Based on UNT Career Center data collected from August 1, 2019 - July 31, 2020.

UNIVERSITY OF NORTH TEXAS

ANNUAL REPORT
2019-2020
Dear Friends and Colleagues:

This past year has been quite a whirlwind for everyone, and the UNT Career Center is no exception. Who would have thought at the start of the 2019-2020 academic year that we would all be dealing with a worldwide health crisis? It has impacted the way the UNT Career Center works with students, alumni, faculty, and employers. We pivoted to meet this challenge by expanding our virtual offerings and services and I am proud of the work this remarkable staff accomplished amidst so many challenges.

I want to thank all the great partners we have worked with, whether academic, corporate, or non-profit. I look forward to growing those relationships even more robustly and developing new partnerships this next year.

Sincerely,

Dan Naegeli
AVP & Executive Director
UNT Career Center

The Career Center set the following Strategic Goals for the 2019-2020 year:

Increasing Career Readiness programming
We launched the Mean Green Mentor program, a virtual mentor-matching program. Using technology, this program allows students to connect with UNT alumni and employer partners for job shadowing, mentorship, and other forms of experiential learning. Additionally, Mean Green Mentors allows for the creation of specific cohort groups based on industry or organization.

We added the Career Readiness Competencies to our student employee evaluations, classroom presentations, workshops, and events in Spring 2020. Our goal was to track our successes and our growth opportunities in providing career education within the lens of the Career Readiness Competencies.

Improving external communication
To give our students and alumni a more tailored and interactive experience, we launched a new website (www.careercenter.unt.edu) last August.

The Career Center launched a calling campaign in April 2020 to contact May and August 2020 graduates in order to provide career advice and support, as well as highlight available virtual resources.

KEY ACCOMPLISHMENTS 2019-2020

Increasing experiential learning opportunities
We partnered with Forage and Parker Dewey to bring virtual internship experiences to the UNT campus. Since launching the Forage site to the campus in April, UNT had 229 students enroll in at least one program, and over 75% of those students completed a program. Also, we created college-specific internship pages as a clearinghouse for the requirements in each academic department.

The Career Center staff hosted 11 face-to-face career fairs for 866 employers and 4,518 students. After the pandemic struck, we hosted two virtual career fairs, All Majors & Education. Together, these events attracted a total of 73 companies/ISDs and 717 students. We also co-hosted the first-ever Southern Alliance Virtual Career Fair in which 165 employer participants and 134 UNT students were connected.
The Career Center believes our services show our commitment to the foundations of the National Association of Colleges and Employers (NACE) Career Readiness Competencies. They contribute to how we approach our work in helping students discover their career path, explore majors and careers, gain experience, and achieve their goals.
STUDENT ENGAGEMENT

24,368 Total Student Contacts

<table>
<thead>
<tr>
<th>Contact Type</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career fair attendees</td>
<td>5,340</td>
</tr>
<tr>
<td>1:1 advising and drop-ins</td>
<td>5,235</td>
</tr>
<tr>
<td>Classroom presentation and workshop attendees</td>
<td>4,169</td>
</tr>
<tr>
<td>Career Ambassador outreach attendees</td>
<td>3,995</td>
</tr>
<tr>
<td>I-9 appointments</td>
<td>3,206</td>
</tr>
<tr>
<td>On-Campus interviews</td>
<td>998</td>
</tr>
<tr>
<td>Business card appointments</td>
<td>810</td>
</tr>
<tr>
<td>Affinity and networking event attendees</td>
<td>361</td>
</tr>
<tr>
<td>Headshots taken</td>
<td>211</td>
</tr>
<tr>
<td>Take Flight Job Shadowing attendees</td>
<td>79</td>
</tr>
<tr>
<td>Unique visitors to the Career Center website</td>
<td>80,197</td>
</tr>
</tbody>
</table>

STUDENT SURVEY RESPONSES

51% of students reported increased career knowledge after meeting with a staff member.

STORIES OF IMPACT

“The Career Center helped me take my cover letter and resume to another level of professionalism that I could not have accomplished by myself. They gave me a lot of crucial information while providing resources.”

“The staff made sure I understood everything very clearly and showed me how to use certain tools to improve my chances of getting hired that I never knew existed.”

“They were invested in addressing my concerns and it really seemed like they cared about me and about helping me.”

“The Career Center helped me understand what my next steps are in pursing a new career path.”

“Very informative and gave me great details on how to tweak my resume and LinkedIn.”

“Extremely helpful in providing me with resources in order to find internships and creating a resume that will really benefit me.”

“This service taught me how companies look at resumes and how to adapt mine to fit the qualifications.”

Watch our student testimonial videos by scanning the QR code with your phone.
FRESHMAN AND TRANSFER OUTREACH

AIM Leadership Seminar Series, College of Education Freshman Interest Group on Kinesiology Career Paths, Fly Peer Mentoring Student Program on resume and career preparation, GTF Scholars Resume and Professionalism Presentation, and Major Boot Camp Session

Orientation events included: How to Find a Job on Campus, Get the Scoop on Careers: Ice Cream Social, What I Wish I Knew in College Alumni Panel and the Employer Tell All Employer Panel

1,060 First Flight/ Spring Soar
3,995 Career Ambassador outreach attendees
5,235 1:1 Advising and drop-ins
4,169 Classroom presentations and workshops

14,459 students reached

PROGRAMS

Applicant Tracking System (ATS) Tips and Tricks, Careers in History: Employer Panel, Careers in Psychology: Employer Panel, Construction Engineering Resumes, Data Science Resumes, Develop your Reel and Portfolio for Media Careers, Graduate Student Mental Health Workshops, Graduate Student Professional Development Series, How to Stand Out in a Virtual Career Fair, Industry Insider: Film Editing, Industry Insider: Museum Careers and Resumes, Marketing your Integrative Studies Degree, Mechanical Engineering Resumes, Media/Communications Resumes, Networking for Media Arts Majors, Prepare for the Fair Series, Prepare for your Career in the Humanities, Resumes for Senior Design Capstone, and Virtual Interviewing Tips

EMPLOYER COLLABORATIONS

Industry professionals were incorporated into workshops to connect UNT students with employers through networking, internships, employment, and community service. Employer partnerships included:

STUDENT ORGANIZATION COLLABORATIONS

American Society of Mechanical Engineers, Beta Alpha Psi, Beta Beta Beta, Biomedical Society, Eagle Dreamers, First Generation Student Organization, Global Medical Brigades, Graduate Association of Musicologists and Theorists, Graduate Student Council, Hispanic Student Association, Kappa Alpha Psi, Material Advantage, Minority Association of Pre-Medical Students, National Association of Black Accountants, National Society of Black Engineers, Nigerian Students Organization, Omega Delta Phi Fraternity, Professional Women’s Council, Rose of Sharon, Rose of Sharon Bollywood Dancing, Students of East Africa, The UNT Library & Information Sciences Student Association

and numerous accounting firms including, but not limited to Grant Thornton, Moss Adams, PricewaterhouseCoopers (PwC), Tax TLC.
Student Employment, along with an integrated effort with faculty, staff, and other campus partners, provides opportunities for UNT students to learn valuable transferable skills while gaining necessary funding to continue their education. Through policies, procedures, and best practices, we pledge to facilitate a mutually beneficial exchange of skills, education, and service for student employees, supervisors, and the UNT community.

The Career Center took over the management of all student employee I-9’s and background checks. In the academic year 2019-2020, the staff processed 3,121 I-9’s, 3,410 background checks for student employees while approving 8,984 ePars.

**RETENTION (RE-ENROLLMENT)**

According to our previous year’s data, we had a 97% retention (re-enrollment) rate for UNT student employees.

**TRAINING AND OUTREACH**

Student Employment held sessions during First Flight and Spring Soar events for over 300 students.

We offered a Q&A over Zoom and support and training for more than 150 supervisors.

We revamped our student supervisor monthly newsletter to offer a more engaging and informative newsletter format to update student supervisors of any policy procedure changes.

**STUDENT EMPLOYEE OF THE YEAR**

We saw a record-breaking number of nominees this year with 269 nominations in our four new categories, 82 nominations for Student Employee of the Year, and 125 nominations for Supervisor of the Year. The Awards were:

- Supervisor of the Year
- Intern of the Year
- Outstanding Student of the Year
- Student Employee of the Year

New this year:
- Captain Customer Service
- Marvelous Multitasker
- Impressively Improved Individual
- Scrappy’s Spirited Sidekick

According to our previous year’s data, we had a 97% retention (re-enrollment) rate for UNT student employees.
Take Flight assists students in their career exploration and development by matching them with hosts working in a career field of interest. Students who participate in Take Flight will be able to:

a. Determine how this experience fits in with their career development plan.
b. Clarify their career goals and assess if this is a career that they wish to pursue. Develop a better understanding of all aspects involved in a job.
c. Students can observe a job’s characteristics and responsibilities and what each profession requires on a day-to-day basis.

Handshake is UNT’s job and internship board. This customizable online tool gives students access to new opportunities. In 2019-2020, we had 45,094 activated accounts and 76,840 applications submitted for jobs and internships in Handshake.

Big Interview can help students with resume writing, developing and practicing interview skills, how to negotiate salary and benefits, and how to navigate the first 90 days of a new job. Our 2019-2020 usage showed that 6,799 videos were recorded by 1,284 students.

GoinGlobal helps new and experienced job seekers find opportunities both at home and abroad. This resource has proven to be extremely helpful for our students seeking internships and jobs internationally.

MyPlan can help students explore options and bring clarity and insight into figuring out what option is best. Our 2019-2020 student usage was 6,527.

The Career Center staff support students, faculty, and employers through the internship process. A unique way our Internship Specialists offer support includes the tracking and evaluation of internships for our faculty and students. From August 2019 to July 2020, we were able to track 2,754 internships.

According to our previous year’s data, we had a 96% retention (re-enrollment) rate for students who participate in an internship while attending UNT.
We hosted events for 164 students that featured employer partnerships with GEICO, JP Morgan Chase, Modern Woodmen of America, and Virgin Hotels, as well as campus partners Center for Leadership and Service and Student Money Management Center.

- Internships 101
- Interviewing Skills
- Branding Yourself
- Aligning Values with Your Career
- Importance of Your First Job
- Employer Panel
- What Does the Hiring Process Look Like?

VIRTUAL RESOURCES FOR INTERNSHIPS

- College-specific internship pages for each academic department
- COVID-19 blog posts, articles, and webinars
- Internship information for international students
- Internships Frequently Asked Questions

AFFINITY AND NETWORKING EVENTS

In 2019-2020, the Career Center hosted a Meet & Greet event for 100 employers and 32 staff/faculty members.

The Career Center hosts affinity brunches/dinners and networking events in an effort to connect students and industry professionals in a smaller setting than our large career fairs.

- Veterans Brunch
- Health Industry Brunch
- Library Science Brunch
- Journalism Networking Dinner
- Human Resources Networking Event
- Logistics Networking Event

JCPENNEY SUIT UP PARTNERSHIP

As a part of our efforts to ensure our students and alumni at UNT are #UNTCareerReady, we partner on a semesterly basis with JCPenney’s Suit Up program. This program creates access to high-quality professional attire at a discount in the fall and spring semester.

893 Students Attended

451 Fall 2019
442 Spring 2020
New this year, we hosted two virtual career fairs* and co-hosted an Equity and Diversity Career Fair at the annual Equity and Diversity Conference.

On-campus interviews created the opportunity for 998 unique students to interview with 59 unique employers. In fall 2020, we will expand to offering 25 interview rooms for our employers.

**Students Attended**

5,340

**Employers Registered**

1,104

**Career Fairs**

15

**Jobs posted to Handshake**

30,366

**Full-time positions**

27,532

**Part-time positions**

2,834

**TOP EMPLOYERS**

- Oncor
- Caliber Home Loans
- Enterprise
- Fidelity
- Fiserv
- Grant Thornton
- J.B. Hunt
- Texas Instruments
- Alamo
- Enterprise
- National
- PepsiCo
- DHL
- Cintas
- State Farm
- GM Financial
- GM
- Marriott

**VIRTUAL OUTREACH**

- FEMA
- Luminex
- Caliber Home Loans
- mypoint.tv
- Gm Financial
- Service King
- Collision

**STRATEGIC PARTNERSHIPS**

Tammy van der Leest, Employer Development and Outreach, serves as an Ambassador and Committee Lead for Events with Ft. Worth Chamber & Representative with the Ft. Worth HR Professional Education Group

Amy Ferman, Associate Director for Employment Development and Outreach, serves on the Talent Attraction Council with the Dallas Regional Chamber

Roxy Verrelli served on the Leadership Frisco™ Class XXIII (2019-2020)
Our First Destination Data from our May 2020 graduates shows the ways our amazing students at UNT have been able to achieve their goals.

What students are doing after graduation

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>56.75%</td>
<td>Working</td>
</tr>
<tr>
<td>15.08%</td>
<td>Continuing Education</td>
</tr>
<tr>
<td>27.38%</td>
<td>Still looking</td>
</tr>
<tr>
<td>0.79%</td>
<td>Not Seeking</td>
</tr>
</tbody>
</table>

96.92% Are working in full-time roles
90.16% Found their jobs through Handshake

Compensation Ranges

- Less than $20,000: 9.23%
- $20,000 - $24,999: 4.62%
- $25,000 - $29,999: 1.5%
- $30,000 - $34,999: 9.23%
- $35,000 - $39,999: 3.1%
- $40,000 - $44,999: 10.77%
- $45,000 - $49,999: 4.6%
- $50,000 - $54,999: 12.3%
- $55,000 - $59,999: 4.6%
- $60,000 - $64,999: 4.6%
- $65,000 - $69,999: 18.46%
- $70,000 +: 16.92%

“University of North Texas graduates are prepared to engage, work and grow their careers straight out of school more so than any other university in my professional experience. They are unique in that that they have a strong work ethic, are great collaborators, keep a positive attitude and possess a sheer willingness to succeed. The faculty is also clearly teaching real skills that translate to today’s workforce needs so students are learning crucial tools that will allow them to make positive contributions in their careers from day one. These are just a few of the reasons why I seek out UNT grads when I am recruiting.” - Kyle Hogue, Vice President – DynaTen Corporation
NEW THIS YEAR

VIDEO LIBRARIES

The UNT Career Center wanted to find ways to reach UNT’s online student population, who represent 60% of UNT’s total population. In April 2020, we launched our video library, which has grown to over 50 videos curated by Career Center staff and employer partners.

CAREER CAFÉ

In 2019, The Career Center on our Frisco campus launched Career Café events for their students. These events offer on-site career and internship advising for students and featured employers. Students were able to enjoy a free cup of coffee and a pastry if they asked a Career Center staff member a career-related question. Due to its success on our Frisco campus, we brought it to our Discovery Park campus in November. Career Café reached 493 students in the 2019-2020 academic year.

BLACK AND LANTINX STUDENT OUTREACH

The Career Center staff formed The Black and Latinx Student Outreach group in 2020. Our objectives include critically assessing Career Center services to determine areas of opportunity for serving Black and Latinx students, developing sustainable programs, services, and resources that support Black and Latinx students, increasing awareness of the unique challenges Black and Latinx students face, and educating and collaborating with our employer partners to promote inclusive recruitment and hiring practices that support Black and Latinx students and graduates.

SOARING BEYOND

Soaring Beyond is a marketing and social media campaign that highlights the successes of UNT students and alumni as they relate to their career goals. Here are some of our recent stories:

Huda Nahas
“The best advice I would give students is to do at least one internship, if not several. I think internships are one of the most exclusive best opportunities that students get and one that you’re not able to get once you’re out in the real world.”

Gabriel Mireles
“Having the Career Center in my corner when I was preparing for my internship was so valuable. It gave me a different perspective and they were able to help bridge gaps for me. Also, through the mock interviews, they were able to give me some good feedback. The Career Center networking workshops and resume building really set me apart from the rest of the pack.”

Asiah Caliborne
“I am a first-generation student who came to UNT because of a TRIO program, Upward Bound Math & Science. It wasn’t until my junior or senior year that I truly started to utilize the free resources and services provided by the Career Center. They helped me enhance my LinkedIn profile, further my interest in diversity and inclusion by attending the Equity and Diversity Conference, increase my confidence in navigating professional settings with the Etiquette Dinner, build up my professional wardrobe through the UNT Suit Up and lifted a huge burden of having stable technology and a quiet place to conduct all of my graduate school/internship interviews.”

Want to see more? Go to careercenter.unt.edu and select the News tab.
NEW CAREER CENTER WEBSITE

OUR NEW LOOK

The Career Center launched a new website (careercenter.unt.edu) on August 26, 2019. The new site serves to enhance the digital presence for the entire office and is one of the primary means by which students, employers, faculty, staff, and other constituents are able to find the jobs, events, resources and other information the Career Center has to offer. Through July 31st of this year, the website has seen 80,197 unique users with 150,746 individual sessions and 449,513 pageviews.

The most distinctive aspect of the website is the College Career Communities which allow students and alumni to access resources and information tailored specifically to them. There’s a College Career Community associated with each college and school that features jobs, internships, events, resources, and other career information uniquely suited to the students and alumni in that individual college or school.

CAREERCENTER.UNT.EDU

Affinity Career Communities provide similar information for students who identify with certain groups. A few of those communities are International, Multicultural, Students with Disabilities, and Veterans. In addition, students and alumni can create an account within the website platform that allows them to subscribe to email alerts which provide regular updates about jobs, events, and career-related news customized to the preferences they’ve set. To date, 562 students and alumni have subscribed to these alerts.

The website also showcases the Career Center Employer Advisory Board members and helps facilitate the connection with employers seeking to recruit UNT students and alumni for internship and post-graduation positions. It hosts a library of over 50 videos produced by the Career Center staff and employer partners, the Soaring Beyond Campaign with over 20 student and alumni success stories, On-Campus Employment resources for both students and supervisors, plus over 275 pages of career-related resources. Finally, it includes information to serve other constituents such as faculty, staff, prospective students, and parents and families.
COMING FALL 2020

SUIT UP CLOSET

The Career Center opened the Suit Up Clothes Closet, to ensure UNT Students are professionally competitive and prepared for the professional world in every way possible, including having professional attire. The Clothes Closet opened with donated items and over $14,000 of new items. The Suit Up Closet offers a permanent location with dedicated fitting rooms and the ability to loan students professional clothing year-round. The Clothes Closet also has slightly used donated items that we can offer students to keep. Students will need to present their student ID. They will be allowed up to a 1-week free rental of professional clothing to wear to networking events or interviews. In the future, a stock keeping number (SKU) will be added to each item to offer students the option to offer online selection. Students are responsible for the cleaning and the returning of rented items. To help alleviate the cost of cleaning to the students, the Career Center has formed a partnership with Lee Cleaners at 1618 W University Drive Denton, TX 76201. Lee Cleaners will give the student a 10% discount when they bring in the rented items for cleaning. TRIO and Emerald Eagle scholars are exempt from the cleaning fee. The Suit Up Closet’s location is in Crumley Hall. The hours of operation will be determined each semester. Space operates under the leadership of Career Coach Janice Lader. Janice is the Career Coach for the College of Merchandising, Hospitality and Tourism, and the College of Health and Public Service.

TWO-TRACK EAGLE INTERNSHIP

The Eagle Internship Program is a high impact program designed to contribute to the student learning experience. All Eagle Internships are paid hourly, on-campus positions. In fall 2020, The Eagle Internship Program will have two tracks: Academic Credit on Campus Internship and High Impact Internship.

- **Academic Credit** on Campus Internship are Eagle Internships tied to Academic Departments and can be used to satisfy a 3-hour internship course
- **High Impact** on Campus Internship are Eagle Internships designed around professional development and development of in-demand skills such as critical thinking, professionalism, and conflict resolution

PROFESSIONAL NETWORKING SERIES

The UNT Career Center believes that seeking a self-fulfilling life and achieving personal goals should be at the forefront when considering a career pathway. These events, smaller in size than a traditional career fair, are designed to provide access and opportunity for our students to explore and understand the needs of their industry and field. We will host these events monthly, starting in September and ending in April. Each month, we will strategically recruit employers from the industries that most closely align with our featured colleges or degree programs.
University of North Texas Career Center

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