Clemson University's

Center for Career & Professional Development

36

Annual Report 2011-2012

ENHANCING THE JOURNEY OF OUR TIGERS: UNIVERSITY PROFESSIONAL INTERNSHIP/CO-OP PROGRAM

Student engagement is one of Clemson's four areas of investment for its 2020 Road Map.

The goal is to provide 500

experiential learning

opportunities per year

To meet this goal, the university is expanding its on-campus internship and co-op program to offer more students the opportunity to work closely with members of Clemson's faculty, staff, and administration.

Mentors will provide significant, academic related work to students that will help prepare them for their careers.

Undergraduate students can work part-time or full-time. All positions are paid, and students working full-time will have the option of earning credit for their efforts.

Positions are posted in March/April for the fall and summer, and September/October for the spring. Students are encouraged to apply early.



Assistance with resume

Assistance with resume and cover letter writing and interview skills is available. The Center for Career & Professional Development is located on the 3rd Floor of the Hendrix Student Center.

To learn more or contact staff about the UPIC program, <u>click here</u>.



Mentor: Randy Martin Intern: Logan Howard

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MAKING TRACKS WITH:

Retention pages 2-3

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Clemson Career Center Ranked #5

The Center has once again been ranked in the top five 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.

Clemson University Ranked #6

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



Center for Career & Professional Development

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

Check out what people are saying about UPIC:

The Chronicle of Higher Education June 17, 2012



Available positions in

clemsonTobling

Student Interns Campus Banner + Design



Cassie Walker

Student Perspective

"It was an incredible experience. I worked closely with the Admissions staff, and they gave me real projects — not just their leftover work.

I gained an appreciation no idea how for the people making quickly the the final decisions. I saw nearly thow they work and how responsibility they care so much about counselors. the students."

Mentor Perspective

"The program has been

extremely beneficial. Other universities hire regional recruiters, and we don't have those resources. We thought hiring co-op students would help, but we had no idea how much. Very quickly the students had nearly the same responsibilities as our counselors

Earning Our Stripes

120.6%

Student-Counselor Interactions

4,026 Students in '10-'11 4.854 Students in '11-'12

24.4% Student-Counselor Interactions with Seniors

1,325 Students in '10-'11 1,648 Students in '11-'12

49.1%

Student-Counselor Interactions with CAFLS Students

824 Students in '10-'11 1.229 Students in '11-'12

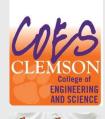




Making Tracks with:

Retention

From Orientation...



Arts, and Humanities

1,500+

parents of engineering students heard presentations given by cooperative education advisors



freshmen students heard presentations given by MCC staff







350+

freshmen and transfer students met with MCC staff about changing their majors



440+

220+

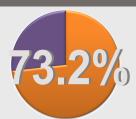
Freshmen & Families Transfers & Families

attended MCC Information Sessions

3,000+

TOTAL INTERACTIONS WITH INCOMING STUDENTS
AND THEIR FAMILIES

To Graduation...



of the class of 2012 who persisted to graduation

<u>DID</u> participate in one-on-one counseling sessions or attend career center workshop/class presentations

69.2%

of the juniors who did not return as seniors in 2011-2012

<u>DID NOT</u> participate in one-on-one counseling sessions or attend career center workshop/class presentations



In a 5-year study of students who <u>DID NOT</u> persist to graduation, 72.8% <u>DID NOT</u> participate in one-on-one counseling sessions or attend career center workshop/class presentations

NOTE: these statistics do not include students who attended career fairs, orientation sessions, or on-campus interviews



TRACKING - Freshmen

CU101 14 15

presentations presentations

BUS101 33 presentations Bridge 3 presentations

Total Students

reached through these 55 presentations

2,033

One-on-one Student-Counselor Interactions with Freshmen



TRACKING - Sophomores

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

EXCEEDED TARGET: 45%

2009-2010: 356 unique sophomore contacts

2010-2011: 402 unique sophomore contacts

2011-2012: 583 unique sophomore contacts

TRACKING - Graduate Student Outreach

26 Graduate Student-Focused Workshops

8 Graduate Workshops at CU-ICAR in Greenville, SC

42 Attendees at Presidential Management Fellows program sessions

12 Graduate students applied to be a Presidential Management Fellow

705 Attendees at campus career fairs





EYE ON THE FUTURE

As a result of participating in the CU101 & BUS 101 Major/Career Interest Presentations

97.5%

of 1,034 students in CU101 and BUS101 could list at least two work values

90.5%

of 1,034 students in CU101 & BUS101 could identify a career interest or major

As a result of taking the DISCOVER career inventory and meeting with a career counselor

79%

of 130 respondents to a follow-up survey said they could select a major or were choosing between a couple of majors





Earning Our Stripes

Graduation Survey Results

Percentage of students
who answered "agree" or
"strongly agree"
to the below statements
based on their
MCC experiences

89.4%

I am confident in my ability to create a resume that showcases my skills and talents.

83.4%

I am prepared to interview for jobs.

70.7%

I have/had a strategy for landing a job upon graduation.

69%

I feel/felt confident about securing a position upon graduation.



Making Tracks with:

Efficacy

Drop-Ins

Appointments

84%

82%

of students indicated they were "satisfied" or "very satisfied" with their counseling experiences

370 out of 438 respondents

107 out of 131 respondents

Workshops

261

9,041

Total Workshops

Students in Attendance

A rate a limited a rate

respondents	respondents	Drop-Ins		Appointments	
UNDERGRADUATE STUDENTS		`10-′11	`11-′12	`10-′11	`11-'12
College of Agriculture, Forestry a	and Life Sciences	439	579	350	589
College of Architecture, Arts and	Humanities	315	304	197	141
College of Business and Behavio	ral Science	694	860	251	267
College of Engineering and Scien	ce	736	901	194	267
College of Health, Education and	Human Development	206	186	78	86
	TOTAL	2,390	2,830	1,070	1,350

	Drop-ins		Appointments	
GRADUATE STUDENTS	`10-′11	`11-′12	`10-′11	`11-′12
College of Agriculture, Forestry and Life Sciences	28	42	9	21
College of Architecture, Arts and Humanities	20	16	15	14
College of Business and Behavioral Science	35	46	15	13
College of Engineering and Science	198	245	99	86
College of Health, Education and Human Development	42	32	22	23
TOTAL	323	381	160	157

85%

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

72%

of respondents could articulate what's important to them when making a career choice, as a result of taking a career inventory and meeting with a counselor

Change/Choose
Career Path
41%

Change/Choose
Major
40%

Reasons Freshmen
Take a Career Assessment

62 freshmen respondents



What are our Tigers saying?

"I have had the opportunity to apply many of the skills that I have learned in class to real life situations out in the field. I have learned more than I could possibly imagine. While returning to chemical engineering courses will not be easy in the spring, I will have an advantage in what we are learning. Instead of just absorbing text and theories, I can relate classwork to field situations."

Co-op Student

"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

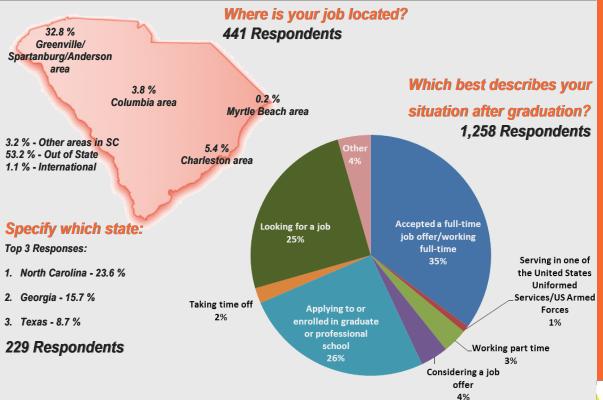
"Thanks to my mentor, I gained extremely valuable hands-on experience and was able to use the knowledge gained in the classroom in real-world situations. What a fantastic semester!"

Co-op Student

"Thanks for putting the career fair on! I have gotten one internship, one interview, and I hope a full-time job when I graduate because of networking that began at the career fair. This is INVALUABLE to any student who has an interest in being active and assertive in the beginning of their career. THANK YOU!"

Career Fair Attendee, Graduate Student

Graduation Survey Results



EYE ON THE FUTURE

NACE Class of 2012 **Survey Report**

Median Salary Rises 4.5%

NACE's April 2012 Salary Survey report—the first report on salaries for the Class of 2012-shows the overall median starting salary for a bachelor's degree graduate has risen to \$42,569 from the final median salary of \$40,735 for the Class of 2011. Click here for article.

Positive Results for Class of 2012

More than one-quarter (25.5%) of the 2012 graduates who applied for a job had one in hand, according to NACE's 2012 Student Survey. That's up slightly from last year, when 24% of graduates who had applied for a job reported having accepted one.

"The study also shows that this year's class did better in terms of job offers," says Marilyn Mackes, NACE executive director. Among 2012 graduates who applied for a job, 44.2% received at least one job offer. In comparison, 41.4% of 2011 graduates who applied for jobs received an offer. Click here

Jobs and the College Class of 2012 vs. 2011



Source: 2012 Student Survey NACE Data for bachelor degree graduates

Earning Our Stripes

40.2%
of Students
enrolled in CCINT

of Students enrolled in Co-op Program

Student Perspective

"I learned more about my skills, what I bring to the table in the advertising world, and how to be a leader and resolve conflicts within the work place. I learned proper office etiquette and improved my communication skills."

Senior, Marketing

"Itron's co-op in the Test Engineering Department significantly builds upon what you learned in class already, as well as introduces new concepts and material that will get you ahead of the game. I can't wait to apply the new skills I have acquired in class this coming semester!"

Junior, Computer Engineering



Making Tracks with:

Engagement



Experiential Learning provide students with opportunities to be active and intentional learners. The goal is for students to apply their knowledge in professional environments and 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.

*STUDENTS ENROLLED IN EXPERIENTIAL EDUCATION	`09- ′10	`10-′11	`11-′12
CCINT Internships and Co-Ops	893	950	1,120
Other Internship and Practicum Courses	1,109	1,022	1,505
ТОТА	L 2,002	1,972	2,625



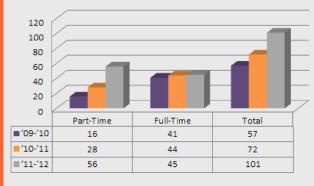
33.1%

increase in the number of undergraduate students enrolled in experiential learning courses

What is CCINT?

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

Enrollment in CCINT



Thinking Critically & Creatively

The majority of organizations hosting interns through CCINT courses rated students highly on their:

ability to think critically: 4.35/5.00 average ability to think creatively: 4.41/5.00 average

UPIC: University Professional Internship/Co-Op Program

The UPIC team has received over 160 submissions for 2012 summer and fall positions. Campus response to the UPIC program has been so enthusiastic that 20+% of the applications received to date have expressed a willingness to fully fund interns' pay in order to participate in the program.

So Far:

Spring 2012 Summer 2012

Fall 2012

17 students on UPIC assignments 21 students on UPIC assignments (14 funded by UPIC) 43 funded by UPIC 60+ students on UPIC assignments

Projected:

2012-2013 130 student experiences 2013-2014 190 student experiences 2014-2015 270 student experiences 2015-2016 433 student experiences





Cooperative Education Program

The Cooperative Education Program provides an opportunity for students to alternate semesters of academic study with semesters of paid, career-related, engaged-learning experiences. The emphasis of this academic program is student learning and the student's experience is monitored by the University. Through this program, employers serve as Teaching Partners of the University and the co-op experience becomes an integral part of the student's education. The program serves to bridge the gap between academic study and its application in professional practice. Cooperative

Education, represents a partnership among the University, the student, and the participating employer.

CO-OP STUDENT & PROGRAM RECOGNIZED

During this academic year, Clemson's Co-op Program had its first recipient of the National Co-op Student of the Year award, which is presented by the Cooperative and Experiential Education Division of the American Society for Engineering Education.

Melissa McPartland, a senior Mechanical Engineering student, received the award. She has completed four rotations with BMW, including one in Munich, Germany.



Co-op Engagement by Numbers - 2011-2012

1,600 Advising sessions between Co-op advisors & students

1.300 Interactions with students through meetings & workshops

1,030 Students participating in the Co-op program

200+ Schedules developed for Co-op Interview Days

200+ Employers who actively participate as teaching partners

70+ Site visits conducted by Co-op advisors

30 New employers participating in the Co-op program



EYE ON THE FU-TURE

NACE Class of 2012 Survey Report

Paid Interns have Distinct Edge

Approximately 60% of 2012 graduates who took part in paid internships received at least one job offer. The survey found unpaid interns fared only slightly better in getting job offers than graduates who had not taken part in an internship. Overall, 37% of unpaid interns received job offers; 36% of graduates with no internship experience received job offers. Click here for article.

Social Media as a Research Tool

Approximately 41% of 2012 graduates used social media to help land jobs. In addition to networking, the survey found students often use social media as a means for researching employers—and this use is gaining in popularity.

"Nearly 25% of 2012 graduates using social media identified it as a research tool, up from 17% just a year ago, and up from 15% among 2010 graduates," says Marilyn Mackes, NACE executive



Earning Our Stripes

24.1% **Total Postings in** ClemsonJobLink

3,800 Positions in '10-'11 4,719 Positions in '11-'12

21.1% **Off-Campus Internship Postings** in ClemsonJobLink

871 Positions in '10-'11 1,055 Positions in '11-'12

15.5% **Number of Employers**

Attending the Business and Tech Career Fairs 302 Employers in '10-'11 349 Employers in '11-'12

Is your company interested in attending? **CLICK HERE**

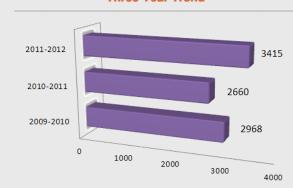


Making Tracks with:

Connections

STUDENT ATTENDANCE BUSINESS AND TECH CAREER FAIRS	Fall '10	Spring '11	Fall `11	Spring '12
College of Agriculture, Forestry and Life Sciences	46	55	61	87
College of Architecture, Arts and Humanities	90	112	170	166
College of Business and Behavioral Science	455	437	423	505
College of Engineering and Science	619	824	752	1,217
College of Health, Education and Human Development	9	13	7	27
TOTAL	1,219	1,441	1,413	2,002

Total Student Attendance for Career Fairs Three Year Trend



Class Distribution

Oldoo D	TO CHID CHOTT		
in 2011-201	2 Career Fa	irs	
	Freshmen_ 2%	Sophomores 8%	
Graduate Students			
21%			Juniors 18%
Seniors			
51%			
144 440			

POSTINGS IN CLEMSONJOBLINK	`09-′10	`10-'11	`11-'12
Full-Time Jobs	2,106	2,843	3,582
Internships	818	1,165	1,062
TOTAL	2,924	4,008	4,644

C	lei	n	so	n
			n	

STUDENTS INTERVIEWED THROUGH THE ON-CAMPUS RECRUITING PROCESS	Fall '10	Spring '11	Fall `11	Spring '12
College of Agriculture, Forestry and Life Sciences	48	48	46	122
College of Architecture, Arts and Humanities	62	104	62	162
College of Business and Behavioral Science	611	462	581	653
College of Engineering and Science	616	445	547	629
College of Health, Education and Human Development	1	22	2	40
TOTAL	1,338	1,081	1,238	1,606

STUDENTS INTERVIEWED THROUGH THE TEACHERS CAREER FAIR	Spring '10	Spring '11	Spring '12
Undergraduate	161	137	134
Graduate	39	39	39
TOTAL	200	176	173



SUPPORT FOR A RESOURCE CENTER AND AN ENDOWMENT

As part of a South career services offered to Carolina State Senate Resolution, it was announced that Clemson University had established the Flora M. Riley Career Resource Center and the Flora M. Riley Endowment for Excellence.

The Flora M. Riley Career Resource Center was funding by Milliken, SIMOS, The Southwestern Corporation, and SYNNEX. The Resource Center sees around 4,000 student visits each year.

The Flora M. Riley Endowment will be used to continue and enhance Clemson students through the career center and was started by Michelin North America.

To learn more about the resources in the Flora M. Riley Career Resource Center, click here.



ABOVE: Official naming of the Flora M. Riley Career Resource Center - Ralph Brigham (Southwestern), Flora Riley, Steve Moss (SYNNEX), Patsy Hammett (Milliken), Darryl Cleveland (Milliken), Adrean Vanderwilt (SYNNEX)

LEFT: Vice President for Student Affairs Gail DiSabatino, right, presents Flora Riley a Senate resolution honoring her for her years of service to Clemson.



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 our corporate partners' names to learn more about their organizations.



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) 656-4337.

DIAMOND TIGER LEVEL PARTNER: \$100,000

Sherwin-Williams SIMOS Ferguson, a Wolseley Company

PLATINUM TIGER LEVEL PARTNER: \$50,000

Itron SYNNEX Corporation

GOLD TIGER LEVEL PARTNER: \$25,000

Enterprise Rent-A-Car Fluor Corporation Milliken & Company

SILVER TIGER LEVEL PARTNER: \$15,000

Blackbaud Eastman

GE **Mustang Engineering**

Northrop Grumman **Vanguard**

Southwestern Company

BRONZE TIGER LEVEL PARTNER: \$10,000

SCANA Waffle House



EYE ON THE FUTURE

Engaging with the Future Work Force

Employers received 20 opportunities throughout the year to engage with students by conducting resume critiques and class or workshop presentations

Employer Perspective

"The students we hire who have internship experience are light years ahead of those who haven't had the opportunity. In addition, we increase their compensation based on the number of internships completed."

Fluor Corporation





Earning Our Stripes

24.7%
DISCOVER Testing

110.6%

ClemsonJobLink

Log-ins for

Undergraduates

48.2%
ClemsonJobLink
Log-ins for
Graduate Students

New Student Check-in Stations Coming for Fall 2012

To track student interaction for the UPIC and Co-op Program, the CCPD has invested in two new, self check-in sessions.



Making Tracks with:

Resources





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, 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 the career assessment tools offered

New for 2012-2013 Career Liftoff

The Center will use a new inventory since DISCOVER will no longer be available this fall. This tool also

uses John Holland's Six Career Personality Types as its foundation. The Center is committed to offering the best assessment tools to Clemson students.



INTERVIEW STREAM

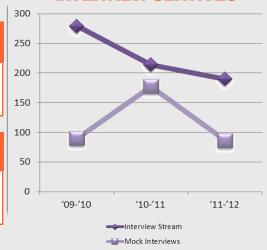
The Interview Stream system offers students the chance to digitally record an unlimited number of practice interviews from the Interview Stream kiosk at the career center or from a student's home computer (equipped with a web-cam and appropriate software). Students can schedule appointments online, select 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

NEW STUDENT USAGE OF ONLINE RESOURCES	`10-'11	`11-'12	
DISCOVER	691	862	
CareerShift	948	942	
			4
LOG-IN USAGE IN CLEMSONJOBLINK	`10-′11	`11-′12	
	`10-′11 3,240	11-'12 6,823	

INTERVIEW SERVICES







CLEMSONJOBLINK POSTINGS BY CLASS LEVEL	`09- ′10	`10-′11	`11-′12
Freshmen - Bridge to Clemson	118	166	215
Freshmen	161	202	235
Sophomores	261	351	403
Juniors	393	475	579
Seniors	960	1,251	2,077
Graduate Students	537	803	959
Alumni	891	1,237	1,919
TOTAL	3,321	4,485	6,387

7 Online Workshops

are available 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

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.

<u>Click here</u> to access ClemsonJobLink.

CAREERSHIFT

CareerShift is a comprehensive online resource for students seeking internships and full-time positions. With an easy-to-use website, 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 integrated approach. After students explore ClemsonJobLink, the Michelin Career Center encourages students in all fields and majors, to utilize 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.

EYE ON THE

Offering
New Resources
to Students

Washington Career Day

33 students attended the event to network and learn more about resources for finding federal government job opportunities

Interfolio

122 graduate students are using Interfolio. It offers 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.

New Workshops

Three new workshops were created for graduate students in response to feedback on evaluations.

- **♦** Marketing Yourself
- ◆ Brand Communication for International Jobs & Internships
- Writing Mechanics for Cover Letters & Emails









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

- Internship Program Provide an internship program that affords learning experiences related to students' major and/or career interests
- Employer Relations Cultivate partnerships with organizations that result in career opportunities for Clemson students
- Career Development Provide quality career education programs & services that empower students to make effective career choices
- Cooperative Education Program Provide engaged-learning experiences over multiple semesters whereby students learn and work under a mentor in their field of study
- **Graduate Student Services** Provide quality career education programs and services to graduate students

The Center for Career & Professional Development Acronyms

CCPD - The Center for Career & Professional Development

MCC Michelin® Career Center CCINT Career Center Internship Course

Co-op Cooperative Education Program
UPIC University Professional Internship-Co-op Program

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-ofwork, 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 Progr	ram(864)656-3150
UPIC	(864)656-0282
Internships	(864)656-6000
Email	Career-L@clemson.edu