

CAREER DEVELOPMENT SERVICES



ANNUAL REPORT

July 1, 2014 - June 30, 2015

2014 - 15



MISSION STATEMENT

FGCU Career Development Services is dedicated to supporting the mission of the University and the Division of Student Affairs by promoting student learning and development and helping students fulfill their career expectations. Within this context, we assist students in developing and implementing career, education, and employment plans and decisions. Our services are designed to help students:

- ▶ Develop self-knowledge related to career choice and work performance by identifying, assessing, and understanding their competencies, interests, values, and personal characteristics.
- ▶ Obtain educational and occupational information to aid their career and educational planning and to develop their understanding of the world of work.
- ▶ Select personally suitable academic programs and experiential opportunities that optimize future educational and employment options.
- ▶ Gain experience through student activities, community service, student employment, research projects, cooperative education, internships, and other opportunities.
- ▶ Link with alumni, employers, professional organizations, and others who will provide opportunities to develop professional interests and competencies, integrate academic learning with work, and explore future career possibilities.
- ▶ Prepare to find suitable employment by developing job-search skills, effective candidate presentation skills, and an understanding of the fit between their competencies and both occupational and job requirements.
- ▶ Gain entry into an appropriate educational, graduate, or professional program.
- ▶ Prepare to manage their careers after graduation.

FGCU Career Development Services is also committed to building long-term relationships with employers to assist them in their recruitment efforts.

VISION STATEMENT

Our office will be recognized by the FGCU community and our recruitment partners for providing exceptional service.

VALUES STATEMENT

As a member of the Division of Student Affairs, we believe:

- ▶ Individuals grow and develop in unique ways.
- ▶ Learning occurs throughout the entire University experience.
- ▶ There is value in diversity of ideas, beliefs and culture.
- ▶ A strong community is committed to mutual respect, collaboration and care.
- ▶ A healthy lifestyle enhances success in learning, life and career.
- ▶ The quality of the University experience is determined by personal choices.

DEPARTMENT HIGHLIGHTS 2014-15

▶ Helped More Students Fulfill Their Career Expectations

- ▶ 1,726 individual career advising appointments, a 33% increase over 2013-14
- ▶ 101 in-class career sessions (reaching 2,899 students), a 38% increase over prior year
- ▶ 2,796 students and 227 employers attended events
- ▶ 61 career sessions provided to campus groups or departments reaching 2,278 students
- ▶ 2,818 new student registrations in CCN job posting system (22% increase)
- ▶ Launched 2 new career courses: Career Planning and Career Success Strategies

14,017 total students reached through advising, presentations, events, CCN, and MyPlan.com

▶ Increased Employer Activity

- ▶ 1,144 new employer registrations in CCN job posting system (18% increase)
- ▶ 3,205 new jobs and internships posted in CCN (39% increase)
- ▶ Raised \$17,000 in career fair sponsorships and donations

▶ Achieved Student Satisfaction

- ▶ Students experienced a 67% improvement in their ability to handle career issues they came to discuss with a career advisor
- ▶ Students rated advisors' helpfulness an average 4.94 on a 5-point scale
- ▶ 79% of students said their expectations were exceeded in their advising appointments

CLASSROOM PRESENTATIONS

▶ 101 presentations reaching 2,899 students

Conducted presentations to the senior seminar/capstone courses for the following majors:

- School Counseling
- Resort & Hospitality Mgt.
- Social Work
- Finance
- Marine Science
- Music
- English
- Environmental Engineering
- Community Health
- Sociology
- Chemistry
- Communication
- Environmental Studies
- Education
- Psychology
- Anthropology
- Mathematics
- Environmental Engineering

STUDENT GROUP PRESENTATIONS

▶ 61 presentations reaching 2,278 students

- Accounting Society
- Honors Program
- SHRM Club
- I/O Psychology Club
- Kappa Delta Pi Honor Society
- Multicultural Ambassadors
- Student Support Services
- FGCU Leadership Summit
- Peers Cares Mentors
- Student Athletes
- Phi Beta Sigma
- Sigma Alpha Chi
- Order of Omega
- Veteran's Orientation

PROGRAMS AND EVENTS

▶ **TOTAL STUDENTS SERVED THROUGH PROGRAMS AND EVENTS: 2,796**



Part-time Job and Internship Fair:

76 employers, 873 students



Law School Fair:

58 students



Alumni Workshops:

30 students

(Collaboration with FGCU Alumni Relations)



Majors Fair:

613 students

(Collaboration with First Year Advising)



Etiquette Dinner (2):

120 students



Career and Internship Fair:

80 employers, 407 students attended



Teacher Recruitment Day (2):

115 students



Law School Panel:

22 students

(Collaboration with FGCU Alumni Relations)



Recruitment Wednesdays:

32 mini-table events, 160 students (estimated)



Employer Express:

28 employers, 70 students



Smart \$tart Salary Negotiation Workshop:

15 students



Professional Development Month:

213 students

WEB-BASED SERVICES



Job and internship listing system

- ▶ Over 9,000 students, 6,000 alumni, and 6,400 employers registered since inception in 2005
- ▶ 2,818 new student registrations and 1,144 new employer registrations in 2014-15
- ▶ Over 10,000 jobs and internships posted since 2005



Career exploration and research website

- ▶ 1,500 student registrations annually



Career Development Services website

- ▶ Over 100,000 visitors and 600,000 page views each year



Job search and company information resource

STUDENT ADVISING ▶ TOTAL STUDENT ADVISING APPOINTMENTS: 1,726

Career Development Services provides individual advising to students on a wide range of topics, including:

- ▶ Assessments
- ▶ Campus employment
- ▶ Career choice
- ▶ Cover letter writing
- ▶ Employer research
- ▶ Graduate school
- ▶ Informational interviewing
- ▶ Internship search
- ▶ Job Search
- ▶ Job shadowing
- ▶ Major choice
- ▶ Networking
- ▶ Occupational research
- ▶ Personal statements
- ▶ Portfolios
- ▶ Resume writing
- ▶ Salary negotiation
- ▶ Service programs

▶ STUDENT ADVISING SATISFACTION 2014-15

| | |
|----------------------------------|------------|
| Exceeded Expectations | 79% |
| Met Expectations | 20% |
| Somewhat Met Expectations | 1% |
| Not Met Expectations | 0% |

▶ STUDENT SELF-ASSESSMENT OF ABILITIES

| | Mean |
|---|--------------|
| Ability to handle issue prior to appointment | 2.82 |
| Ability to handle issue after appointment | 4.67 |
| Improvement | 1.85 |
| Percentage of Improvement | 65.6% |

Scale: 1 = Not Capable, 5 = Very Capable

▶ STUDENT FEEDBACK

| | Mean |
|-----------------------------|-------------|
| Advisor was Helpful | 4.89 |
| Gained New Insight | 4.95 |
| Next Steps are Clear | 4.90 |

Scale: 5 = Strongly agree, 1 = Strongly disagree

EMPLOYER RELATIONS

"Enterprise Holdings truly values the partnership that we have with Florida Gulf Coast University, as they are our greatest resource for referrals here in Southwest Florida. FGCU, in particular Career Services, understands the importance of allowing Enterprise to have face to face interactions with their students throughout the year."

Laura Scott, Talent Acquisition Specialist, Enterprise Holdings

"We have truly had an outstanding experience working with the Career Development Services at FGCU. All members of the team are warm, welcoming and extremely helpful. We can't thank Career Development Services enough for all they have done to include us as a partner in recruiting and retaining excellent teaching candidates from FGCU."

Dr. Maureen Ungarean, Director, Human Resources, School District of Collier County

"The FGCU Career Services Department has been a valuable partner in our pursuit of talented, new employees. The Department's attention to detail and willingness to listen to our staffing needs has been greatly appreciated."

Scott Mairn, Vice President of Sales & Marketing, Pulte-Group - South Florida Division

▶ SPRING 2015 CAREER AND INTERNSHIP FAIR

Overall rating of Fair

| | |
|------------------|------------|
| Excellent | 62% |
| Good | 31% |
| Fair | 7% |
| Poor | 0% |

90% OF EMPLOYERS PLAN TO ATTEND AGAIN

CAREER DEVELOPMENT SERVICES STAFF

▶ Reid Lennertz | Director of Career Services



Serving as the Director since 2002, Reid had had the opportunity of building the career services operation "from the ground up." Before joining FGCU, Reid served as the General Manager of a Barnes & Noble bookstore as well as the Recreation Director at The Ritz-Carlton, Naples. Reid has a B.S.

Degree from Westfield State University and an MBA from Florida Gulf Coast University, and is currently pursuing a M.A. in Educational Leadership.

Reid is an adjunct instructor for the Lutgert College of Business and the College of Arts and Sciences and is one of 34 career service directors nationally who completed the 2011 National Association of Colleges and Employers (NACE) External Review Training Program. Originally from the Boston area, he has lived in Naples since 1990.

Contact Reid at: rlennert@fgcu.edu or (239) 590-7960

▶ Diane Farrell | Asst. Director of Career Services

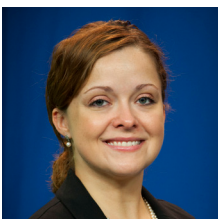


Diane Farrell holds her Bachelor of Arts in International Relations and her Master of Science in Counseling from San Francisco State University. She is also a National Certified Counselor (NCC). Prior to working at FGCU, Diane was Director of the Career Resource Center at University of the Pacific in Stockton, California.

Diane is an adjunct instructor for the College of Arts and Sciences. She has worked in career services in higher education for over 15 years with expertise in career counseling, teaching, assessment, employer relations and program management. Diane also has worked as an international student advisor and as a corporate recruiter within the technology industry.

Contact Diane at: dfarrell@fgcu or (239) 590-1356

▶ Jamie Gallo | Career Advisor

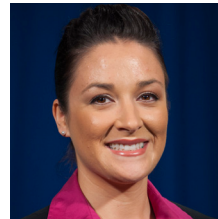


Jamie Gallo transferred to Career Services from the Office of New Student Programs at FGCU. Jamie received her Master of Science degree in Mental Health Counseling with a focus in Vocational Rehabilitation Counseling from the University at Albany. She has over 7 years of experience

in higher education which has consisted of advising, counseling, peer education, mentoring, and teaching. Jamie is currently working to become a National Certified Counselor and is enrolled in the Ed.D program at Florida Gulf Coast University with a concentration in Curriculum and Instruction. Jamie is originally from New York and has been living in Florida since 2009.

Contact Jamie at: jgallo@fgcu.edu or (239) 745-4258

▶ Rita Giddens | Career Center Coordinator



Rita received her Bachelor of Applied Arts Degree in Recreation, Parks and Leisure Services from Central Michigan University. She has 10 years of experience in the hospitality industry, which most recently included being the Recreation Manager at the Lehigh

Resort Club. While there she was able to supervise and mentor a FGCU student who was completing her required field experience. This opportunity would ultimately lead to Rita's desire to transition her career from the hospitality field to working with students in higher education. Rita is currently pursuing a Master of Public Administration degree.

Contact Rita at: rgiddens@fgcu.edu or (239) 590-7926

Career Development Services, Cohen Center - First Floor, 10501 FGCU Blvd. S., Fort Myers, FL 33965-6565

(The Career Center is located next to the Eagle I.D. office)

Office Hours: Monday - Friday: 9 a.m. - 5 p.m. | Phone: (239) 590-7946 | Email: CareerCenter@fgcu.edu

Website: studentservices.fgcu.edu/careers