophomore	Junior	Senior	Masters	Certificate	Alumni	Not Reported	Totals	% of Appointments	% of BSU
Business-Ricciardi	12	23	76	82	12	0	27	0	232	18.7%	15.9%
Education and Health Sciences	15	17	20	69	21	0	14	0	156	12.6%	25.0%
Humanities and Social Sciences	35	65	129	197	29	0	69	1	525	42.2%	35.9%
Interdisciplinary Across College	19	8	0	0	6	1	0	0	34	2.7%	4.5%
Non-Credit or Non-Degree	0	0	0	0	68	4	0	0	72	5.8%	1.2%
Not Reported	0	0	0	0	0	0	15	11	26	2.1%	N/A
Science and Mathematics-Bartlett	30	26	53	56	19	0	14	0	198	15.9%	11.7%
Totals	111	139	278	404	155	5	139	12	1243		
Percentage of Appointments	8.9%	11.2%	22.4%	32.5%	12.5%	0.4%	11.2%	0.9%			

2023-2024 Appointments	First Year	Sophomore	Junior	Senior	Masters	Certificate	Alumni	Not Reported	Totals	% of Appointments	% of BSU
Business-Ricciardi	15	22	57	79	12	0	31	0	216	19.3%	15.8%
Education and Health Sciences	6	15	33	73	26	0	10	0	163	14.6%	26.1%
Humanities and Social Sciences	32	59	113	170	18	0	67	0	459	41.1%	36.4%
Interdisciplinary Across College	14	16	3	0	1	0	0	0	34	3.0%	5.0%
Non-Credit or Non-Degree	0	0	0	0	56	0	0	0	56	5.0%	2.2%
Not Reported	0	1	0	0	0	0	20	2	23	2.1%	N/A
Science and Mathematics-Bartlett	22	20	43	48	14	0	19	0	166	14.9%	10.4%
Totals	89	133	249	370	127	0	147	2	1117		
Percentage of Appointments	8.0%	11.9%	22.3%	33.1%	11.4%	0.0%	13.2%	0.2%			

Table 2 - Student Participation in 1:1 Career Advising Appointments by Race, Gender and First Gen Status.

Student Appointment Attendance:										
Student Appointment Attendance by Race	FY23			FY24			FY25			
	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	
American Indian Or Alaska Native	6	0.6%	0.1%	2	0.2%	0.1%	0	0.0%	0.1%	
Asian	46	4.3%	2.1%	36	3.2%	2.1%	62	5.0%	2.3%	
Black or African American	126	11.8%	9.0%	152	13.6%	9.0%	157	12.6%	9.2%	
Cape Verdean	19	1.8%	1.7%	17	1.5%	1.4%	17	1.4%	1.2%	
Hispanic	31	2.9%	7.7%	66	5.9%	8.8%	107	8.6%	9.3%	
Middle Eastern Or North African	3	0.3%	0.3%	5	0.4%	0.3%	4	0.3%	0.4%	
Native Hawaiian Or Other Pacific Islander	0	0.0%	0.0%	1	0.0%	0.0%	0	0.0%	0.0%	
Not Reported	161	15.0%	1.1%	115	10.3%	0.8%	103	8.3%	0.8%	
Two or More Races	67	6.3%	5.0%	65	5.8%	5.8%	92	7.4%	6.4%	
White	612	57.1%	72.4%	659	58.9%	71.0%	701	56.4%	69.5%	
Totals	1071	100.1%	99.4%	1118	99.8%	99.3%	1243	100.0%	99.2%	
Student Appointment Attendance by Gender	FY23			FY24			FY25			
	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	
Male	426	39.8%	37.9%	479	42.8%	39.1%	515	41.4%	39.8%	
Female	575	53.7%	62.1%	573	51.3%	60.9%	653	52.5%	60.2%	
Unreported	70	6.5%	Not Reported	66	5.9%	Not Reported	75	6.0%	Not Reported	
Totals	1071	100.0%	100.0%	1118	100.0%	100.0%	1243	99.9%	100.0%	
Student Appointment Attendance by First Gen Status	FY23			FY24			FY25			
	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	
First Gen	471	44.0%	49.2%	503	45.0%	47.9%	533	42.9%	47.1%	
Not First Gen	600	56.0%	49.7%	615	55.0%	51.1%	709	57.1%	51.3%	
Totals	1071	100.0%	98.9%	1118	100.0%	99.0%	1242	100.0%	98.4%	

Appendix: Student Engagement Data

Table 3 - Student Participation in 1:1 Career Advising Appointments by Sexual Orientation, Disability Status, and Household Income.

Student Appointment Attendance:									
	FY23			FY24			FY25		
Student Appointment Attendance by LGBTQIA+ Status	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %
Openly LGBTQIA+							172	16.0%	13.7%
Not LGBTQIA+							772	73.0%	79.2%
Unknown							71	7.0%	7.1%
Missing							41	4.0%	Not Reported
Totals							1056	100.0%	100.0%
Student Appointment Attendance of Students Who Collaborate With Student Accessibility Services (SAS)	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %
Collaborate with SAS							212	20.0%	10.9%
Does Not Collaborate with SAS							803	76.0%	89.1%
Missing							41	4.0%	Not Reported
Totals							1056	100.0%	100.0%
Student Appointment Attendance by Income Status	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %
Low Income							421	40.0%	31.8%
Not Low Income							363	34.0%	39.3%
Unknown							231	22.0%	28.9%
Missing							41	4.0%	Not Reported
Totals							1056	100.0%	100.0%

Table 4 - Overall Career Fair Participation Data by Colleges*

2024-2025 Career Fair Attendance	First Year	Sophomore	Junior	Senior	Masters	Certificate	Alumni	Total Count	% of Attendance	% of BSU Pop.
<i>Business-Ricciardi</i>	22	55	90	102	11	0	9	289	24.1%	15.9%
<i>Education and Health Sciences</i>	21	48	23	75	5	0	9	181	15.1%	25.0%
<i>Humanities and Social Sciences</i>	39	83	82	142	20	0	24	390	32.5%	35.9%
<i>Interdisciplinary Across Collg</i>	12	9	1	1	9	0	0	32	2.7%	4.5%
<i>Non-Credit or Non-Degree</i>	0	0	0	1	13	1	0	15	1.3%	1.2%
<i>Not Listed</i>	0	0	0	0	0	0	2	2	0.1%	0.0%
<i>Science & Mathematics-Bartlett</i>	38	49	61	108	25	0	10	291	24.3%	11.7%
Total Count	132	244	257	429	83	1	54	1200		
% of Attendance	11.0%	20.3%	21.4%	35.8%	6.9%	0.0%	4.5%			

2023-2024 Career Fair Attendance	First Year	Sophomore	Junior	Senior	Masters	Not Reported	Alumni	Total Count	% of Attendance	% of BSU Pop.
<i>Business-Ricciardi</i>	28	31	60	72	6	0	7	204	26.8%	15.8%
<i>Education and Health Sciences</i>	12	22	25	51	20	0	4	134	17.6%	26.1%
<i>Humanities and Social Sciences</i>	18	32	66	96	9	0	12	233	30.6%	36.4%
<i>Interdisciplinary Across Collg</i>	2	4	1	0	4	0	0	11	1.4%	5.0%
<i>Non-Credit or Non-Degree</i>	0	0	0	0	8	0	0	8	1.0%	2.2%
<i>Not Reported</i>	0	0	0	0	0	8	0	8	1.0%	N/A
<i>Science & Mathematics-Bartlett</i>	12	18	41	72	17	0	4	164	21.5%	10.4%
Total Count	72	107	193	291	64	8	27	762		
% of Attendance	9.4%	14.0%	25.3%	38.2%	8.4%	1.0%	3.5%			

*Please note that we are unable to get accurate check-in data at the STEM & Health Sciences Career Expo, so it is not included in these totals.

Appendix: Student Engagement Data

Table 5 - Career Fair Student Participation Data by Race, Gender, and First Gen Status.

Career Fair Attendance:									
	FY23			FY24			FY25		
Student Career Fair Attendance by Race	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %
American Indian Or Alaska Native	0	0.0%	0.1%	2	0.2%	0.1%	0	0.0%	0.1%
Asian	17	5.3%	2.1%	48	6.4%	2.1%	71	6.0%	2.3%
Black or African American	43	13.4%	9.0%	89	11.9%	9.0%	154	12.9%	9.2%
Cape Verdean	2	0.6%	1.7%	8	1.1%	1.4%	6	0.5%	1.2%
Hispanic	29	9.0%	7.7%	49	6.6%	8.8%	142	11.9%	9.3%
Middle Eastern Or North African	3	0.9%	0.3%	8	1.1%	0.3%	6	0.5%	0.4%
Native Hawaiian Or Other Pacific Islander	1	0.3%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%
Not Reported	9	2.8%	1.1%	19	2.8%	0.8%	28	2.4%	0.8%
Two or More Races	23	7.2%	5.0%	38	5.1%	5.8%	96	8.1%	6.4%
White	194	60.4%	72.4%	486	65.1%	71.0%	687	57.7%	69.5%
Totals	321	99.9%	99.4%	747	100.3%	99.3%	1190	100.0%	99.2%
Career Fair Attendance by Gender	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %
Male	196	52.1%	37.9%	376	50.3%	39.1%	607	51.0%	39.8%
Female	168	44.7%	62.1%	366	49.0%	60.9%	566	47.6%	60.2%
Unreported	12	3.2%	Not Reported	5	0.7%	Not Reported	17	1.4%	Not Reported
Totals	376	100.0%	100.0%	747	100.0%	100.0%	1190	100.0%	100.0%
Student Attendees by First Gen Status	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %
First Gen	163	43.4%	49.2%	326	43.6%	47.9%	519	43.6%	47.1%
Not First Gen	213	56.6%	49.7%	421	56.4%	51.1%	671	56.4%	51.3%
Totals	376	100.0%	98.9%	747	100.0%	99.0%	1190	100.0%	98.4%

Table 6 - Career Fair Participation Data by Sexual Orientation, Disability Status, and Household Income.

	FY23			FY24			FY25		
Student Attendees by LGBTQIA+ Status	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %
Openly LGBTQIA+							152	12.8%	13.7%
Not LGBTQIA+							890	74.8%	79.2%
Unknown							74	6.2%	7.1%
Missing							74	6.2%	Not Reported
Totals							1190	100.0%	100.0%
Student Attendees Who Collaborate With Student Accessibility Services (SAS)	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %
Collaborate with SAS							186	15.6%	10.9%
Does Not Collaborate with SAS							930	78.2%	89.1%
Missing							74	6.2%	Not Reported
Totals							1190	100.0%	100.0%
Income Status	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %
Low Income							421	35.1%	31.8%
Not Low Income							476	40.0%	39.3%
Unknown							219	18.4%	28.9%
Missing							74	6.2%	Not Reported
Totals							1190	99.7%	100.0%

Please note this is the first year we are analyzing the participation data by LGBTQIA+, Disability Status and Household.

Appendix:

Student Engagement Data

Table 7 - Total Student Participation in Career Workshops and Events.

2024-2025 Career Event Attendance	First Year	Sophomore	Junior	Senior	Masters	Certificate	Alumni	Total Count	% of Attendance	% of BSU Pop.
Business-Ricciardi	43	50	71	64	7	0	6	241	20.0%	15.9%
Education and Health Sciences	41	29	35	40	9	0	3	157	13.0%	25.0%
Humanities and Social Sciences	93	86	109	136	10	0	7	441	36.6%	35.9%
Interdisciplinary Across Collg	21	13	0	0	12	0	0	46	3.8%	4.5%
Non-Credit or Non-Degree	0	0	0	0	51	2	0	53	4.4%	1.2%
Not Listed	0	0	0	0	0	0	0	0	0.0%	N/A
Science & Mathematics-Bartlett	59	42	58	79	24	0	4	266	22.1%	11.7%
Total Count	257	220	273	319	113	2	20	1204		
% of Attendance	21.3%	18.3%	22.7%	26.5%	9.4%	0.2%	1.7%			

2023-2024 Career Event Attendance	First Year	Sophomore	Junior	Senior	Masters	Certificate	Alumni	Total Count	% of Attendance	% of BSU Pop.
Business-Ricciardi	18	39	36	43	2	0	3	141	17.8%	15.8%
Education and Health Sciences	19	25	23	31	8	0	2	108	13.7%	26.1%
Humanities and Social Sciences	46	59	73	107	7	0	8	300	38.0%	36.4%
Interdisciplinary Across Collg	11	13	0	1	15	0	0	40	5.1%	5.0%
Non-Credit or Non-Degree	0	0	0	0	20	0	0	20	2.5%	2.2%
Not Listed	0	0	0	0	0	0	0	0	N/A	N/A
Science & Mathematics-Bartlett	28	32	49	52	17	0	3	181	22.9%	10.4%
Total Count	122	168	181	234	69	0	16	790		
% of Attendance	15.4%	21.3%	22.9%	29.6%	8.7%	0.0%	2.0%			

Table 8- Career Events Participation Data by Race, Gender, and First Gen Status.

Career Event Attendance:									
Student Attendees by Race	FY23			FY24			FY25		
	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %
American Indian Or Alaska Native	0	0.0%	0.1%	0	0.0%	0.1%	1	< .01%	0.1%
Asian	2	3.5%	2.1%	46	5.8%	2.1%	70	5.8%	2.3%
Black or African American	5	8.8%	9.0%	121	15.3%	9.0%	174	14.4%	9.2%
Cape Verdean	0	0.0%	1.7%	8	1.0%	1.4%	13	1.1%	1.2%
Hispanic	3	5.3%	7.7%	64	8.1%	8.8%	147	12.2%	9.3%
Middle Eastern Or North African	0	0.0%	0.3%	6	0.8%	0.3%	12	1.0%	0.4%
Native Hawaiian Or Other Pacific Islander	0	0.0%	0.0%	1	0.1%	0.0%	0	0.0%	0.0%
Not Reported	0	0.0%	1.1%	19	2.4%	0.8%	27	2.2%	0.8%
Two or More Races	2	3.5%	5.0%	60	7.6%	5.8%	89	7.4%	6.4%
White	45	78.9%	72.4%	465	58.9%	71.0%	676	55.9%	69.5%
Totals	57	100.0%	99.4%	790	100.0%	99.3%	1209	100.0%	99.2%
Student Attendees by Gender	FY23			FY24			FY25		
	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %
Male	17	29.8%	37.9%	355	44.9%	39.1%	522	43.2%	39.8%
Female	39	68.4%	62.1%	423	53.5%	60.9%	659	54.5%	60.2%
Not Reported	1	1.8%	Not Reported	12	1.5%	Not Reported	28	2.3%	Not Reported
Totals	57	100.0%	100.0%	790	99.9%	100.0%	1209	100.0%	100.0%
Student Attendees by First Gen Status	FY23			FY24			FY25		
	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %	Count	Percentage	BSU Factbook %
First Gen	21	36.8%	49.2%	360	46.0%	47.9%	519	44.3%	47.1%
Not First Gen	36	63.2%	49.7%	425	54.0%	51.1%	653	55.7%	51.3%
Totals	57	100.0%	98.9%	785	100.0%	99.0%	1172	100.0%	98.4%

Appendix:

Student Engagement Data

Table 9 - Student Participation in Career Workshops and Events by Sexual Orientation, Disability Status, and Household Income.

Career Event Attendance:										
Student Attendees by LGBTQIA+ Status	Count		Percentage	BSU Factbook %		Count		Percentage	BSU Factbook %	
Openly LGBTQIA+								233	20.0%	13.7%
Not LGBTQIA+								810	69.0%	79.2%
Unknown								93	8.0%	7.1%
Missing								38	3.0%	Not Reported
Totals								1174	100.0%	100.0%
Student Attendees Who Collaborate With Student Accessibility Services (SAS)	Count		Percentage	BSU Factbook %		Count		Percentage	BSU Factbook %	
Collaborate with SAS								224	19.0%	10.9%
Does Not Collaborate with SAS								912	78.0%	89.1%
Missing								38	3.0%	Not Reported
Totals								1174	100.0%	100.0%
Income Status	Count		Percentage	BSU Factbook %		Count		Percentage	BSU Factbook %	
Low Income								462	39.0%	31.8%
Not Low Income								425	36.0%	39.3%
Unknown								249	21.0%	28.9%
Missing								38	3.0%	Not Reported
Totals								1174	99.0%	100.0%



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Upcoming Events

AUG 27	Explore Deloitte: Recruiting Workshop (Option #1) Wed, Aug 27 from 4pm - 4:30pm
SEP 02	Bridgewater State University Part-Time Job Fair 2025 Tue, Sep 2 from 11am - 1pm
SEP 04	Fireside Chat with an FBI Victim Specialist Thu, Sep 4 from 1pm - 2pm
SEP 11	Dress For Success Thu, Sep 11 from 11am - 2pm
SEP 11	RESUME-MANIA Thu, Sep 11 from 1pm - 3pm
SEP 12	2025 Providence Law Fair - Register Now Fri, Sep 12 from 12pm - 3pm
SEP 16	How to Talk To Employers at the Job & Internship Fair Tue, Sep 16 from 3pm - 4pm

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