

Michelin® Career Center

**Clemson University
Ranked #6**

Clemson was ranked #6 in the SmartMoney College Rankings. Come by the Career Center today and get your investment off to a great start.

**Clemson Career Center
Ranked #9**

The Career Center has once again been ranked in the top ten of career services offices in the Princeton Review's College Rankings. We thank all of our students and graduates for their input and votes of confidence.



inside this issue

- Career Services & Retention **pages 2-3**
- Career Services & Engagement **pages 4-5**
- Career Services & Connections **pages 6-7**
- Career Services & Resources **pages 8-9**
- About Us **page 10**

ENDOWMENT TO HONOR FLORA RILEY, RETIRED CAREER CENTER DIRECTOR

Clemson has established the Flora M. Riley Endowment for Excellence to honor the executive director of the Michelin Career Center, who has retired after 26 years of service. The endowment will be used to continue and enhance career services offered to Clemson students through the career center.

Michelin North America started the endowment. Additional contributions from other companies and individuals already have increased the endowment to more than \$50,000.

After working in industry as a manufacturing supervisor with JP Stevens and Company, Riley began her career at Clemson as

coordinator of the counseling and academic advising program in the Freshman Engineering Center in 1985. From there, Riley moved to the career center as assistant director and held several positions leading to her role as executive director of the Michelin Career Center, which she held 2000 to 2011.

As its director, Riley generated more than \$1.5 million in contributions and sponsorships for the career center and led the Michelin Career Center to be ranked in the Top 10 Best Career Services in the Princeton Review Rankings for Best Colleges for three consecutive years. Riley is known as a leader across the nation in career services and has

served in numerous leadership positions with the National Association of Colleges and Employers and the Southern Association of Colleges and Employers.

Riley served as adviser to Golden Key National Honor Society. She is a member of the Clemson and Greenville Chambers of Commerce and the Clemson Rotary Club.

The Flora M. Riley Endowment for Excellence is part of Clemson's Will to Lead capital campaign, an effort to raise more than \$600 million to support students and faculty. To contribute to the endowment, please [email](#) or call Dr. Neil Burton at (864) 656-6000



NEW LEADERSHIP & NEW PARTNERSHIP

Neil Burton has been named executive director of the Michelin Career Center and Cooperative Education Program at Clemson University. Burton has been director of cooperative education at Clemson since 2008. That office is being combined with the Michelin Career Center.

"Combining these two offices will create a one-stop shop for both students and employers," said Vice President for Student Affairs Gail DiSabatino. "It will enable us to unify our

resources in order to expand internship and co-op experiences for students.

Potential employers place a high value on internships and cooperative education, and I know Neil and his staff will work hard to help students take advantage of opportunities to gain that experience."

Burton came to Clemson in 1992 and worked in student financial aid until 1998. He then moved into the position of assistant director of cooperative education. He

taught a variety of courses as an adjunct instructor in four of Clemson's five colleges, as well as at Southern Wesleyan University and Webster University. He is the faculty adviser to the Clemson Tennis Club and to the Cooperative Student Fellowship.

Burton received his bachelor's degree in journalism and mass communication from the University of South Carolina in 1989, a master's degree in English from Clemson in 1991 and a Ph.D. in educational leadership from Clemson in 2000.



Michelin Career Center
316 Hendrix Student Center
Clemson University
Box 344007
Clemson, SC 29634-4007

Measures of Success

↑ **169%**

Mock Interview Services

65 Students in '09-'10

175 Students in '10-'11

↑ **5%**

Minority Students

Goal: Increase in the total percentage of contact with minority students

↑ **16%**

Graduate Student Drop-Ins

279 Students in '09-'10

323 Students in '10-'11

100%

of students surveyed indicated they were satisfied or very satisfied with their experiences

CAREER SERVICES &

RETENTION



90%

of students indicated they were satisfied or very satisfied with their drop-in counseling experiences
364 out of 403 respondents

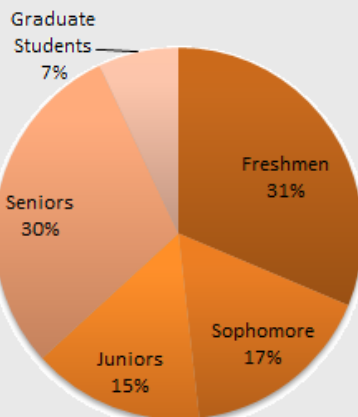
Drop-Ins Appointments

UNDERGRADUATE STUDENTS	'09-'10	'10-'11	'09-'10	'10-'11
College of Agriculture, Forestry and Life Sciences	379	439	381	350
College of Architecture, Arts and Humanities	260	315	159	197
College of Business and Behavioral Science	533	694	241	251
College of Engineering and Science	593	736	233	194
College of Health, Education and Human Development	167	206	139	78
TOTAL	1,932	2,390	1,153	1,070

Drop-Ins Appointments

GRADUATE STUDENTS	'09-'10	'10-'11	'09-'10	'10-'11
College of Agriculture, Forestry and Life Sciences	18	28	27	9
College of Architecture, Arts and Humanities	28	20	14	15
College of Business and Behavioral Science	35	35	30	15
College of Engineering and Science	175	198	66	99
College of Health, Education and Human Development	23	42	23	22
TOTAL	279	323	160	160

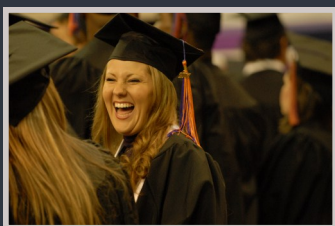
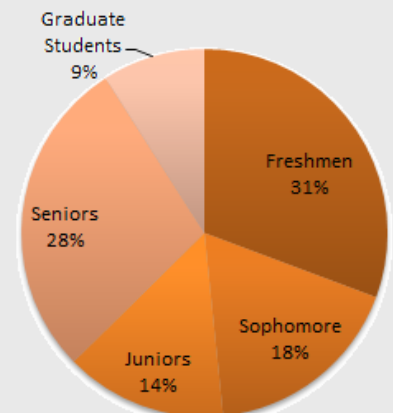
2009-2010



Workshop Attendance

	'09-'10	'10-'11
Freshmen	2,928	2,774
Sophomores	1,576	1,597
Juniors	1,404	1,288
Seniors	2,778	2,558
Graduates	657	818
TOTAL	9,343	9,035

2010-2011



CAREER SERVICES &

CAREER SERVICES &
ATTENTION



EYE ON THE FUTURE

83%

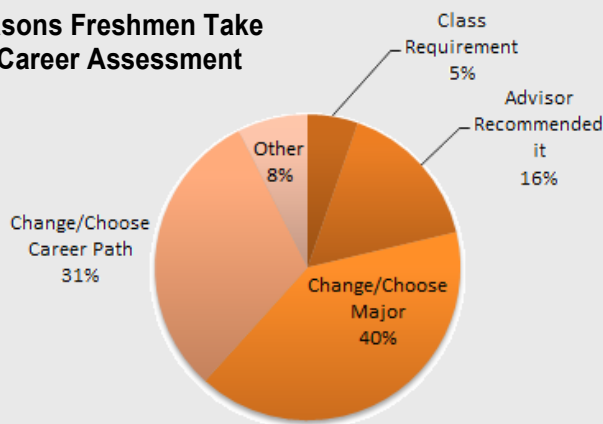
Social Media

Of the students responding to the NetworkBash - EXCITE follow-up survey, 83% identified a strategy for utilizing social media to advance their career search.

SPOTLIGHT—Freshmen

77%

Reasons Freshmen Take a Career Assessment



of freshmen surveyed indicated they were very satisfied or satisfied with their follow-up appointment to discuss their career assessment results

52 respondents

91%

Major/Career Interest

749 of 823 of students surveyed in CU101 were able to identify a career interest or major after participating in presentation (CU101 - course developed for freshmen and first semester transfer students)

SPOTLIGHT—Sophomores

Goal Number of students by the end of their sophomore year who utilized Career Center services for career testing and/or individual counseling will increase by 5%

EXCEEDED TARGET : 13%

2009-2010: **356** unique sophomore contacts

2010-2011: **402** unique sophomore contacts

97%

Identifying Work Values

799 out of 823 students in BUS 101 and CU 101 were able to list at least 2 work values after participating in presentation

SPOTLIGHT—Graduate Student Outreach

18 number of 18 Graduate Lunch and Learn Workshops

221 graduate students participated in the Lunch and Learn Workshops

37% increase in comparison to 2009-2010

100% of participants surveyed indicated they were satisfied or very satisfied with their Michelin Career Center experiences



Measures of Success

↑ 47%

Internship Postings in ClemsonJobLink

Goal: Maintain number of Internship postings within 10%

↑ 40.5%

Full-Time Postings in ClemsonJobLink

Goal: Maintain number of full-time postings within 10%

↑ 28%

Students enrolled in CCINT

Goal: Increase by 10%

Student Perspective

"I simultaneously worked in both an applied and a research-based setting. I am grateful to have been able to contribute my time and skills while also gaining insight into the field."

Full-time Internship Student
Psychology Major

CAREER SERVICES &

ENGAGEMENT



100% & 96%

of fall students of spring students enrolled in the Career Center internship course (CCINT) could identify at least 1 or 2 companies/occupations that they would be interested in because of their internship experience

What is CCINT?

CCINT 101 is a part-time internship course and requires a minimum of 160 internship-site hours, while CCINT 201 is a full-time internship course and requires 320 site hours. Both courses correspond with students via the web, which enables students to intern on national and international levels.

ENROLLMENT IN CCINT

	'09-'10	'10-'11
Part-time Internship Course	16	28
Full-Time Internship Course	41	44
TOTAL	57	72

The majority of organizations participating in the Career Center internship class rated students at least a 4.0 out of 5.0 on their **critical thinking skills**

Fall semester CCINT students: 4.29/5.00 average
92.86%

Spring semester CCINT students: 4.39/5.00 average
89.28%



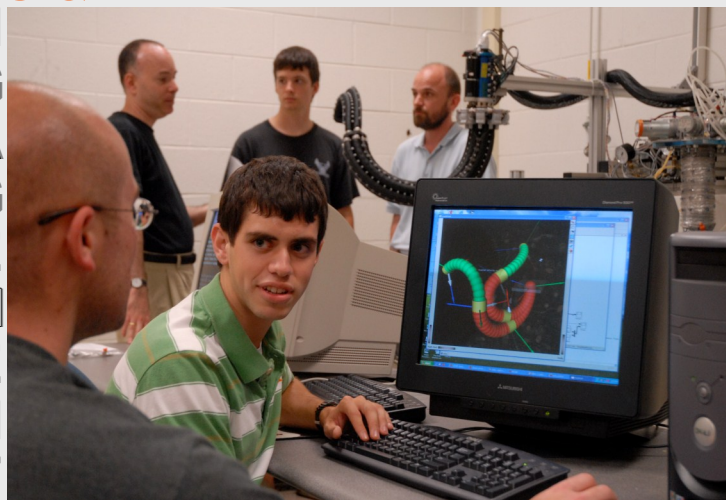
POSTINGS IN CLEMSONJOBLINK

	'09-'10	'10-'11
Full-Time Jobs	2,106	2,843
Internships	818	1,165
TOTAL	2,924	4,008

Clemson
JobLink

CAREER SERVICES &

ENGAGEMENT



EYE ON THE FUTURE

NACE Class of 2011 Survey Report

What Students Want in a Job, in an Employer

Opportunities for “personal growth and development” has supplanted “opportunity for advancement” as the top attribute graduates want to see in an employer or job.

Benefit Preferences

Like their peers in earlier surveys, Class of 2011 graduates place the most emphasis on medical insurance and core financial benefits. Neither gender nor race/ethnicity plays a significant role in determining which benefits are most important; the type of internship undertaken, however, does.

* STUDENTS ENROLLED IN EXPERIENTIAL EDUCATION

'09-'10

'10-'11

Internships and Co-Ops	893	950
College of Agriculture, Forestry and Life Sciences	121	81
College of Architecture, Arts and Humanities	321	282
College of Business and Behavioral Science	219	190
College of Engineering and Science	0	0
College of Health, Education and Human Development	448	469

* Includes internships, co-ops, and practicum courses

TOTAL

2,002

1,972

Experiential Learning opportunities are designed to provide students with an experience in which they are required to be **active** and **intentional** learners. The goal is for students to apply their knowledge and experiences in work environments outside the classroom. Experiential Learning offers the unique opportunity to **engage** in career-related experiences in a **variety** of settings. Now, more than ever, employers look to **hire** college graduates with career-related experiences in their field.

SPOTLIGHT - Career Center Staff

2010-2011 Professional Staff

Ready to Empower Students



Success in the Job Search

Class of 2011 graduates were much more actively engaged in the job search than were their 2009 and 2010 peers. Overall, 18 percent of the Class of 2011 had at least one job offer at the time of the survey, compared to 10 percent of those graduating in 2009 and 2010.

[CLICK HERE](#) for the full Executive Report

Measures of Success

↑ **30.2%**

Postings in
ClemsonJobLink

Goal: Organizations
offering opportunities will
increase by 5%

↑ **59%**

Opportunities for
Graduate Students

Goal: Maintain the
opportunities for graduate
students within 5%

609 Positions in '09-'10
969 Positions in '10-'11

302

Employers

Attended the
Fall and Spring
Connect2Business and
TechConnect Career Fairs

Is your company
interested in attending?

[CLICK HERE](#)



CAREER SERVICES &

O
N
N
E
C
T
I
O
N
S



89% & 91.4%

of fall attendees of spring attendees
of the Connect2Business and
TechConnect career fairs
could name at least
3 organizations that were
potential employers in their fields

STUDENTS ATTENDING CAREER FAIRS CONNECT2BUSINESS AND TECHCONNECT

	Fall '09	Spring '10	Fall '10	Spring '11
College of Agriculture, Forestry and Life Sciences	55	78	46	55
College of Architecture, Arts and Humanities	121	143	90	112
College of Business and Behavioral Science	421	472	455	437
College of Engineering and Science	747	900	619	824
College of Health, Education and Human Development	5	16	9	13
TOTAL	1,349	1,609	1,219	1,441

STUDENTS INTERVIEWED THROUGH THE ON-CAMPUS RECRUITING PROCESS

	Fall '09	Spring '10	Fall '10	Spring '11
College of Agriculture, Forestry and Life Sciences	53	28	48	48
College of Architecture, Arts and Humanities	48	83	62	104
College of Business and Behavioral Science	546	432	611	462
College of Engineering and Science	514	267	616	445
College of Health, Education and Human Development	1	3	1	22
TOTAL	1,162	813	1,338	1,081

STUDENTS INTERVIEWED THROUGH THE UPREP INTERVIEW PROCESS

	Spring '10	Spring '11
Undergraduate	161	137
Graduate	39	39
TOTAL	200	176

Reported from NACE (National Association of Colleges and Employers)

Employers report extending a job offer an average of 22.5 days following an interview. That's down from an average of 23.5 days reported in 2010 and 25 days in 2009, suggesting that increased competition for candidates fueled the drop.



CAREER SERVICES &
CONNECTIONS



CORPORATE PARTNERS

The Michelin Career Center expresses its appreciation to the following organizations for their support, without which many of our programs would not be possible. Click on the corporate logo to learn about a corporate partner. [Click here](#) to learn more about our Corporate Partners Program. To inquire how your organization might get involved, please [email](#) or call Dr. Neil Burton at (864) 656-6000.

DIAMOND TIGER LEVEL PARTNER

- Sherwin-Williams: <http://www.sherwin.com>
- Ferguson, a Wolseley Company: <http://www.wolseley.com>
- SIMOS: <http://www.simossolutions.com>

PLATINUM TIGER LEVEL PARTNER

- Michelin: <http://www.michelin.com>
- Itron: <http://www.itron.com>
- Synnex Corporation: <http://www.synnex.com>

GOLD TIGER LEVEL PARTNER

- Enterprise Rent-A-Car: <http://www.enterprise.com>
- Fluor Corporation: <http://www.fluor.com>
- Guardian: <http://www.guardianbp.com>
- Milliken & Company: <http://www.milliken.com>

SILVER TIGER LEVEL PARTNER

- Eastman: <http://www.eastman.com>
- GE: <http://www.ge.com>
- Mustang Engineering: <http://www.globalperformance.net>
- Northrop Grumman: <http://www.northropgrumman.com>
- Southwestern Company: <http://www.southwestern.com>
- Vanguard: <http://www.vanguard.com>

BRONZE TIGER LEVEL PARTNER

- Crown Automotive: <http://crownauto.com>

EYE ON THE FUTURE

Engaging with the Future Work Force

12

Corporate Sponsors

9

Career Fair Sponsors

were given the opportunity to present to students during the academic year

71.4%

of all employers

in ClemsonJobLink were given the opportunity to formally present to students during the academic year



Employer Perspective

“Students who have had their resumes reviewed by the career center stood out from the rest.”

“If information is requested make sure to bring it with you to the interview.”

Measures of Success

↑ 28.67%
CareerShift Accounts for Graduate Students
 Goal: Increase by 5%
 150 Positions in '09-'10
 193 Positions in '10-'11

↑ 13%
Undergraduate Usage
 Goal: Students who used career testing or one-on-one counseling services by the end of their sophomore year will increase by 5%
 356 Students in '09-'10
 402 Students in '10-'11

↑ 6.3%
Interview Preparation Services
 Includes Interviewstream and Mock Interview Services
 368 Students in '09-'10
 391 Students in '10-'11



CAREER SERVICES &

RESOURCES



7 Online Workshops

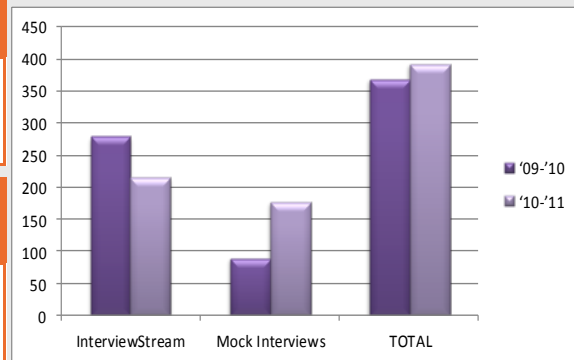
are accessible to students

- Creating a Winning Resume
 - Creating a Curriculum Vitae
 - Interview Process
 - Questions and Tips for an Interview
 - About the Career Fair
 - Preparing for the Career Fair
 - During the Career Fair
- [CLICK HERE TO ACCESS](#)

INTERVIEW SERVICES

STUDENT USAGE OF ONLINE RESOURCES	'09-'10	'10-'11
DISCOVER	878	691
CareerShift	1,031	948

LOG-IN USAGE IN CLEMSONJOBLINK	'09-'10	'10-'11
Undergraduate	3,208	3,558
Graduate	830	822



DISCOVER

Based on John Holland's Six Career Personality Types, DISCOVER features a comprehensive approach to career assessment that integrates work-relevant interests, abilities and job values. Career information is easily retrieved through the system's up-to-date database that helps students explore careers and research occupations and majors. Before taking DISCOVER, students must first obtain a user token from the Career Center. In addition, students must make an appointment with a counselor to review the results of their assessment.

[Click here](#) to access DISCOVER and other career assessment tools offered

INTERVIEW STREAM

The Interview Stream system offers students the chance to digitally record an unlimited amount of practice interviews from the Interview Stream kiosk located at the career center or from a student's home computer (equipped with a web-cam and updated software). Students can schedule appointments online, select interview questions to practice answering, access resume and interviews online, and email practice interview videos to career counselors, professors, employers or parents. This free service is available to all students, faculty, alumni, and employers.

[Click here](#) to access Interview Stream

CAREER SERVICES &

RESOURCES



EYE ON THE FUTURE

Exposing Student to New Resources

32

Students Attended

Washington Career Day Workshop and Luncheon, and 100% of them were able to identify at least 2 resources for finding federal government job opportunities

16

Graduate Students

are using Interfolio. It offers individuals one central place to store their most important documents, while also providing the means to distribute these materials to any institution. Its services offer a revolutionary way for people to present and market themselves professionally.

3

New Workshops

Created for graduate students in response to needs expressed during focus groups.

Topics are:

- ◆ How to Create a CV
- ◆ Soft Skills for Engineers
- ◆ Work/Life Balance

CLEMSONJOBLINK

ClemsonJobLink connects students to employers and job opportunities. Students can apply for jobs and sign up for on-campus interviews. The Michelin Career Center works with nearly 2,000 employers who recruit new college graduates from all industries. Clemson is also part of a consortium of colleges throughout the country who share job listings. Because of these efforts, there are a wide variety of part-time, internship and full-time job opportunities in ClemsonJobLink.

[Click here](#) to access ClemsonJobLink.

CAREERSHIFT

CareerShift offers a comprehensive online resource for students seeking internships and full-time positions. With an easy to use web site, CareerShift's set of tools and applications allow job seekers to conduct searches and organize documents and contacts. While other web services provide components of the internship and job hunt process, CareerShift provides an integrative approach. After students explore ClemsonJobLink, the Michelin Career Center encourages students, in all fields and majors, to examine this search engine.

[Click here](#) to access CareerShift.

GOING GLOBAL

Going Global is the ultimate international job seeker's guide! Updated continually, this massive research tool contains more than 10,000 resources for finding employment at home and abroad. Students seeking internships and employment abroad will value the country guides found within Going Global. International students seeking employment within the United States will value both the USA Country Guide and the extensive H1B database of employers who frequently hire H1B candidates.

[Click here](#) to access Going Global.

GOALS FOR 2010-2011

- **Internship Program** - To provide an internship program that affords learning experiences related to students' major and/or career interests.
- **Employer Relations** - To cultivate partnerships with organizations that result in career opportunities for Clemson students.
- **Career Development** - To provide quality career education programs & services that empower students to make effective career choices.
- **Marketing** - To market Michelin Career Center services and programs to stakeholders.
- **Graduate Student Services** - To provide quality career education programs and services to graduate students.



Counseling Hours

Fall and Spring Schedule:

Appointments:

Call 656-0440

Drop-in Counseling Hours:

Monday through Friday

9:00 am to 12:00 pm

1:30 pm to 4:00 pm



Michelin® Career Center

Vision Statement...

The Michelin® Career Center will be recognized nationally and internationally for excellence in developing students for career success.

Mission Statement...

The mission of Clemson University's Michelin® Career Center, through partnerships with employers, faculty and staff, is to empower students to make effective career choices based on realistic self appraisals and comprehension of the world-of-work, resulting in self-sufficient graduates who market their education, skills and experiences to achieve life-long career success.

Contact Information...

The Michelin® Career Center.....(864)656-6000
Career Development.....(864)656-0440
On-Campus Recruiting.....(864)656-2152

Diversity Statement...

The Michelin® Career Center strives to educate ourselves and others about the issues of a pluralistic society. We are committed to reaching beyond views of individuals to value a community that appreciates and learn from each others' similarities, and differences. Our services and programs will seek to create a safe environment that affirms the dignity and worth of individuals regardless of their differences.

The Michelin® Career Center will set an example of commitment to embracing differences, including those differences that are not visually apparent. We will welcome and serve people regardless of gender, ethnicity, race, sexual orientation, age, citizenship, religion, socioeconomic status, and physical and mental abilities. In addition, we encourage employers to maintain a similar standard of commitment to diversity.

Cooperative Education.....(864)656-3150
Internships.....(864)656-6000
Email.....Career-L@clemson.edu