

Student Affairs | Measuring Up

Creating a culture of assessment and evidence.

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**Salisbury University
Office of Student Affairs
CAREER SERVICES OFFICE
August 11, 2023**

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Dream It. Try It. Become It.

EXECUTIVE SUMMARY (one page)

June 2023

I joined the Career Services department at SU in August of 2022. Classes started the day I began so we needed to hit the ground running with students and events.

And that is what we did. We had a wonderful, solid year of events and building relationships. We had many successful events including Meet the Firms, the Fall and Spring Seagull Job and Internship Fair, as well as the Health Involvement Fair.

Our biggest success this year was the Spring Seagull Job and Internship Fair with a record 147 employers and over 600 students. We marketed this event well and coming out of covid, everyone was looking forward to being together. Many good connections were made at these events and Career Services can be proud of the work they have done here and all that goes into putting these events on for the community. A great video was created by the University to reflect on our Fair success: [2023-SU-Job-and-Inernship-Fair-V4 on Vimeo](#)

We had many other events too including our Employer Information Session series which included many high-profile employers including Amazon, the Yankees, FBI, US Secret Service and Discovery/Warner Brothers. Some of these sessions were on zoom and some in person. Many good connections were made with students and some of the presenters were alumni.

We worked this year to create relationships across campus. We almost doubled the number of students we have seen the office as compared to the previous year. We also worked on relationships with the Advising Center, all the Schools and their deans, the Alumni office and other student affairs offices. This is an area that the department can continue to build next year as we work to be collaborative.

I have enjoyed the year with the team in Career Services. I aimed to create a culture of success on the campus and there is now a runway to continue this work. Best Wishes to the next Director as they work to build a premiere Career Services department that reflects outcomes of students that are not only the right space for the student but also that the quantity of students getting jobs and internships will continue to improve.

Clare Tauriello
Interim Director, Career Services

Section I: Department Overview

Vision - Career Services is dedicated to serving a diverse client population of students, alumni, and employers. We deliver services that prepare our job seekers for a diverse workforce that will utilize their unique talents and skills by:

- Empowering students to self-advocate and prepare for a diverse work environment
- Increasing the Cultural Competence of full-time and student staff through professional development and training.
- Seeking diverse professionals who can relate to students from diverse backgrounds
- Partnering with employers who are committed to Diversity, Equity, and Inclusion. We analyze our employers' commitment to DEI by reviewing their hiring practices, the inclusivity of their leadership positions, the availability of diverse mentoring programs, and their commitment as described on all of their online platforms (website, social media, etc.).
- Providing support for community partners to utilize existing resources or implement new Diversity, Equity, and Inclusion Initiatives by sharing best practices for hiring and retaining underrepresented student populations to create a more prosperous future.
- Actively seeking funding for Diversity, Equity, and Inclusion scholarships, grants, fellowships and other financial resources to support students in their career goals

Mission -

At Salisbury University, diversity is at the core of our Vision, Mission, and Values. We have an unwavering commitment to serving all students regardless of background and preferences.

Our mission is to empower students to identify and maximize the connection between what they learn and how they make a living. We embrace all forms of diversity and promote Diversity Equity & Inclusion in an effort to prepare students for an inclusive workforce.

Ultimately, it is crucial for students to self-manage their own lifetime career development. To that end, we provide programming that supports our DEI efforts. We offer comprehensive services to facilitate self-assessment, skill identification, career exploration, decision-making, career preparation and graduate school selection. Partnering with faculty, staff, alumni and employers we seek to guide students toward active citizenship in an inclusive, diverse, interdependent world through productive and satisfying work.

Career Services:

- Believes that every person has value as well as unique skills and abilities to contribute to society
- Understands that strategies are needed to strengthen and support historically marginalized groups
- Embraces all forms of diversity
- Supports and collaborates with faculty and staff to promote DEI in our effort to prepare students for a diverse workforce
- Strongly encourages all of our employers to embrace and demonstrate a commitment to building diverse, equitable and inclusive workplaces.
- Delivers programs for students and support services for employers that foster a more diverse, equitable, and inclusive future for everyone.

Goals

Here are the goals Clare will work with the new Director to create:

1. Continue to raise the profile of Career Services on campus through events and activities with various groups and programs that foster student success.
2. Explore options on getting the numbers higher for the first destination survey.
3. Work with Career Services student staff to help them to be more professional; dress, answering phones, being proactive in the office.
4. Continue to build social media accounts for Career Services and create Career Services Facebook account
5. Continue to strengthen the role of Career Services with the Advising Center as we assist students who don't have a major.
6. Help the new Director to create a team with his/her staff through communicative supervision.
7. Work on an initiative that involves a series for programming around career services with partnerships with clubs, organizations and the Office of Diversity and Inclusion.
8. Prepare Career Fairs for the coming year.

Scope of Practice – Services Provided

Our office currently has an Associate Director, Career Counselor, a Manager of Employer Relations and a part-time administrative support person. We also have one Graduate Assistant and 4-5 student workers. Typically, we train 2 practicum student per semester.

Services Offered:

- Career advising: one-on-one appointment with students
- Choosing a major and minor
- Exploring what you can do with various majors
- Sponsor 40-50 workshops per year
- Presentations on career topics given in many classes
- On-Campus student job listings as well as part-time, off campus job opportunities
- Internship assistance
- Job search and locating career positions after graduation
- On-campus corporate recruiting
- Online database of employers and job openings (Career Connections)
- Graduate school Information and assistance
- Job fairs: 4-6 per year
- Provide an online network of alumni mentors
- Career planning classes
- Various networking nights by major
- Government panels with local, state and federal agencies

Student Learning Outcomes

We work with students in a manner that they will be able to do the work on their own. We do not do the work for them but we do show them how to address an issue in a professional manner. Our goal is to make them confident graduates who make excellent employees or graduate students. Our students take ownership of their career path and make their career exploration a journey they truly embrace and enjoy. We are able to help them articulate their skills that are relevant to their career and are desired by employers. SU has a gifted student

population that produces excellent leaders and employees and we are proud to be part of that process.



Section II: Service Delivery, Admissions, and Financial Aid Outcomes

Students Served (July 1 – June 30 time period)

*Enter "N/A" if data are not available for this reporting period.
Admissions and Financial Aid and Scholarships skip to below.*

Undergraduates	Outcomes
Total unique number served	1487
Graduates	Outcomes
Total unique number served (do not include repeat visits)	53
Overall	Outcome
Total unique number of undergraduates and graduate students served	1540*

Comments:
We had good success with many 1-1 appointments this year. Students seem to prefer the 1-1 model and also many students continue to prefer zoom. 43% of our appointments were on zoom while 26% were in person. Resume reviews and cover letter reviews were the top reasons for students making an appointment. The Fulton School had the highest number of turnouts for students which was 26%. 25% of the appointments were with black students and 55% of the appointments were with white students.
*These numbers above only reflect our 1-1 appointments.

ALL AREAS

Examples of Major Events, Services, Activities, and Initiatives¹

Examples of Major Events, Services, Activities, Initiatives	Target Audience	Number(s) Served/Financials
<i>Example: Annual First-Generation Conference.</i>	<i>First generation students and their faculty mentors</i>	
The Sept. 8, 2022 "Meet the Firms" job fair. This fair is directed toward junior and senior accounting and information system majors. We partner with the Perdue School and closely with Dr. Ken Smith.	Perdue juniors and seniors majoring in accounting and info systems	<ul style="list-style-type: none"> ▪ 37 employers ▪ 90 students (36 last year) ▪ \$7875.00
The Sept 28 th "Fall Job Fair" was a good success with many employers and students in attendance.	This fair is for all majors except education. Any grade level and major are invited to attend.	<ul style="list-style-type: none"> ▪ 100 employers ▪ 313 students ▪ \$18,984.00

¹ Contact the Associate Vice President for assistance in completing this section if needed.

Sept. 20, 2022 Government Panel hosted 17 different federal agencies	This panel is open to all students to learn about careers in all facets of government.	<ul style="list-style-type: none"> ▪ 17 employers ▪ 45 students
Feb 23 rd , 2023 “Spring Job Fair”. We had a record number of students and employers at this Fair. A huge success for Career Services and the University.	This fair is open to all students and focuses on all major but education.	<ul style="list-style-type: none"> ▪ 147 employers ▪ 593 students ▪ \$ 28,045.00 revenue *Largest Fair on record
“Health and Human Services Involvement Fair” March 29, 2023 was held outdoors.	This fair is open to all students and focuses on all the majors in Health and Human Services. All health clubs and organizations are also in attendance to help students learn about the majors in this growing field.	<ul style="list-style-type: none"> ▪ 21 employers (16 employers last year) ▪ 175 students (23 last year) ▪ \$2845.00 generated
The March 30 “Education Job Fair” was held at UMES. We partner every year with UMES and alternate locations each year.	The fair is open to all SU and UMES education majors as well as any other students who may wish to attend.	<ul style="list-style-type: none"> ▪ 56 employers ▪ 67 students ▪ No funds generated as it was at UMES this year.
Campus Partner events: Various workshops offered in a variety of career-related issues.	The workshops are for all students and range from resumes to graduate school.	<ul style="list-style-type: none"> ▪ 18 workshops offered ▪ 569 students attending
We did various classroom visits for professors or staff who needed us to speak about career-related issues. This year we will use the “Don’t cancel your class” program and have the students come to Pocomoke.	We partnered with various professor in various disciplines. We went to their classes and talked about whatever career topic they requested.	<ul style="list-style-type: none"> ▪ 40 classroom visits ▪ 650 students attended
Gong-ringing	We began a gong-ringing initiative so when a student gets a job, internship or graduate school opportunity, we ring the gong.	Spring 2023 4 ringings, 15 students.
Career Services partner of the month	We celebrated 3 faculty staff for their contributions to Career Services.	Dr. Scott. Mazetti, Dr. Tami Ransom, Dr. Heather Holmes were recognized.

Section III: Budget Allocations, Expenditures, and Revenue Generation

July 1, 2022 – June 30, 2023 Allocations

Budget Category	Allocation
01	\$ 365,371.00
02	\$ 104,727.00
03	\$ 26,817.00
Total	\$ 496,915.00

July 1, 2022 – June 30, 2023 Expenditures

Budget Category	Expenditures
01	\$ 291,009.58
02	\$ 115,268.95
03	\$ 29,253.47
Total	\$ 435,532.00

July 1, 2022 – June 30, 2023 Revenue Generated

Initiatives or Purposes	Revenue Generated
<i>Example: Student Success Grant from Foundation to purchase new laptops as loaners to low-income freshmen.</i>	
Revenue from Job Fair Registration Fees and Employer Sponsorships	<ul style="list-style-type: none"> ▪ \$26,859.00 (current) ▪ \$32,123.00 (outstanding from GL) ▪ \$51,340.00(Total)
Total	\$58,982.00

Comments related to budget decisions, concerns, cuts, reallocations, etc.
 We worked this year to buy only what we needed. We also replaced staff laptops which was a huge boost to staff. We created some good revenue from our Fairs. Staff can look to continue to bring the Fairs to campus and also look at raising the registration slightly.

Section IV: Collaborations and Partnerships (Internal and External)²

Examples of Collaborations and Partnerships	Outcomes and Impact
<i>Example: County Public Schools Guidance Counselors</i>	Resource materials for helping high school students and families discuss mental health before college.
<i>Internal: We collaborated with Ken Smith in Accounting to present the Meet the Firms Fair on 9/82/2022.</i>	We had 35 employers and 90 students attend.
<i>External: We presented a Government Panel with 17 different government agencies who came to talk about their work and offer internships and jobs.</i>	17 government agencies, 75 students attended.
<i>External: Fall Job and Internship Fair</i>	We had 110 employers and 200 students at this event. A good turnout for Fall.
<i>Internal: We assisted with the MASMI job fair</i>	We connected with employers and helped students prepare to get internships and jobs at the event.
<i>External: We presented the largest Spring Career Fair on Feb. 23, 2023 on record at SU</i>	We had 147 employer and over 600 students. A big success.
<i>Internal: Communications Networking night</i>	
<i>External: We presented 3 sessions to RA's and RD's as they considered their career development.</i>	We had 15 staff overall...both RD's and RA's. It was a good initiative however one session would probably be enough in the future.
<i>External; Health Involvement Fair</i>	Over 175 students. Having this outside was an unexpected success. 21 employers.
<i>External: Education Fair with UMES</i>	67 SU students, 56 employers.
<i>Internal: 40 classroom visits, 18 campus partner visits and 28 workshops offered</i>	Total of 1,627 students that we engaged with in this space.

² Contact the Associate Vice President for assistance in completing this section if needed.

Section V: A Summary of Achievements Related to Student Affairs and SU's Strategic Plan

*The following are examples of ways in which the Unit is assisting Student Affairs and the University achieve strategic plan goals. Please use bullet or numerical formatting to provide examples of **significant** achievements. Some achievements may apply to multiple goals. Use measurable outcomes as much as possible.*

Goal 1: Enrich academic success and student development.

- Career Services works with students when they enter college until and after they graduate.
- We understand students have different needs at different student development levels.
- After working with students during their career exploration, once they figure out their career their academics typically increase.
- Our services help all students and are focused on making the student become more of a professional person.
- Career Services provides students various resources throughout their time here at SU and one is our career management system, "Career Connections". Students have access to this system as an alum.

Goal 2: Inspire a campus culture of inclusive excellence, support, and collaboration.

- Created and worked with a DEI mission statement. Worked with Powerful Connections on programming.
- Career Services configured our employer database to have DEI fields that would help students understand if that employer supported DEI initiatives
- 43% of our appointments were with students/alumni of diverse background
- We partner with various faculty/staff to hold events
- Career Services also works with our alumni and we have a Mentor Database of over 700

Goal 3: Support access, affordability, and academic excellence.

- We are able to afford our services by being able to raise money through job fair registrations and sponsorships
- We utilize monies from the job fair to work with and support faculty with some of their programming
- We support any SU recruiting efforts of prospective students and utilize funding to help recruit those students
- We support academic excellence by helping students with their career decisions and provide them career information that gives them an understanding of what an SU degree means to them.

Goal 4: Deepen engagement with our community.

- Continue to build relationships with employers to meet the needs of students
- We post various jobs for community businesses free of charge
- We post internships for local employers free of charge
- Career Services hosts employers who wish to come on-campus and speak to students free of charge

Goal 5: Enhance environmental, social, and economic sustainability.

- We generate revenue from our jobs fair registration/sponsorships to support our programming

Section VI: Measuring Up – Research, Assessment, and Evaluation³

Goals and Outcomes July 1, 2022-June 30, 2023

What were your department goals for this past year? List them here then provide summative outcomes.

Department Goals	Summative Outcomes
<i>Example: Promote student success through health and wellness initiatives.</i>	<ul style="list-style-type: none"> ▪ 5 health and wellness workshops were offered in partnership with Center for Student Achievement ▪ 1,257 unique students attended 5 health and wellness workshops ▪ 83% of students who attended the 5 health and wellness workshops indicated the sessions contributed to their academic success
Update the website to include links to programs we have invested in for students	This is an on-going activity so that the web site stays up to date and user friendly for students, alumni, faculty and employers.
Create a student-centered environment where student engagement is top priority.	We did this by engaging students on social media, in the classroom and tabling. The results of one year of these initiatives show that our student interactions were 250 more students than the year before.
Create rack cards/flyers for other office racks. These 30 flyers will be for students too use on such career areas s resumes, over letter, interviewing, etc.	We worked with publications to create over 25 different handouts for students. This was an important, time-consuming activity. We can use these materials with classes, 1-1 with students and at Orientation.
Develop once a week (Thursday) “Job and Internship Summary” email for students. Would include all jobs and internship in Career Connections that are active.	This was developed in the late Spring and will continue this Fall.
Begin a “Don’t Cancel that Class” program where we will teach the class for faculty that want us to present career development material.	We had 15 different sessions this academic year that were requested by faculty. This initiative is now organized and ready for the Fall semester.
Build a team in Career Services	We did this by meeting as a staff once a week. In addition, the Interim Director met with staff individually once a week.
Participate in Orientation	We have a table and the Interim Director is on a panel with parents. We view this as hugely helpful to get out messaging out to parents.
Alumni Office Hours	We had 6 different 4-hour periods through the year where we met with alumni. We did not see more than 10 the whole time, but we believe we should try again next year in order to offer this valuable service.
Career Closet	The career closet had 8 events this year with over 150 students served. This does not count walk-ins. This is a wonderful initiative for the community and we will continue it in the coming year.

³ Contact the Associate Vice President for assistance in completing this section if needed.

**Examples of Other Research, Assessment, or Evaluation Projects (if applicable)
July 1, 2022-June 30, 2023**

Project	Key Result(s) or Outcomes	Organizational Changes
<i>Example: Three-Year Student Satisfaction Survey with new math instructional software.</i>	<i>80% of student users indicated new software was helpful to understanding math concepts.</i>	<i>Two additional math sessions using the new software will be added.</i>
Career Connections graduation survey that tracks race and gender. We will track these categories to make sure we are working with all students	<ul style="list-style-type: none"> ▪ 42% of our appointments were with students and alumni of diverse background during the 2022-2023 academic year ▪ 53% of appointments were with Seniors 	<ul style="list-style-type: none"> • We need to see a higher number of the Seniors. It would be good, as a goal to get to 60% next year and 70% the year after. • The University could consider adding a resume requirement into the curriculum. Career Services believes this would make a big difference for students as they graduate.

**Student Learning Outcomes
July 1, 2022- June 30, 2023**

What were your student learning outcomes for this past year? Did you conduct any assessment of those SLOs to see how you're doing? If so, complete this section.

Student Learning Outcomes	Mapped to University SLOs	Mapped to Division's SLOs	Evidence of Learning
<i>Example: Sophomores participating in the Sophomore Year seminar will be able to explain University policy for changing a major.</i>			<ul style="list-style-type: none"> ▪ 75% of participants were able to explain policy for changing a major as evident on post-evaluation compared to pre-test results.
<i>Example: 70% of seniors participating in the résumé development series will be able to identify at least four strategies for writing a successful résumé.</i>			<ul style="list-style-type: none"> ▪ 80% of participants were able to identify four strategies for writing a successful résumé as evident on written exit

		<i>interview.</i>
Students came to the Spring Job and Internship Fair and were surveyed 2 weeks after the event.		63% of students said the Fair met their expectations. 23% got an interview offer (2 weeks after the fair.) 19% got an internship offer (2 weeks after the Fair) 7% had a job offer (2 weeks after the Fair.)

Section VII: Strategic Plan-Related Goals (July 1, 2022 – June 30, 2023)⁴

The following goals are intended to be SMART goals. Each goal should be linked to measurable outcomes and is consistent with strategic priorities, Student Affairs’ goals and expectations, and the University’s strategic plan. Three to five goals are recommended but you may have more. Please use new University Strategic Plan 2020-2025 goals for this section.

Department Goal or Objective	Map to University Strategic Plan 2020-2025 Goals	Map to SA Strategic Goals (TBD)	Examples of Assessment Metrics that will be Used
<i>Example: Implement new living-learning communities focused on diversity and inclusion.</i>	Goal 1 Initiative 2		<ul style="list-style-type: none"> ▪ Number of living-learning communities created. ▪ Number of students completing housing contracts for the new LLCs.
<i>Example: Ensure that 70% of academic probation students participate in at least two sessions on successful study habits.</i>	Goal 4 Initiative 2		<ul style="list-style-type: none"> ▪ Number and percent of academic probation students participating in at least two academic sessions.
Market and publicize our Mentor database so all students know it exists and can be utilized.	Goal 2, Students Affairs aims to educate students in campus, career and life. Initiative 1		<ul style="list-style-type: none"> ▪ After each student does strong and is trying to figure her/his major, refer them to the Mentor database.

⁴ Contact the Associate Vice President for assistance in completing this section if needed.

Continue with the Gong initiative with one ringing a month to celebrate student success.	Goal 2, Students Affairs aims to educate students in campus, career and life. Initiative 6		
Continue with the faculty/staff career services partner of the month initiative.	Goal 1, student affairs and auxiliary services plan focuses on all aspects of student life, initiative 4		<ul style="list-style-type: none"> ▪ This initiative was a huge success by showing out collaboration and interest in working with faculty and staff and telling the community about it. It will continue in the next academic year.
Collaborate with Advising Center to help students who don't know what to major in.	Goal 1, student affairs and auxiliary services plan focuses on all aspects of student life, initiative 4		<ul style="list-style-type: none"> ▪ We will continue to work the Dr. Holmes to provide assistance to students who don't know what to major in.
Collaborate with Alumni to help them with their career development.	Goal 2, Students Affairs and Auxiliary Services aims to educate students for campus, career and life. Initiative 5		We completed office hours over both semesters (4 hours per month) and plan to continue this into the next academic year.
Present Fall and Spring Fairs, STEM Fair, Meet the Firms, Education Fair and Health Fairs with good collaboration and student engagement.	Goal 2, Students Affairs and Auxiliary Services aims to educate students for campus, career and life. Initiative 5		We had many successful Fairs this year with opportunities for all students.
Complete First Destination Survey	Goal 4, Student Affairs and Auxiliary Services aims to maintain and achieve operational efficiencies designed to support students. Re: assessment plans		We had almost 800 seniors complete this year's survey. It would be helpful if the University considered requiring students to fill out this survey before they can get their cap and gown. The student number results would then be higher.

Appendix: Here are some examples of the work we created this year to help students:

TAKING THE GMAT, GRE, MCAT, DAT, OR LSAT

There are five graduate school admission exams: GRE (general graduate school exam), GMAT (business graduate school), MCAT (medical school), DAT (dental school), and LSAT (law school). All exams can be registered for online at the websites listed below. Before you take a test, make sure to check the admission requirements for the graduate programs where you plan to apply.

The How, When, and Where of the GRE, GMAT, MCAT, DAT, and LSAT

• HOW:

- o GRE: Register for the GRE and GRE Subject Tests online on the ETS website, <https://www.ets.org/gre/>
 - ♣ The test costs \$205, payable online by debit or credit card.
- o GMAT: Register for the GMAT online on the MBA website, www.mba.com/us/
 - ♣ The test costs \$250, payable online by credit or debit card.
- o MCAT: Register for the MCAT online on the AAMC website, <https://students-residents.aamc.org/>
 - ♣ The test costs \$420 and gets more expensive the closer you register to the exam date. It is payable online by credit or debit card.
- o DAT: Register for the DAT online on the ADA website, <http://www.ada.org/en/education-careers/dentaladmission-test/>
 - ♣ The test costs \$430, payable online by debit or credit card.
- o LSAT: Register for the LSAT online on the LSAC website, <http://www.lsac.org/jd/lsat/>
 - ♣ The test costs \$180, or \$355 if utilizing the Credential Assembly Service (CAS). It is payable online by credit card.

• WHEN:

- o GRE: Year-Round o GRE: Subject Tests: 3 times a year – April, September, and October
- o GMAT: Year-Round
- o MCAT: Between January and September
- o DAT: Year Round
- o LSAT: 4 times a year- February, June, October, and December

• WHERE:

- o GRE: Salisbury - Belmont Ave, 1322 Belmont Ave., Suite 203, Salisbury, MD, 21801, USA
- o GMAT: Pearson Professional Centers-Salisbury MD-927 Eastern Shore Drive-Suite A, Salisbury, Maryland 21804
- o MCAT: Prometric Test Center-1336 Belmont Ave. Suite 501B-East Park Professional Ctr.-Salisbury, MD 21804
- o DAT: Prometric Test Center-1336 Belmont Ave. Suite 501B-East Park Professional Ctr.-

Salisbury, MD 21804

o LSAT: Prometric Test Center-1336 Belmont Ave. Suite 501B-East Park Professional Ctr.-
Salisbury, MD 21804

o Note: Check the exam’s main website to find a list of all locations available to take the exam.

Graduate School Exam Prep There are many books, online resources, and classes to help you prepare:

- Multiple test prep books through Kaplan, The Princeton Review, and Manhattan Prep.
- Online and in person courses available. Find more specifics on the exam’s specific website.
- The Academic Commons has free online study guides and practice tests



Salisbury University Career Services 4 Year Plan

Year 1-Dream it!	Year 3 -Try it!
<p><input type="checkbox"/> Learn about yourself. Take a career assessment like Focus2 or Strong.</p> <p>Focus2: https://www.focus2career.com/Portal/Login.cfm?SID=1373</p> <p>Strong: https://Elevate.themyersbriggs.com/Respondent/ReturningUser?tokenId=1a9a5748-ea86-e911-b49e-000d3a324d16</p> <p><input type="checkbox"/> Meet with a career specialist to discuss academic and career paths.</p> <p><input type="checkbox"/> Go to a “How to Select a Major” Or “What Can I Do with a Major In?” Workshop.</p> <p><input type="checkbox"/> Join a student organization related to your career interests. Be an active member.</p> <p><input type="checkbox"/></p>	<p><input type="checkbox"/> Find and complete an internship or career-related part-time job.</p> <p><input type="checkbox"/> Join a professional association related to your field. Attend local meetings or conferences.</p> <p><input type="checkbox"/> Revise your professional materials to include your new experiences. Resume/Cover Letter/Reference Page</p> <p><input type="checkbox"/> Begin a LinkedIn profile and have it reviewed by a Career Specialist.</p> <p><input type="checkbox"/> Attend Job/Internship fair</p> <p><input type="checkbox"/> Attend Employer Information</p>

<p>Volunteer in areas related to your career interests.</p> <p><input type="checkbox"/> Use the Mentor Network to network and speak to alumni.</p>	<p>Session Series via zoom.</p> <p><input type="checkbox"/> Attend a Government Panel to see if a career with the government is a possibility.</p>
<p style="text-align: center;">Year 2-Try it!</p> <p><input type="checkbox"/> Speak with professionals in your field of interest to confirm your choice and begin building a network of connections.</p> <p><input type="checkbox"/> Learn to write resumes and get feedback from a career specialist. Consider looking for a first internship.</p> <p><input type="checkbox"/> Attend an Employer Information Session via zoom. Network with an employer/alumnus.</p> <p><input type="checkbox"/> Seek a leadership role in a student club.</p> <p><input type="checkbox"/> Work on-campus.</p> <p><input type="checkbox"/> Attend the job/internship fair.</p> <p><input type="checkbox"/> Volunteer in areas related to your career interests.</p>	<p style="text-align: center;">Year 4 – Become it!</p> <p><input type="checkbox"/> Start early and learn to use multiple job search strategies. Attend a job search workshop or talk with a career specialist.</p> <p><input type="checkbox"/> Sharpen interview skills; complete a mock interview with a career specialist.</p> <p><input type="checkbox"/> Visit Career Services to enhance your social media presence.</p> <p><input type="checkbox"/> Attend a workshop to learn salary negotiation techniques</p> <p><input type="checkbox"/> Attend Job and Internship Fairs.</p> <p><input type="checkbox"/> Attend Employer Information Session Series via zoom.</p> <p><input type="checkbox"/> Utilize the Mentor Network of 500 plus alumni.</p>

Example of Career Services Partner of the Month:



April 2023 Partner of the Month: Dr. Tami Ransom

Dr. Tami Ransom, associate professor and chair of environmental studies, has been a Career Services Partner by presenting the Environmental Studies Networking Night for many years.

Ransom brings many environmental studies alumni to campus who work for such employers as Perdue Farms, The Nature Conservancy, Delaware Center for the Inland Bays, Maryland Environmental Service and the Nanticoke Watershed Alliance. These alumni provide our students with a wealth of career information.

Ransom joined SU in 2012 as the first hire of the new Environmental Studies Department. She came to SU from Wabash College, where she was a biology faculty member. She has been the chair of the

Environmental Studies Department since 2018. She grew up in California and got her bachelor's degree at UC-Davis, before traveling the world and serving in the Peace Corps. Ransom has worked all over the U.S. as a field biologist and earned her Ph.D. in ecology from the University of Virginia. She has led research teams of students on Delmarva focusing on a range of different species – currently spotted turtles.

Ransom is student-centered, making sure they understand that obtaining a career is not that difficult to do if they are goal oriented and know what they want an environmental studies degree to do for them. Career Services appreciates Dr. Tami Ransom for having such a positive career influence on students.

Career Services

Guerrieri Student Union, Second Floor - Suite 242

410-543-6075 | careerservices@salisbury.edu

salisbury.edu/career-services





Career Closet Open House



Josiah Parker ringing the gong as SU's new Student Regent