

CAREER & PROFESSIONAL DEVELOPMENT

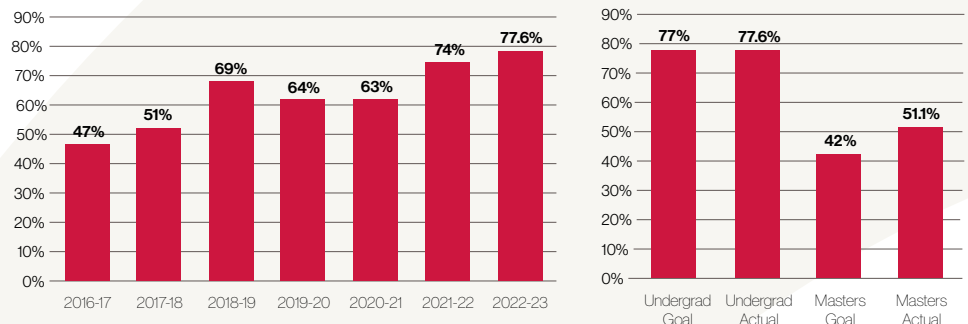
2022-23 Annual Report

Connecting DU Students
with Their Future

Message from Liz Lierman, Assistant Vice Chancellor, Career and Professional Development

2022-2023 was an incredible year for Career & Professional Development at the University of Denver. Undergraduate engagement was the highest it has ever been at DU, and both undergraduate and graduate engagement exceeded the goals set for the year. The CPD team also examined the range of ways students engage with career development, and refined the milestones that we recommend students achieve during their time at DU as a result.

% unique bachelor's students engaged



We are proud that the University of Denver is recognized as a leader in career development internally by DU students, as well as recognized nationally in our field. This year, DU was ranked #23 in the country for Best Career Services by the *Princeton Review*, a ranking that is based on surveys of university students. CPD's student engagement strategies and results have also been featured nationally, with this year's publication of the article, "[Achieving career engagement at scale](#)" in the *NACE Journal*.

Providing excellent career preparation is a cornerstone of the 4D Experience, the University of Denver's unique and holistic approach to student development. Through support from the career teams as well as many DU faculty and staff, students prepare to pursue careers and lives of purpose. We are grateful to all of the students, alumni, faculty, and staff who were part of our journey this year, and we are pleased to share some of our highlights and results through the pages that follow. This report is intentionally designed to complement our First Destinations Outcomes Report, which is released annually in March. For more details on the post-graduation endeavors of DU students, please visit career.du.edu/our-impact/ for our detailed outcomes reports.

Liz Lierman,
Assistant Vice Chancellor,
Career and Professional Development



Preparing for Life Beyond DU

Career preparation for all DU students – both undergraduate and graduate – involves diverse programming throughout their time on campus. **A wide range of programs** provide students with the knowledge they will need for interactions with future employers, whether **at career fairs, in the workplace, or in social settings**. Every step along their academic journey, students can find support in preparing for their new career.

Mentor for a Moment:

Each quarter, this virtual connection event featured alumni and friends of DU from a variety of industries. **Mentor for a Moment provided casual mentoring opportunities for about 20 students and 6-8 alumni at each event on topics including Healthcare, Creative Pursuits, Quantitative + Data Science, and STEM.**

Designing for Careers and Lives of Purpose: 41 undergraduate and graduate students attended a retreat at the Kennedy Mountain Campus (KMC) for a purpose-clarifying outdoor experience. The program was based on the Design Your Life curriculum and simultaneously connected students with the 4D Experience.

DU Ranked #23

in the Princeton Review for Best Career Services

Faculty and 4D Experience Collaborations

Through CPD events in collaboration with faculty members from across campus, students learned about networking, using the DU Career Network, resume writing, and more. A physics and astronomy professor presented about ways to find and finance research opportunities, and a political science faculty member gave an information session on legal internships.

CPD supported student researchers in the **Summer Research Initiative** through Lunch and Learn events, including a panel with College of Natural Science and Mathematics faculty aimed at demystifying the graduate school application process and paths into careers in academia. CPD also presented a workshop to prepare students to tell the story of their research experience on their resume followed by 1:1 support on their completed resumes.



During the 4D Student Experience by Design,

400 students over the course of five First Ascent weekends participated

in a workshop to discover their passions and potential career paths.

Engaging DU's Undergraduate Students

One of Career & Professional Development's greatest goals involves increasing engagement among undergraduate students. Studies have shown that use of career services correlates to a higher number of job offers at graduation (NACE, 2022), and that graduates who used career services are more likely to be employed full-time after graduation (Gallup, 2016). This year, CPD achieved 77.6% engagement among undergraduates through a multi-faceted approach, including drop-in support by peer career advisors, a networking training series for students who identify as neurodivergent, and targeted career workshops in the academic units. Additionally, 72 students received the Summer Internship Award, an increase of 50% from last year, giving even more students the opportunity to have career-building internship experience even if the internship is unpaid.

Career & Professional Development collaborated with the academic units to provide programs tailored specifically for the needs of students in each area.

E-STEM

- Quarterly career preparation workshops and 1:1 advising throughout the year
- Preparation sessions for the Society of Hispanic Professional Engineers (SHPE) and National Society of Black Engineers (NSBE) professional conferences
- One-on-one support for E-STEM scholars attending the NSBE conference

Law School Fair

- DU's inaugural Law School Fair welcomed 66 law schools and 170 students from DU and other Colorado universities

Ritchie School of Engineering & Computer Science.

- A model for career curriculum integration,

RSECS grew engagement to 60% by the end of the fall quarter and 86% by the end of the year.



Engaging DU's Graduate Students

Career & Professional Development engaged traditional master's students at a rate of over 50% this year, exceeding the 42% goal. Many graduate students also receive career support and preparation through their academic programs, resulting in over 93% of 2022 master's graduates and over 98% of doctoral graduates being employed or in graduate school within six months of graduation, exceeding the national averages for career outcomes. In collaboration with the academic units, CPD provided a career fair for 30 Counseling & Psychology students in Morgridge College of Education, alumni panels for Information & Communication Technology and Environmental Policy & Management students – 90 students total – in University College, and more.

CPD hosted a virtual three-part series on topics facing graduate students and alumni in the

Graduate School of Professional Psychology, Morgridge College of Education, Graduate School of Social Work, Korbel School of International Studies, and College of Arts Humanities and Social Sciences

Topics included Working on Interdisciplinary Teams: Colorado Coalition for the Homeless (11 attendees), Strategies for Working with Refugees (135 attendees) and EMDR-Eye Movement Desensitization and Reprocessing (108 attendees).



Student Employment at DU

Student Employment is a 4D signature experience that advances proficiency in the National Association of Colleges & Employers (NACE) career competencies. Through Student Employment, students gain career readiness skills that transfer to post-graduate work opportunities.

Students grow their skillset, deepen and apply their thinking, reflect on their interests and goals, and gain new perspectives on work, education, and life. This process of connection, reflection, and discovery delivers on the 4D Experience, providing opportunities that support their intellectual growth, character exploration, well-being, and sense of purpose.

Student Employment offered training to student employees and supervisors last year, with 19 students participating in the launch of the Student Employee Achieve Badge certification program, which increases their career readiness competencies. 35 supervisors participated in 3 Supervisor Learning Cohorts during the year, learning more about best practices in supervision. Net Promoter Scores showed excellent to exceptional reviews of content and learning outcomes.

More than 300 students
attended the Fall Student Employment Job fair.

New Student Employee Orientation continues to do well with over 500 students completing the 1-hour module to learn about the institution, 4D student experience, and NACE career competencies, while engaging in reflection activities to prepare for jobs on campus. Student Employees continue to receive quality feedback related to their work through SkillSurvey for Career Readiness, with 167 students participating over the span of two quarters last year. Student employees are rated most highly in the skills of equity & inclusion, teamwork, and communication.



70% of student employees
state their student employment job is preparing them for the world of full-time employment or other post-graduation plans.

Connecting Employers with Students

The Employer Connections team spent this year focusing on growing the signature all-majors career fair events in the Burwell Center for Career Achievement, hosting 257 unique employers. After much success with adding a second day to the career fair events last year, CPD added a third day to the Spring Fair event and hosted nearly triple the employers at the Spring Fair 2023 compared to the 2-day fairs.

Not only did CPD increase the number of unique employers engaged compared to last year, but they also enhanced the employer and student experiences. Over the past three years, CPD has been working through communication, process, and feedback mechanisms that would bring the NPS (method of measuring customer satisfaction) above 50%, which is the top national standard for a career fair experience according to NACE. With this year's changes in the customer experience, CPD achieved a 61% employer NPS score in FY23.

More than 1,600 unique students attended the employer events during the 2022-2023 year. CPD's continued partnerships with the student-facing team of career advisors as well as collaborative event planning and execution have led to significant growth in the number of students that attend the employer programming within the past 3 years.

Supporting Alumni in their Career Development

Career & Professional Development continues to support DU students beyond graduation. The Alumni Career & Professional Development team provided direct services for 193 members of the Class of 2021, in addition to workshops, webinars, job clubs, and more. The team engaged almost 1,000 alumni through all their programs and services last year.

Some highlights from the year include the first DEI-focused Career Skills Mini-Series, including 58 total engagements, and the Fifth Annual Career Skills Conference that had more than 100 engagements. More than 100 people signed up for the Career Tip Tuesday e-newsletter, and 50 DU alumni attended the multi-university HireColorado Career Fair.

CPD facilitates connections between students and alumni and other professionals, helping students build their constellation of mentors. In 2022-2023, 66% of new undergraduate students were introduced to professional mentoring at DU through CPD. Students and alumni enjoyed connecting with one another through the DU Career Network; see what some of them said about the experience:

“
Very appreciative of her organized format and willingness to share useful resources. I look forward to implementing her tips regarding my CV structure and what to look for when seeking pathways towards my career goals.”

“
Amazing job. Such drive and focus and passion. Keep it up! I encourage you to reach out to HR folks in the gaming industry for informational interviews. Learn as much as you can. Let me know how else I can support you!”

“
Amazing conversation! I loved meeting her and hearing about her aspirations. She will no doubt rise and be in the limelight someday very soon.”

“
This was my first call with a mentor at DU and she was amazing! She provided solid career development advice.”

“
She is incredibly helpful and insightful. She is passionate and makes specific recommendations for the situation being presented.”

“
Well prepared good communicator, which made my job easy.”

“
She is an excellent Mentor!”

Mentoring continues to be a priority of the team, with

86 unique alumni engaged in mentoring via the DU Career Network

as either a mentor or as a mentee, and 45 alumni engaging more than once. The DU Career Network had 194 total engagements (completed consultations).





Staff Awards and Consortium/National Service

The staff members of Career & Professional Development demonstrate excellence in their strategic work with DU students and alumni, and their leadership extends to national career service organizations nationwide.

Article published on CPD's student engagement strategy: Hawkins, M., Anderson, J., and Lierman, L. (2023).

[Achieving career engagement at scale.](#)

NACE Journal, 83 (3).

Katie McCue, Alumni Career Services Network – Elected to Chair, Marketing & Communications (2023-2024)

Katie McCue, Collegiate Career Services Association – Colorado & Wyoming, Treasurer (2020-2023)

Kyle Inselman, Collegiate Career Services Association – Colorado & Wyoming, Past-President (2022-2023)

Kyle Inselman, National Career Development Association – Co-Chair, Committee on Diversity Initiatives and Cultural Inclusion (through Oct. 2022); Co-Associate Editor, *Career Convergence* magazine (Dec. 2022 – Present)

Elise Goss-Alexander, DU Crimson & Gold Staff Award 2023; Co-Chair of DU's Queer University Employees 2022 – 2024; Metropolitan State University's COMPASS Distinguished Mentor Award 2023; Undocumented Students Community of Practice Network in Presidents' Alliance on Higher Education and Immigration

Liz Lierman, Global Career Services Summit, Programme Committee (2021-2023)

Jessica Rose, Collegiate Career Services Association – Colorado & Wyoming, Communications Chair (2022-2024)

Jessica Rose, Mountain Pacific Association of Colleges and Employers, Programs Committee (2023)

Stacey Stevens, Iowa GROW® Community of Practice, (2020-2023)

Marissa Ronquillo, Career & Professional Development Excellence Award (2023)

Burwell Center for Career Achievement

The Burwell Center for Career Achievement continues to be not only a beacon on campus, but also a noteworthy building in the world of architecture. It earned the 2022 Wood Design Award from the US Woodworks Wood Products Council, and it was the 2021 Award winner from

AIA Colorado (American Institute of Architects). The building's LEED Platinum plaque was installed in 2023, recognizing the Burwell Center for Career Achievement as meeting the highest standard in sustainable building practices.

