
Bank of America
CAREER SERVICES CENTER
at the University of Delaware

Monday-Friday 8 am to 5 pm
Wednesdays 8 am to 7 pm
Phone: 302-831-2392
<http://www.udel.edu/CSC>

ANNUAL REPORT

2008 - 2009



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CAREER SERVICES CENTER STAFF
2008 - 2009

Ms. Lori Bielek, Program Coordinator
Marketing and Technology

Ms. Catherine Brown, Records Technician
Campus Interview Program and Resume Referral Services

Ms. Donna Cudworth, Staff Assistant
Employer Outreach and Campus Interview Program

Ms. Marianne Green, Assistant Director
Graduate and Professional School Advisement

Ms. Jill Gugino, Assistant Director
Satellite Office Lerner College of Business & Economics
and BoA Career Services Center

Ms. Joyce Henderson, Assistant Director
Employer Outreach and Multi-Ethnic and International Student Services

Ms. Cindy Holland, Assistant Director
Career Resource Center and Educational Placement

Ms. Lynn Jacobson, Coordinator
Campus Interview Program & Resume Referral Services

Ms. Kristal Olowolafe, Senior Secretary
Employer and Placement Services

Ms. Stacy Purse, Office Clerk
Reception Services

Mr. Scott Rappaport, Program Coordinator (June 1, 2009)
Student Employment and Field Experience Programs

Mrs. Bonnie Robinson, Office Coordinator

Ms. Gwen RoBison, Senior Secretary
Field Experience Programs

Mr. Stephen Sciscione, Associate Director
Career Programming and Training

Ms. Kathlyn Suiter, Senior Secretary
Career Resource Center and Educational Placement

Dr. Edgar J. Townsend, Director
and Assistant Professor, College of Education & Public Policy

Graduate Assistants: Ms. Stefanie Busch, Ms. Sara Jaques,
Ms. Sarah Kohut, Ms. Shannon Robbins

ANNUAL REPORT INTRODUCTION AND HIGHLIGHTS 2008 - 2009

Highlights

- Obtained a Unidel grant for \$270,000 which funded two initiatives:
 - Created a satellite Career Center in the Lerner College of Business and Economics. A study room in 004 Purnell was utilized to create a fully functioning satellite, which has already been recognized favorably by students and faculty.
 - Created a career-based learning laboratory and purchased several web-based databases that support students in their job search.
- Successfully transferred a labor intensive credential maintenance system to a web-based student managed credential system called Interfolio.
- Transitioned office intake appointments from a paper-based system to an online self-scheduling system, WOnline, and integrated the EMS event calendar into the UD Calendar system as a unique dropdown option.
- Continued to develop the learning outcome approach to program evaluation and will incorporate the Bob Reason methodology into future processes.
- Student participation in career programs to meet employers and to develop job seeking skills reached a high of 448 programs attended by 18,991 students/alumni.
- Introduced two new programs in collaboration with the ADA Office and Center for Disability studies. These included an “open house” and a corporate information session.
- New adaptive technology was recently implemented in the Career Resource Center.
- Representatives of 266 registered organizations and 1,800+ students and alumni attended the 40th Annual Job Jamboree - largest career fair ever held at the UD. Continued to have strong representation from employers in all other job fairs even though the economy has suffered.
- The Campus Interview Program started with activity very similar to the previous year, however, there was a marked decrease in late fall and spring semester activity. The 183 organizations that arranged dates was a 18.6 percent decrease from last year’s 225.
- Created and implemented a “Job Skills Certificate” program.
- Supported the UD BRAC initiative and have actively provided opportunities for various governmental units to interact with students for internships and full time employment.
- Organized an employer breakfast to introduce new employers to specific college programs and created an Employer Advisory Board.

Challenges

The challenges the CSC faces were well documented in the external Program Review conducted in March 2008. While several recommendations have been implemented, others await resolution.

- As career consultants, professional staff members currently see high volumes of students, respond to faculty and departmental requests for services, while managing multiple administrative and supervisory duties. This puts an excessive strain on each staff member that needs to be addressed. Position requests have been made and await approval.
- The Center has become highly dependent on undergraduate and graduate student assistants to deliver programs and services. Having staff available to hire, train, supervise and evaluate students who deliver our services with the highest quality and professionalism adds additional challenges on an on-going basis.
- The Unidel grant provided funding for several new technologies, and their development and integration into the office's functioning will be an ongoing challenge.
- As the student population becomes more diverse, it has required a broadening of the employer base to become more national than regional. Expanding employer outreach to best represent student interests places the UD in direct competition with many other excellent institutions to attract top employers.
- Continue to identify appropriate means to support and be involved in Freshman Year Experiences, New Student Orientation, Discovery Learning (i.e. internships), and Capstone Programs.
- Demand for department specific programming continues to increase, with many resulting in follow-up activity at CSC (e.g. students must attend workshops and/or see career consultant, verifying activity via signed forms).
- Identify means to grow the Alumni Mentor Program and assure that students take full advantage of the opportunities it presents.
- The hiring of a Program Coordinator for Student Employment and Field Experience Programs has provided an opportunity to expand these programs and provide increased advisement and support for students interested in pursuing graduate and professional school.

Goals for 2009-2010

- Continue to assess quantity vs. quality issues regarding delivery of programs and individual work with students. The Program Review Report indicated a concern for staff "overload" in regards to the amount of programming and a need to reduce activities where feasible.
- Implement selected recommendations from the Program Review related to staffing, technology, and service delivery.
- Investigate online social networking tools more fully; evaluate the benefit of creating major/career specific Facebook groups, blogging, YouTube and Instant Messaging (IM) options, etc.

- Increase programming and advisement available to students interested in pursuing graduate and professional school; and for graduate students seeking employment.
- Continue to expand student learning outcomes program. Measuring the impact of our services in a way that demonstrates what students learn from our services and programs.
- Implement the transition to NACELink as a full office management system with opportunities for data management that were not available previously.
- Conduct research of other universities to identify additional resources to help international students with the job search and interview preparation for industry jobs.
- Implement initiatives presented in the Unidel grant to improve student access to computers in the delivery of career programs.

Needs

- Increase ongoing technology support, including a dedicated server to accommodate our technology needs, and explore University supported technology options.
- Increase the regular operating budget to eventually accommodate new software and web-based programs purchased with Unidel funds and reduce our reliance on employer fees to support on-going office expenses.
- Increase funding to offer off-campus career activity for students (e.g. employer/site visits, opportunities to network with alumni, externships).
- Provide a full range of career counseling services to all UD students, including the delivery of career assessment services.
- Gain approval for additional professional staff to improve our center's ability to provide the best quality services and programs.
- Create appropriate office space for new professional staff members.

EXPERIENTIAL PROGRAMS

1. **Internship/Field Experience Program** – Local, regional and national organizations continue to be interested in attracting University of Delaware interns. In 2008-09, 1,201 internship opportunities were posted in Blue Hen Jobs, a decrease of 506 (30%) from 2007-08 (1,707). Four hundred eighty four employers posted internships in Blue Hen Jobs, a decrease of 15% (569) from 2007-08. This is the seventh year that internships have been posted in Blue Hen Jobs. The data base will be refreshed by the middle of the summer and transferred to NACElink. The number of fellowships listed in Blue Hen Jobs increased to 63 in 2008-09 from 39 in 2007-08, a 62% increase. Seventy-two students obtained credit for their internships through UNIV 364-Experiential Internship in 2008-09, 13 more than in 2007-08 (59). This represents a 22% increase. This was the first year that UNIV-364 has official Discovery Learning status. The course requirements were modified to state that a student can take UNIV 364 twice and obtain credit if the internship and instructor are different. It would appear that the addition of an internship course to the College of Business did not impact student participation in UNIV 364.

2. **The Alumni Career Network** – This 21 year old program has undergone further changes in 2008-09. A major effort was made to recruit Alumni Mentors (Blue Hen Jobs, Job Fairs, and Alumni Board Meetings) and to recruit students (Blue Hen Jobs Orientations, Job Fairs, in-class announcements). Records show that 397 alumni are AMP participants, 135 (51%) more than last year at this time. Seventy-six students accessed AMP and selected mentors this year, 16 (27%) more than last year. All of the alumni who were contacted by students were questioned about their experiences with the program. Similarly, the students who contacted them were questioned via email about their experiences. Thirty alumni provided feedback on their interactions with students. Sarah Kohut, the graduate assistant responsible for AMP, was unable to get a response from any student participants.

The Alumni respondents generally thought AMP was a good idea but did not think it was structured enough. Students did not really know what to ask or were very vague and general. They did not follow up after the first inquiry. They also said that email was not the best way to interact, but none of them arranged an in-person meeting with their mentees. Some of the students asked specific questions about help in getting a job which made the mentor uncomfortable.

3. **Part-Time and Summer Jobs** – All opportunities are now available in Blue Hen Jobs. All binders in the Career Resource Center have been eliminated. This is the first full year that part-time and summer jobs have been included in Blue Hen Jobs. Letters were sent out to over 1,000 employers soliciting part-time and summer jobs in August and in January. The number of part-time jobs in Blue Hen Jobs decreased from a high of 2,180 in 2007-08 to a low of 636 in 2008-09, a decrease of 1,544 (71%). The exclusion of babysitting and home maintenance jobs from the data base in 2008-09 may account for this drop. The number of summer jobs declined dramatically in 2008-09 to 183 from a previous total of 553 in 2007-08 (67%).

| | 2007-08 | 2008-09 |
|------------|---------|------------------|
| Part-time: | 2,180 | 636(403L) |
| Summer: | 553 | 183(158L) |

4. **Volunteerism** was promoted by Career Services through DelaWorld programs, New Student Orientation, and Student Activities Nights. The Volunteer Opportunities web site listed only 36 new volunteer positions for 2008-09, 12 less than in 2007-08 (48). Fifty non-profit organizations attended the Volunteer Fair in 2008-09, similar to 2007-08 (51).

The Town and Gown Committee of the City of Newark honored 28 University of Delaware student volunteers in a ceremony in the Ewing Room of the Perkins Student Center on May 4, 2009. The Nikki Woolf Volunteer of the Year Award was once again presented at the Newark Ceremony. More than 100 parents, nominators, family members and friends attended the ceremony.

5. Graduate/Professional School Programming

***UNIV 603 - The Academic Job Search** took place during Winter Session 2009. Twenty-two graduate students from a variety of disciplines took part in 15 hours of class, including mock interviews and critiquing of their CVs and Cover Letters.

***Graduate /Professional School Workshop Series:**

- a. Graduate School Fair – McNair Scholars
- b. Two sessions of “Writing Your Personal Statement”
- c. CV Prep workshop
- d. Two workshops on “Applying for Graduate School”
- e. Law School Application Process workshop
- f. Law School Fair – 33 Law Schools attending
- g. Test Drive: Fall 2008 and Spring 2009 (in partnership with Kaplan Educational Centers) 593 UD students took the GRE, LSAT, DAT, MCAT, OAT, GMAT and PCAT, compared to 469 in 2007- 08 (26% increase). The discouraging job market may be responsible for more students preparing to apply to graduate school.

***Graduate students enrolled in Blue Hen Jobs: 766**

6. Placement and Alumni Services

***Alumni Career Employment Services (ACES)** completed its 17th year. Twenty alumni signed up for the testing/interpretation option in 2008-09, an increase of 12 from the eight who signed up in 2007-08. This reverses a three year decline from 15 in 2005-06 to eight in 2007-08. It appears that other than the testing and interpretation sessions, no additional career counseling took place. There were four alumni from other institutions who registered who joined ACES and were browsers in Blue Hen Jobs. There were two in 2007-08.

***88 alumni** were signed up to use Blue Hen Jobs for 2008-09, 11 more than the 79 alumni who signed up in 2007-08.

CAREER PROGRAMS

1. Student participation in career programs to meet employers and to develop job seeking skills reached a high of **448** programs attended by **18,991 students/alumni** in the 2008-09 academic year. This reflects a small decrease in the number of programs and participation rates. In 2007-08, 462 programs were attended by 19,937 participants. A planned reduction was implemented by Career Services to decrease the number of workshops with lower attendance and concentrate on those that would provide the most efficient use of staff time. Students and alumni continue to respond to services offered by Career Services that are easily accessible and tailored to their particular majors or areas of interest.
2. **Eleven** large-scale career programs/fairs were offered with a total attendance of **5,914** students and alumni. The National Association of Colleges and Employers (NACE) Career Services' benchmarking comparisons reported an average of 4.5 career fairs for schools with 10,000-20,000 enrollments. The UD career fair attendance far exceeds the national average. A record number of approximately **1,850** students attended the **40th** annual Job Jamboree, and three fairs were offered in conjunction with academic departments and colleges. The co-sponsored programs included: Project Search and Teach in Delaware (University Council on Teacher Education), College of Health Sciences Career Fair, and the Physical Therapy Department Career Fair. Others included the Law School Fair, Engineering and Information Technology Fair, Job Jamboree, Volunteer Internship Fair, Spring Career Fair, Graduate School Fair, and the Multi-Ethnic Career Development Conference.
3. The 21st Multi-Ethnic Career Development Conference was successful, attracting **139** students. Due to the downturn in the economy, a Unidel Grant of \$7,000 was given by the Academic & Student Affairs Council to continue funding the event for the next two years. The success of this event was due to a number of factors: keynote speakers represented prominent UD alums that held positions in the field of sports and state government, attractive incentives for door prizes, and an effective marketing campaign by student representatives and program directors.
4. **Career advisement** resulted in **1,829** individual appointments. Twelve percent of all appointments with professional staff members were alumni. **Ninety-four** mock interviews were conducted by staff, and employers conducted **118** mock interviews with **411** students participating in Career Services' annual Employer Resume Review programs. In 2007-08, **1,840** students were provided individual appointments. Twenty alumni were seen by staff for career counseling, including career assessments during 2008-09. This increase in alumni is most likely due to the continuation of the poor job market with job loss and re-careering of UD alumni.
5. Professional staff responded to **7,034 student/alumni email requests**, providing career information and career advisement. There is an increase in staff response with this method of student contact. Staff email interaction with students, including resume critiques and providing career information, increases yearly. The demand for personal interaction with staff by students continues to be in high demand as technology advances in Career Services. Use of AIM, Facebook, and UD Careers has shown increased usage as well. This trend is reflected nationally and with the Career Services Center (CSC) staff. The total number of individual contacts with UD students and alumni was **9,654**.
6. In response to the student/alumni need for "easy access" to CSC services, "**Walk-In Wednesdays**" continue to be popular. Students are able to visit 401 Academy Street at any time on Wednesdays from noon to 7:00 p.m. and be assisted by a staff member for a

resume critique or career advisement. Once again this year, students responded well to this service. **Six hundred and ninety-seven** students were seen during the academic year.

7. **One hundred and sixty-four** career programs and related activities were presented in classes to **5,600** students with academic support from faculty members (compared to 141 programs presented to 5,295 students in the same period last year). Staff have developed liaison roles with academic departments at the University and customized programs to meet specific needs of students in each major. In the 2009-10 academic year changes in academic liaison responsibilities will be implemented with the addition of a new CSC staff member. Career program delivery by the students to non-classroom programs outside of 401 Academy Street was also at high levels. The staff graduate assistants and student career assistants were effective in their efforts to reach out to students who might not otherwise visit the CSC. **One hundred and nine programs** attended by **6,354** students were offered to student organizations, administrative units, and professional associations.
8. **One hundred and sixty-four** career planning/standard workshops were offered at 401 Academy Street to **1,123** students covering topics such as: Resume Preparation, Interviewing Techniques, Job Search Strategies, Internships/Summer Jobs and Orientations to the Career Services Center. This represented a decrease in the number of programs offered to students and attendance. As reported earlier, an effort to scale back in-house programs that were not highly attended was implemented for the 2008-09 year. In addition, the JOBS orientation sessions were no longer required by students to utilize the Campus Interview Program. In 2007-08, there were **182** programs attended by **1,721** students. The CSC staff continued to update PowerPoint programs to provide a more professional presentation with several of these workshops. Beginning in fall 2009 several of the program formats will change to provide a more interactive teaching method to engage students in their job search process.
9. Graduate and undergraduate student assistants are the primary staff presenting in-house workshops. Several new programs were introduced to the CSC series this year: Speed Networking and How to Work a Room in conjunction with the CEO-RSO group; Your Career Stimulus Plan: Job Search Strategies, in conjunction with a graduate student from JP Morgan Chase; and Employer Mock Interviews. Those evaluated were very well received in satisfaction levels, learning outcomes, and participation rates.
10. Student usage of "Web-Streaming Video" for 11 of Career Services' web videos showed a decline this year. Part of the reason for this decline is that some of the updated videos can no longer be tallied due to a change in the format. There was a total of 840 "views" of these web-streamed programs, compared to 2,254 for FY 2007-08. Resume Preparation and Interview Preparation were offered in Podcast format over the past year. Updating the Web-Streaming Video and utilizing the Pod casting media is an ongoing staff effort each year.
11. Seven para-professional students interacted with more than **1,887** students to provide information on Career Services and present workshops. These students also presented programs at 401 Academy Street, in residence halls, student organizations, and organized information tables throughout campus. The para-professional students serve as Career Services' "link" to UD students and provide career programs that will assist students to find meaningful employment.
12. The Career Ambassador Program for FY 2008-09 was made up of 12 student volunteers. The volunteers assisted with marketing the services of the Career Services Center to students, developed a marketing video, and volunteered to assist with large scale events and workshops.

ASSESSMENT MEASURES

The evaluation of career programs and services is measured by several methods. A satisfaction survey is utilized following each in-house program. The survey utilizes a five-point Likert scale to measure program satisfaction levels including: helpfulness, meeting expectations, and material provided in the workshops.

In September, 2007 a more student development approach was implemented to measure Student Learning Outcomes as a result of services or programs. Career Services used two measurement surveys for the Resume and Interview Skills workshops, both designed as a pre-post survey, asking students if they have an increased level of knowledge about a topic. Both surveys use a five-point Likert scale to measure a student's knowledge levels. In all questions there was a significant increase in skills and knowledge acquired after each workshop. In the 2008-09 academic year Career Services added several more student learning outcomes measurements and implemented these over the course of the year. The student learning outcomes showed significant positive changes in learning as a result of attending these workshops.

Several program changes were implemented and others proposed as a result of learning outcomes for Fall 2008/Spring 2009. They include:

- More emphasis placed on constructing career objectives and understanding types of resume formats in the resume workshops.
- In the interview preparation workshops more emphasis will be placed on identifying and articulating personal strengths and weaknesses and follow-up letters to employers.
- Beginning in fall 2009, more emphasis will be placed on interactive teaching methods for the Resume Preparation, Interview Preparation, and in the spring 2010 Job Search Strategies workshops.
- As the division of Student Life solidifies its goals and objectives, the Career Services Center will adapt learning outcomes as needed.

During the 2008-09 academic year, new assessment measures were administered, along with the continuation of gathering demographic data, satisfaction surveys and student learning outcomes assessment for the Resume and Interview Preparation program. New assessment measures included: Blue Hens Jobs Orientation and Job Search for International Students which measured additional student learning outcomes. Finally, a new Employer Satisfaction and Comparison Survey were utilized to evaluate the CSC UD Campus Interview Program and student participants. See Learning Outcome results for FY 2008-09.

Planning for FY 2009-10 includes continuing to establish learning outcome measures for three new learning outcomes: 1. Students and alumni should be familiar with all relevant services that Career Services provides; 2. Employers will be provided services to meet their recruitment needs; and 3. Students will increase confidence and demonstrate higher levels of knowledge in making their own career decisions. The CSC will also continue learning outcome measures for the Resume Preparation, Interview Preparation, Job Search Strategies workshops and others identified by Career Services. Each will utilize pre-post assessments and/or other methods to measure change in learning. Finally, in spring 2009, a new statistical method, SPSS, was utilized to gather and report data. Career Services was able to measure significant differences in student learning in each program. Integrating UD's mission, the Student Life Division, and the CSC mission and goals will shape the future of our assessment planning for the future.

CAREER RESOURCE CENTER/EDUCATIONAL PLACEMENT

Career Resource Center

1. A total of 1,416 individuals visited the CRC from September 2008 to May 2009 (nine month total), which represents a six percent increase over last year's total (1,503).
2. Seniors continue to represent the largest CRC user group (469 individuals or 33%), followed by juniors (358 or 25%), and sophomores (227 or 16%).
3. Personal resume and/or cover letter critiques represented the largest number of visitors to the career library. A total of 788 individuals (50%) visited the room to meet with career staff for walk-in, individualized review of their documents. This was followed by 307 individuals (20%) who came to use career exploration materials and 206 (13%) who utilized internship, volunteer, and/or experiential resources.
4. For the second academic year, instant messaging was managed by CSC student assistants and graduate assistants during normal business hours. Usage records indicate that Wednesdays were the busiest day for IM activity and that most activity (Monday through Friday) occurred during the mid-afternoon hours of 3:00 to 4:00 p.m.
5. Career Resource Center computers were updated this year; four new computers and monitors were purchased to support career development research and activities. A laptop was added to the staff/room monitor desk to allow for IM activity to be conducted without utilizing one of the library computers. Also new this year was the addition of adaptive equipment in the room for users with disabilities.

Educational Placement

1. The thirty-first annual Project Search: Careers for Teachers was held in April 2009 at the Bob Carpenter Center in conjunction with Teach in Delaware Day. Representing seven states, recruiters from 101 school districts conducted 4,904 interviews with students and alumni at these two events. This figure represents a seven percent decrease in the number of interviews compared to last year and is largely attributed to the economic downturn that has impacted both public and private school staffing.
2. A total of 1,044 students/alumni participated in Project Search and Teach in Delaware Day 2009. Of this number, 44% (463) were UD students, 14% (143) were UD alumni, and 42% (438) were non-UD affiliated.
3. A total of 4,904 interviews were conducted at Project Search and Teach in Delaware Day 2009. Of these, 58% (2,827) were obtained by UD students and alumni.
4. UD officially joined DVEC (Delaware Valley Educational Consortium) this year, allowing our students and alumni the opportunity to attend one of the largest east coast teacher job fairs. A total of 57 UD students traveled to Valley Forge, PA to participate in this March 2009 event.

EMPLOYER SERVICES

1. In 2008-09 the Campus Interview Program started with activity very similar to the previous year, however, there was a marked decrease in late fall and spring semester activity. The 183 organizations that arranged dates was a 18.6 percent decrease from last year's 225. There was also a 13.6 percent decrease in the number of schedules although there was a 4.4 percent **increase** in interviews actually held compared to last year (1,889 interviews compared to 1,800). Interviews were also scheduled through mid-May and into exam week, a trend Career Services has accommodated since 1997.
2. In 2007-08 Career Services "dumped" all UD students in degree programs information into Blue Hen Jobs so that any student could access the system without going through the registration process. This resulted in 6,660 student, alumni and staff users logging into the system at least once compared to 5,707 in 2007-08.
3. In July 2005 Experience added a new service for employers where an employer could request to "link" to a school member to post jobs/internships. Four hundred fifty-three employer contacts requested to "link" in 2008-09. Career Services now has 2,959 "linked" employer contacts. These employers know how to post their own positions and search the resume books. Most requests were accepted. Some of these requests were from contacts already in eRecruiting. A list is available.
4. Fall 2008 began Career Services' eighth year of posting internships through eRecruiting.com, eliminating the internship listing books in the Career Resource Center. Over 1,200 internships were posted for 2008-09.
5. The 15th year of the Resume Referral Program used the online Resume Books in eRecruiting.com for the sixth year. For two years consecutive years 1,486 students entered their resume through this system. Students could place their resume in "full-time," "internship/summer" and/or "Staffing Agency" books. An Alumni Resume book was created and available beginning summer 2004. Employers (particularly "linked" ones) seem more knowledgeable about what they can do and ask for access to Career Services' resume books.
6. The 40th Annual Job Jamboree was held on Thursday, October 25, 2008 with 1,800+ students and 266 organizations (at 269 tables) attending. The Job Jamboree was held at the Bob Carpenter Center for the fifth year and filled this venue to the max for the second year. A 100+ page program with organization profiles and contacts was provided to all student participants. Leftover programs provided a useful tool in identifying company contacts for students who missed attending the Jamboree.
7. In spring 2008 Career Services began arranging Employer Information Sessions rather than referring employers to Conference Services/Clayton Hall to set up these events. Information Session set-up is a very time consuming process. It involves making room reservations both in the Student Centers and classrooms, as well as ordering audio/visual needs for the presentations and catering. Close communication with the employer representative and billing and follow-up with the company is required. In spring 2008 19 Information Sessions were arranged and for 2008-09 71 sessions were arranged by Career Services Center staff.
8. In late spring Career Services developed and offered a Job Skills Certificate to students who complete a series of four workshops. These workshops included an Orientation Session, job search related workshop, Interview Skills Workshop or mock interview and Resume & Cover Letter Writing Workshop or resume review. Fifteen students completed the program and were awarded Certificates.

9. Updated Employer Relations pamphlet and created a one-page handout on Employer Recruitment Best Practices. In the process of revamping the pamphlet over the summer to include Best Practices.
10. Maintained relationships with 32 employers, including discussion of recruitment needs and services offered by Career Services. Employers included: ING, Black and Decker, Bank of America, Belfint, Lyons and Shuman, Growmark, CIA, Vanguard, Enterprise, SEI Investments, Sears Holding Corporation, Eli Lilly, AVEVA, JPMorgan Chase, KPMG, Johnson & Johnson, teach NOLA, PWC, Ernst and Young, AAA Mid-Atlantic, SPI Pharma, Missile Defense Agency, Northwestern Mutual Finance Network, Diamond State Financial, Kohl's, Macy's, Aerotek, Barclay's, Sallie Mae, Target, United Electric Supply, Wawa, and Citigroup.
11. Coordinated Employer Outreach luncheon which attracted 21 new employers.
12. Outreach efforts resulted into 35 new employers who posted positions, attended a job fair or conducted on campus interviews.
13. Established Employer Advisory Board.

PROFESSIONAL STAFF ACCOMPLISHMENTS

- Ms. Bielek presented at the 2009 ACPA (American College Personnel Association) Conference as part of a professional development panel on the topic, "Transitioning from 'Green' Graduate Student to Polished New Professional."
- Ms. Bielek presented a program at the 2009 Lilly-East Conference entitled, "Designing your CV and Resume."
- Ms. Green's two book reviews were published in the *Journal of Career Planning and Employment*. "Career Quizzes: 12 Tests to Help You Discover and Develop Your Dream Career"...appeared in Fall 2008 edition and "Some Assembly Required: A Networking Guide for Women"...appeared in Spring 2009 edition.
- Ms. Green's article "From Student to Professional: Nine Ways to Interpret Your Past" was printed in *2009 Job Choices*.
- Ms. Green has completed a Graduate School Admissions Manual.
- Ms. Gugino received Outstanding Member of the Year Award for MACCA (Middle Atlantic Career Counseling Association). Serves as Publicity and Exhibitor Committee Co-Chair.
- Ms. Henderson wrote Unidel proposal and obtained \$7,000 for two years each to fund Multi-ethnic Career Counseling.
- Ms. Henderson served as MACCA web chairperson and created a German Career Counselor Exchange Program via MACCA.
- Ms. Henderson serves on the New Castle County Chamber of Commerce EXPO and Delaware Economic Development Workforce Development committees.
- Ms. Holland continued active involvement in MAEE (Mid-Atlantic Association for Employment in Education). She serves as webmaster for the organization, on the Scholarship Selection Committee, and as chairperson of the Job Fair/Consortia committee. She served on the planning committee for the 44th annual conference (December 2008; Lancaster, PA) and as Chairperson for the annual teacher job fair. She will serve on the 45th annual conference planning committee and again as Chairperson for the fall teacher job fair (December 2009; Newark, DE).
- Ms. Holland was honored with the Ralph J. Mele Distinguished Service Award (highest award of the association) at the 44th Annual MAEE Conference (December, 2008).
- Ms. Holland continued to represent UD as a member of the Greater Philadelphia Nonprofit Career Consortium. Active membership allows UD students/alumni to attend this regional event. Twenty-five UD students attended the event which was held at Villanova University on March 26, 2009.
- Ms. Holland completed NBCC (National Board for Certified Counselors) re-certification requirements as an NCC (National Certified Counselor) and NCCC (National Certified Career Counselor), 2009-2014.

- Mr. Sciscione serves as Co-chair for the Professional Development Committee with MACCA.
- Mr. Sciscione completed recertification as a Licensed Professional Counselor and maintained the Master Career Counselor status with the National Career Development Association, completed NBCC (National Board for Certified Counselors) re-certification requirements as an NCC (National Certified Counselor) and NCCC (National Certified Career Counselor).

CAREER PROGRAMMING - 2008 – 2009

TABLE I CAREER PROGRAM ACTIVITY

| ACTIVITY | 2008 - 2009 | | 2007 – 2008 | |
|------------------------------|-------------|---------------|-------------|---------------|
| | Number | Participants | Number | Participants |
| Career Invitational Programs | 273 | 11,954 | 262 | 11,758 |
| Workshops/Programs | 164 | 1,123 | 189 | 1,748 |
| Major College Programs/Fairs | 11 | 5,914 | 11 | 6,431 |
| TOTAL | 448 | 18,991 | 462 | 19,937 |

TABLE II LARGE-SCALE CAREER PROGRAMS/FAIRS

| Program | Participants | Number |
|---------------------------------------------------------------|--------------|-----------|
| Engineering & Information Management Job Fair | 741 | 1 |
| Graduate School Fair | 200 | 1 |
| Health Sciences Career Day (co-sponsored with College of HNS) | 300 | 1 |
| Job Jamboree | 1,850 | 1 |
| Law School Fair | 164 | 1 |
| Multi-Ethnic Career Development Conference | 139 | 1 |
| Physical Therapy Career Day | 96 | 1 |
| Project Search (co-sponsored w/ UCTE) | 569 | 1 |
| Spring Career Fair | 900 | 1 |
| Teach in Delaware Day (co-sponsored w/ UCTE) | 475 | 1 |
| Volunteer Fair | 480 | 1 |
| TOTAL LARGE SCALE PROGRAMS | 5,914 | 11 |

TABLE III INDIVIDUAL SESSIONS

| | 2008 - 2009 | 2007 - 2008 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-----------------|
| | Students/Alumni | Students/Alumni |
| Mock Interviews | 94 | 86 |
| Individual Career Advisement | 1,829 | 1,840 |
| E-Mail Responses to Students Career Questions (7,034 staff emails includes 1,680 resume critiques; 137 AIM, 1,415 Facebook, 420 UD Careers, approximately) | 7,034 | 6,966 |
| Career Resource Center Resume Critiques | 697 | 729 |
| TOTAL | 9,654 | 9,621 |

**Table IV
CAREER PLANNING WORKSHOPS**

| Program | 2008-2009 | | | 2007-2008 | | |
|------------------------------------------------------|-----------|----------|-----------|-----------|----------|-----------|
| | Attended | Programs | Web Video | Attended | Programs | Web Video |
| Behavioral Interviewing | 58 | 5 | | 64 | 5 | |
| Career Fair Survival Tips | 0 | 0 | | 38 | 1 | |
| Career Services Overview | 1 | 1 | | 35 | 1 | |
| Career Stimulus Plan (Job Search) | 24 | 2 | | | | |
| Careers in the Nonprofit Sector | 3 | 1 | | 29 | 1 | |
| Careers in Public Service | 0 | 0 | | 13 | 1 | |
| Curriculum Vitae Preparation | 44 | 2 | | 22 | 1 | |
| Developing Your 30-Second Commercial | 0 | 0 | | 75 | 4 | 216 |
| Dining Etiquette | 0 | 0 | | 21 | 2 | 31 |
| Dress For Success | 0 | 0 | | 26 | 2 | |
| eJob Search | 0 | 0 | | 0 | 0 | 25 |
| Federal Resumes and KSAs | 38 | 7 | | 43 | 7 | |
| Getting Ready for the Job Fair | 28 | 4 | | 25 | 2 | |
| Going Global: Conducting an International Job Search | 0 | 0 | | 35 | 2 | 8 |
| Graduate School Admissions Program | 64 | 3 | | 27 | 2 | |
| Graduate Student: To Be or Not To Be | 0 | 0 | | 0 | 0 | 376 |
| How to Get a Job in a Downturned Economy | 15 | 1 | | | | |
| How to Succeed in the Hiring Process | 55 | 3 | | | | |
| Internship & Summer Job Success | 5 | 2 | | 6 | 1 | 17 |
| Interview Prep | 146 | 29 | | 154 | 20 | |
| Introduction to the Job Interview | 0 | 0 | | 0 | 0 | 239 |
| Job Search for International Students | 99 | 3 | | 95 | 3 | |
| Job Search Strategies | 5 | 2 | | 11 | 4 | 37 |
| Job Search Strategies for CHEP Majors | 0 | 0 | | 6 | 1 | |
| Job Search Strategies for LEAD Majors | 0 | 0 | | 11 | 1 | |
| Long Distance Job Search | 0 | 0 | | 6 | 1 | |
| Networking: How to Work a Room | 25 | 1 | | 0 | 0 | |
| Orientations | 212 | 48 | | 627 | 66 | 801 |

| Program | 2008-2009 | | | 2007-2008 | | |
|---------------------------------------------------------|--------------|------------|-----------|--------------|------------|--------------|
| | Attended | Programs | Web Video | Attended | Programs | Web Video |
| Personal Statement | 39 | 2 | | 38 | 2 | |
| Preparing for the Second Interview (The Site Interview) | 0 | 0 | | 0 | 0 | 38 |
| References | 0 | 0 | | 3 | 1 | |
| Resume & Cover Letter Prep | 122 | 30 | | 150 | 27 | 457 |
| Rockin Resumes | 0 | 0 | | 24 | 1 | |
| Salary Negotiation | 0 | 0 | | 30 | 2 | |
| Steps To A Federal Job | 42 | 7 | | 60 | 7 | |
| Taking a "Gap Year" | 15 | 1 | | 9 | 2 | |
| Taking the GRE | 53 | 8 | | 19 | 8 | |
| Transitional, Temporary "In the Meantime Jobs" | 0 | 0 | | 0 | 0 | 9 |
| Welcome to the Career Resource Library | 25 | 1 | | 14 | 3 | |
| Working for Uncle Sam | 0 | 0 | | 5 | 1 | |
| | | | | | | |
| TOTAL | 1,118 | 163 | 0 | 1,721 | 182 | 2,254 |

**TABLE V
INTAKE TABLE**

6/1/08 - 5/31/09

6/1/07 - 5/31/08

Students Seen by College:

| | |
|-------------------------------------------|-----|
| Agriculture | 73 |
| Arts & Science | 822 |
| Business & Economics | 372 |
| Engineering | 192 |
| Health Sciences | 93 |
| Human Services, Education & Public Policy | 207 |
| Marine Studies | 13 |
| Major Not Specified | 57 |

Students Seen by College:

| | |
|-------------------------------------------|-----|
| Agriculture | 86 |
| Arts & Science | 692 |
| Business & Economics | 528 |
| Engineering | 179 |
| Health Sciences | 120 |
| Human Services, Education & Public Policy | 110 |
| Marine Studies | 6 |
| Major Not Specified | 119 |

Total (taken from check-in sheet at desk)

1,829

Total (taken from check-in sheet at desk)

1,840

ALUMNI SEEN

| Year | Number | Year | Number |
|------|--------|------|--------|
| 09 | 2 | 92 | 3 |
| 08 | 68 | 91 | 3 |
| 07 | 28 | 90 | 0 |
| 06 | 19 | 89 | 0 |
| 05 | 6 | 88 | 1 |
| 04 | 6 | 87 | 2 |
| 03 | 7 | 86 | 1 |
| 02 | 6 | 85 | 0 |
| 01 | 5 | 84 | 1 |
| 00 | 3 | 83 | 2 |
| 99 | 2 | 82 | 0 |
| 98 | 0 | 81 | 2 |
| 97 | 2 | 80 | 1 |
| 96 | 1 | 79 | 0 |
| 95 | 2 | 78 | 0 |
| 94 | 1 | 77 | 2 |
| 93 | 0 | ? | 30 |

ALUMNI SEEN

| Year | Number | Year | Number |
|------|--------|------|--------|
| 08 | 8 | 91 | 0 |
| 07 | 17 | 90 | 1 |
| 06 | 57 | 89 | 5 |
| 05 | 14 | 88 | 2 |
| 04 | 19 | 87 | 0 |
| 03 | 12 | 86 | 1 |
| 02 | 8 | 85 | 1 |
| 01 | 10 | 84 | 2 |
| 00 | 4 | 83 | 2 |
| 99 | 2 | 82 | 4 |
| 98 | 1 | 81 | 1 |
| 97 | 3 | 80 | 3 |
| 96 | 1 | 79 | 0 |
| 94 | 3 | 76 | 2 |
| 94 | 2 | 77 | 0 |
| 96 | 3 | 76 | 1 |
| 92 | 1 | ? | 14 |

**Total alumni = 206
12% of All Intakes**

**Total alumni = 204
11% of All Intakes**

| Ethnicity Breakdown | 6/08-6/09 |
|-------------------------------|------------------|
| American Indian/Alaska Native | 1.0% |
| Asian | 5.0% |
| African American | 5.0% |
| White | 70.0% |
| Hispanic | 4.0% |
| Hawaiian/Pacific Islander | 0.1% |
| International (F1 or J1 Visa) | 5.0% |
| Other | 3.0% |
| Not Reported | 6.0% |

TABLE VI
CAREER INVITATIONAL PROGRAMS - June 1, 2008 to May 31, 2009

COLLEGE/DEPARTMENTAL CAREER PROGRAMS

| COLLEGE AGRICULTURE & NAT. RES. | PROGRAM | Number Programs | Number Attending |
|------------------------------------------|----------------------------------------------------------------|--------------------|---------------------|
| 10/7 | Job Search Strategies/Interview Preparation - EDUC 400 (AG ED) | 1 | 5 |
| 10/17 | Resume Prep/Overview of CSC - ORES 615 | 1 | 14 |
| 10/23 | Mock Interviews/Interview Prep - PLSC 455 | 1 | 9 |
| 10/29 | Overview of CSC - ENWC 165 | 1 | 21 |
| 10/29 | Mock Interviews - PLSC Seniors | 1 | 9 |
| 11/20 | Overview of CSC - FYE and EGTE | 1 | 6 |
| 2/24 | Overview/Resume Preparation - ANSW 265 | 1 | 90 |
| AGRICULTURE & NAT. RES. TOTAL | | 7 | 154 |

| COLLEGE ARTS & SCIENCE | PROGRAM | Number Programs | Number Attending |
|---------------------------|---------------------------------------------------------------|--------------------|---------------------|
| 7/23 | Resume and Services - E 312 Written Communication in Business | 1 | 15 |
| 9/17 | Job Search Strategies - CHEM 465 | 1 | 50 |
| 9/29 | Resume and Cover Letter Prep | 1 | 27 |
| 10/7 | Resume and Services - E 312 | 2 | 53 |
| 10/7 | Job Search Strategies/Interview Preparation - FLLT 422 | 1 | 18 |
| 10/27 | CSC Overview - Organic CHEM 330 010 | 1 | 80 |
| 10/28 | Resume/Cover Letter/Applications - EDUC 400 | 1 | 5 |

| | | | |
|-------|-----------------------------------------------------------|---|----|
| 11/6 | Career Services for History Majors - HIST 268 | 1 | 15 |
| 11/11 | Career Options for Anthropology Students | 1 | 4 |
| 11/12 | Careers for Physics Majors | 1 | 17 |
| 11/13 | CSC Overview - CHEM 165 | 1 | 60 |
| 11/14 | CV Prep for Political Science | 1 | 17 |
| 11/17 | Careers in Biology (All Biology Majors) | 1 | 38 |
| 11/24 | CSC Overview - ARTH 301 | 1 | 18 |
| 1/12 | Services and Resume - E 312 | 1 | 12 |
| 1/13 | Services and Resume - E 312 | 1 | 22 |
| 1/26 | Career Services and Resume - E 312 | 1 | 14 |
| 2/20 | Careers for English Majors - E 341 | 1 | 25 |
| 2/24 | CSC Services/BHJ Orientation - EDUC 400 (Instru Music) | 1 | 22 |
| 2/26 | CSC Overview - Japanese Class | 1 | 26 |
| 3/2 | Resume/Cover Letter/Applications - EDUC 400 (FLLT) | 1 | 15 |
| 3/3 | Resume/Cover Letter/Applications - EDUC 400 (Science) | 1 | 6 |
| 3/4 | Networking and Services - E 312 | 1 | 25 |
| 3/4 | Resume/Cover Letter/Applications - EDUC 400 (Math) | 1 | 23 |
| 3/5 | Cover Letter and Services - E 312 | 1 | 25 |
| 3/10 | Resume/Cover Letter/Applications - EDUC 400 (Vocal Music) | 1 | 12 |
| 3/13 | CV Overview - ARTC 495 | 1 | 6 |
| 3/13 | CSC Overview - Chinese Class | 1 | 25 |
| 3/16 | Interview/Job Fair Preparation - EDUC 400 (FLLT) | 1 | 15 |
| 3/17 | Services and Resume - E 312 | 2 | 50 |
| 3/17 | Resume/Cover Letter/Applications - EDUC 400 (Hist) | 1 | 35 |
| 3/18 | Careers in Psychology | 1 | 43 |
| 3/19 | CSC Overview - Geography Class | 1 | 15 |
| 3/20 | Services and Resume - E 312 | 1 | 27 |
| 3/20 | CV Overview - ARTC 495 | 1 | 6 |
| 3/23 | CSC Overview - Poetry Workshop for English Majors | 1 | 16 |

| | | | |
|---------------------------------|----------------------------------------------------|-----------|------------|
| 3/25 | Psych/Soc Graduate Programs | 1 | 26 |
| 4/7 | Resume/Cover Letter/Applications - EDUC 400 (Engl) | 1 | 25 |
| 4/15 | CSC Overview - Geography Class | 1 | 15 |
| 5/7 | CSC Overview - English Creative Writing(Seniors) | 1 | 16 |
| 5/19 | CSC Overview - Geography Class | 1 | 10 |
| | | | |
| ARTS & SCIENCE TOTAL | | 43 | 974 |

| COLLEGE BUSINESS & ECONOMICS | PROGRAM | Number Programs | Number Attending |
|---------------------------------------------------|--------------------------------------------------------------|----------------------------------|-----------------------------------|
| 6/18 | Cover Letter and Interview Prep - BUAD 473 | 1 | 9 |
| 6/18 | Cover Letter and Interview Prep - BUAD 301 010 | 1 | 8 |
| 9/12 | Resume and Cover Letter Writing - BUAD 470-010 | 1 | 30 |
| 9/12 | Resume and Cover Letter Writing - BUAD 470-011 | 1 | 35 |
| 9/18 | Overview of CSC and Blue Hen Jobs Orientation - HRIM 180-080 | 1 | 100 |
| 10/13 | Cover Letter/Interviewing - BUAD 471-010 | 1 | 30 |
| 10/13 | Cover Letter/Interviewing - BUAD 473-010 | 1 | 40 |
| 10/13 | Cover Letter/Interviewing - BUAD 301-011 | 1 | 40 |
| 10/13 | Cover Letter/Interviewing - BUAD 301-010 | 1 | 40 |
| 12/1 | Overview of CSC/Resume Writing - BUAD 110-010 | 1 | 100 |
| 12/3 | Overview of CSC/Resume Writing - BUAD 110-011 | 1 | 100 |
| 1/28 | Cover Letter/Interview Prep - BUAD 301 | 1 | 20 |
| 2/17 | Overview of CSC - ACCT 315 | 1 | 50 |
| 2/20 | Overview of CSC/Resume Writing - MKT 470-010 | 1 | 30 |
| 2/20 | Overview of CSC/Resume Writing - MKT 470-011 | 1 | 40 |
| 2/23 | What to do at a Career Fair (HRIM) | 1 | 15 |
| 3/4 | Cover Letter/Interview Prep - BUAD 301-012 | 1 | 50 |
| 3/4 | Cover Letter/Interview Prep - BUAD 301-011 | 1 | 25 |

| | | | |
|---------------------------------------|----------------------------------------------------------------------|-----------|--------------|
| 3/4 | Cover Letter/Interview Prep - BUAD 301-010 | 1 | 25 |
| 3/12 | Overview of CSC - MISY 427-010 | 1 | 25 |
| 3/12 | Overview of CSC - MISY 427-011 | 1 | 20 |
| 3/18 | CSC Overview - Economics Class | 1 | 40 |
| 3/25 | Resume Writing - MS in Finance | 1 | 10 |
| 4/14 | Career Stimulus Plan: Developing & Implementing Effective Job Search | 1 | 16 |
| 4/21 | Fashion with a Purpose | 1 | 30 |
| 4/29 | Lerner College Career Services Open House | 1 | 150 |
| | | | |
| BUSINESS & ECONOMICS TOTAL | | 26 | 1,078 |

| COLLEGE ENGINEERING | PROGRAM | Number Programs | Number Attending |
|--------------------------------|---------------------------------------------|----------------------------|-----------------------------|
| 10/16 | Career Services Overview - FYE Students | 1 | 20 |
| 9/4 | Overview of CSC - CHEG 401 | 1 | 60 |
| 9/15 | Overview of CSC - ELEG 490 | 1 | 40 |
| 9/22 | Overview of CSC - CIEG 461 | 1 | 78 |
| 9/23 | Overview of CSC - CHEG 341 | 1 | 39 |
| 11/24 | Engineering Alumni Panel - Engineering 101 | 1 | 300 |
| 2/6 | Engineering Graduate Panel | 1 | 60 |
| 2/11 | Employer Resume Reviews for Engineers | 1 | 56 |
| 2/17 | Mock Interviews for Engineers | 1 | 42 |
| 4/15 | Salary Negotiation - Engineering Department | 1 | 25 |
| 4/20 | Employer Resume Reviews for Engineers | 1 | 44 |
| 4/29 | Behavioral Interviewing for Engineers | 1 | 50 |
| 5/16 | CSC Overview - CPEG Study Group | 1 | 10 |
| | | | |
| ENGINEERING TOTAL | | 13 | 824 |

| COLLEGE HEALTH SCIENCES | PROGRAM | Number Programs | Number Attending |
|------------------------------------|----------------------------------------------------------|----------------------------|-----------------------------|
| 7/8 | Interview Prep for DPT Majors - Dept of Physical Therapy | 1 | 36 |
| 9/15 | Overview/Resume/IP - Nursing seniors (NURS 460) | 3 | 90 |
| 9/16 | Overview/Resume/IP - Nursing seniors (NURS 460) | 2 | 75 |
| 10/3 | Overview/Resume Prep - MEDT 418 | 1 | 22 |
| 10/6 | Resume, Interviewing and Dress - NTDT Dietetics Seminar | 1 | 45 |
| 10/7 | CSC Services/BHJ Orientation/Resume - HESC 465 | 1 | 5 |
| 10/10 | Interview Prep - MEDT 418 | 1 | 22 |
| 10/21 | Overview/Resume Prep - HESC 207 | 1 | 51 |
| 10/31 | Interview Preparation - HESC 422 Seniors | 1 | 38 |
| 11/18 | Resume Preparation/Overview of CSC - HESC 353 | 1 | 58 |
| 11/18 | Pre-Professional Seminar - Exercise Science Majors | 1 | 60 |
| 12/2 | Interview Preparation - HESC 353 | 1 | 53 |
| 12/9 | Interview/Job Fair Preparation - HESC 465 | 1 | 5 |
| 12/16 | Portfolio Presentations - HESC 465 | 1 | 5 |
| 1/16 | Orientation and Overview of CSC - HE 155 | 1 | 23 |
| 1/22 | Dietetics Chat Room - NTDT 456 | 1 | 15 |
| 1/23 | Resume Writing DPT's - PHYT 831 | 1 | 34 |
| 3/3 | Resume/Cover Letter/Applications - HESC 465 | 1 | 15 |
| 3/12 | CSC Overview - HESC 430 | 1 | 50 |
| 4/7 | Resume Preparation - Exercise Science HESC 353 | 1 | 40 |
| 5/12 | Interview/Job Fair Preparation - HESC 465 | 1 | 15 |
| 5/19 | Interview Preparation - HESC 353 | 1 | 31 |
| 5/26 | Portfolio Presentations - HESC 465 | 1 | 15 |
| | | | |
| HEALTH SCIENCES TOTAL | | 26 | 803 |

| COLLEGE HUMAN SERVICES, EDUCATION & PUBLIC POLICY | PROGRAM | Number Programs | Number Programs |
|---------------------------------------------------------|----------------------------------------------------------|--------------------|--------------------|
| 6/17 | Intro, Resume, and Interviewing | 1 | 14 |
| 8/26 | CSC Services/JSS - IFST 480 | 1 | 25 |
| 9/15 | Resume and Services | 1 | 19 |
| 9/15 | CSC Services/BHJ Orientation - UAPP 860 | 1 | 15 |
| 9/15 | CSC Services/BHJ Orientation - UAPP 860 | 1 | 10 |
| 9/17 | CSC Services/BHJ Orientation - LEAD 101 | 1 | 25 |
| 9/22 | CSC Services/BHJ Orientation - FASH 365 | 1 | 85 |
| 9/29 | Resume/Cover Letter - FASH 365 | 1 | 85 |
| 10/1 | CSC Services/JSS/Grad School - IFST 465 | 1 | 20 |
| 10/6 | Interview Preparation - FASH 365 | 1 | 85 |
| 10/6 | CSC Services/BHJ Orientation/Resume - LEAD 311 | 1 | 30 |
| 10/13 | Job Search Strategies/Interview Preparation - LEAD 311 | 1 | 30 |
| 11/3 | Job Search Strategies/Interview Preparation - IFST 334 | 1 | 25 |
| 11/10 | CSC Services/JSS/Resume - EDUC 400 | 1 | 100 |
| 11/11 | Resume/Cover Letter/Applications - IFST 480 | 1 | 25 |
| 11/18 | Interview/Job Fair Preparation - IFST 480 | 1 | 25 |
| 11/19 | Resume/Cover Letter - EDUC 100 | 1 | 150 |
| 11/24 | Mock Interviews | 1 | 15 |
| 11/24 | Interview/Job Fair Preparation - EDUC 400 | 1 | 100 |
| 12/3 | Resume and Job Search - Career Counseling Theories Class | 1 | 18 |
| 1/6 | Career Services and Resume | 1 | 17 |
| 1/15 | CSC Services/BHJ Orientation - LEAD 311 | 1 | 15 |
| 1/22 | Job Search Strategies/Interview Preparation - EDUC 750 | 1 | 5 |
| 1/27 | Job Search Strategies/Interview Preparation - IFST 334 | 1 | 20 |
| 2/3 | CSC Services/BHJ Orientation - IFST 480 | 1 | 15 |

| | | | |
|------------------------------------------------------------|--------------------------------------------------------|-----------|--------------|
| 2/16 | Resume and Services | 1 | 15 |
| 3/9 | CSC Services/BHJ Orientation - LEAD 311 | 1 | 25 |
| 3/10 | Interview/Job Fair Preparation - IFST 480 | 1 | 20 |
| 3/11 | CSC Services/BHJ Orientation - LEAD 100 | 1 | 10 |
| 3/11 | Job Search Strategies/Interview Preparation - IFST 465 | 1 | 30 |
| 3/16 | Interview Preparation - LEAD 311 | 1 | 25 |
| 3/18 | Resume/Cover Letter/Applications - EDUC 400 (ETE) | 1 | 100 |
| 3/19 | Interview/Job Fair Preparation - EDUC 400 (ETE) | 1 | 100 |
| 4/13 | Job Search Strategies/Interview Preparation - IFST 334 | 1 | 12 |
| 4/16 | Resume/Cover Letter - FASH 114 | 1 | 50 |
| | | | |
| HUMAN SERVICES, EDUCATION & PUBLIC POLICY TOTAL | | 35 | 1,360 |

25

| COLLEGE | | Number | Number |
|-----------------------------------------|----------------|-----------------|------------------|
| MARINE & EARTH STUDIES | PROGRAM | Programs | Attending |
| | | | |
| MARINE & EARTH STUDIES TOTAL | | 0 | 0 |

| OTHER | | Number | Number |
|---------------------------------------|---------------------------------------------|-----------------|------------------|
| CLASS PRESENTATIONS | PROGRAM | Programs | Attending |
| 10/22 | Salary Negotiation (UNIV 364 Class) | 1 | 41 |
| 12/3 | Overview/Career Exploration (UNIV 111-020D) | 1 | 21 |
| 1/8 | Academic Job Search (UNIV 603) | 1 | 19 |
| 1/13 | Academic Job Search (UNIV 603) | 1 | 19 |
| 1/20 | Academic Job Search (UNIV 603) | 1 | 18 |
| 2/15 | Blue Hen Jobs Orientation (UNIV 364) | 1 | 17 |
| OTHER CLASS PRESENTATION TOTAL | | 6 | 135 |

| LEARNING INTEGRATED FRESHMEN EXPERIENCE (LIFE) | PROGRAM | Number Programs | Number Attending |
|-----------------------------------------------------------|---------------------------------------------|----------------------------|-----------------------------|
| 8/28 | Overview of CSC - Peer Mentoring Training | 1 | 80 |
| 9/30 | Resume Prep - FYE Class | 1 | 25 |
| 9/30 | LIFE Class for Fashion Merch/Finance Majors | 2 | 60 |
| 12/1 | FYE -Overview of CSC | 1 | 27 |
| 2/24 | FYE -Overview of CSC | 1 | 20 |
| 3/20 | FYE -Overview of CSC | 1 | 30 |
| 4/8 | FYE -Overview of CSC | 1 | 30 |
| | | | |
| LIFE TOTAL | | 8 | 272 |

SUMMARY OF COLLEGE/DEPARTMENTAL CAREER PROGRAMS

| | | |
|----------------------------------------------------------------|------------|--------------|
| COLLEGE OF AGRICULTURE & NATURAL RESOURCES | 7 | 154 |
| COLLEGE OF ARTS & SCIENCE | 43 | 974 |
| COLLEGE OF BUSINESS & ECONOMICS | 26 | 1,078 |
| COLLEGE OF ENGINEERING | 13 | 824 |
| COLLEGE OF HEALTH SCIENCES | 26 | 803 |
| COLLEGE OF HUMAN SERVICES EDUCATION & PUBLIC POLICY | 35 | 1,360 |
| COLLEGE OF MARINE & EARTH STUDIES | 0 | 0 |
| OTHER CLASS PRESENTATIONS | 6 | 135 |
| LEARNING INTEGRATED FRESHMAN EXPERIENCE (LIFE) | 8 | 272 |
| TOTAL - COLLEGE/DEPARTMENTAL CAREER PROGRAMS | 164 | 5,600 |

CAREER INVITATIONAL PROGRAMS
JUNE 1, 2008 – May 31, 2009

| ADMINISTRATIVE DEPARTMENTS | PROGRAM | Number Programs | Number Attending |
|-----------------------------------------|--------------------------------------------------------------------------|-----------------|------------------|
| 6/3 | Overview of Career Services- Admissions DelaWorld Leaders | 1 | 18 |
| 6/26 | Overview of CSC/Resume Prep - UD S.T.E.P. Program | 1 | 9 |
| 8/21 | Overview of CSC - CCSD Interns/Post docs | 1 | 8 |
| 8/28 | CSC/Credential Updates - DCTE | 1 | 25 |
| 9/2 | Career Services Overview - first year CS majors | 1 | 40 |
| 9/2 | What Can You Do in Your Spare Time at UD - Admissions DelaWorld | 1 | 82 |
| 9/4 | CSC/Credential Updates - DCTE | 1 | 25 |
| 9/16 | Overview of CSC - Admissions Staff | 1 | 3 |
| 9/25 | Overview of CSC - Chemistry-Nucleus Program | 1 | 10 |
| 9/27 | Alumni Career Panel - Development Office | 1 | 22 |
| 10/3 | One-on-one Discussions at Grad School Fair - McNair Scholars Program | 1 | 40 |
| 10/3 | Interviewing for Grad School - McNair Scholars Program | 1 | 35 |
| 10/15 | Career Planning for Engineers | 1 | 6 |
| 10/16 | NYC Excel Employer Site Visits - Business College | 1 | 40 |
| 11/12 | Dining Etiquette - Business College | 1 | 50 |
| 11/17 | Going Global: International Internships and Jobs (Ctr. For Int. Studies) | 1 | 51 |
| 11/19 | CSC Open House ADA | 1 | 8 |
| 4/21 | Writing Letters of Reference - Library | 1 | 20 |
| | | | |
| ADMINISTRATIVE DEPARTMENTS TOTAL | | 18 | 492 |

| GREEK LIFE | PROGRAM | Number Programs | Number Attending |
|-------------------------|------------------------------------------------------------|------------------------|-------------------------|
| 10/5 | Resume/Cover Letter Prep - Alpha Sigma Alpha | 1 | 50 |
| 10/9 | Career Services Overview - Greek Leadership Series Program | 1 | 25 |
| 10/23 | Dining Etiquette - Alpha Kappa Alpha AKA's | 1 | 50 |
| 10/29 | Resume/Cover Letter - Kappa Sigma CAP Program | 1 | 75 |
| 10/29 | Interview Prep - Delta Sigma Pi Business Fraternity | 1 | 25 |
| 11/9 | Resume Prep - Chi Omega Sorority | 1 | 60 |
| 11/9 | Resume Prep - Fiji Fraternity | 1 | 40 |
| 12/2 | Resume and Cover Letters - Alpha Kappa Psi | 1 | 35 |
| 12/12 | CSC Overview - Delta Gamma | 1 | 120 |
| | | | |
| GREEK LIFE TOTAL | | 9 | 480 |

| RESIDENCE LIFE | PROGRAM | Number Programs | Number Attending |
|-----------------------------|--------------------------------------------------|------------------------|-------------------------|
| 8/4 | Overview of CSC - RA Training | 1 | 90 |
| 8/29 | Overview of CSC - Freshman Orientation | 1 | 925 |
| 10/10 | Blue Hen Jobs Orientation - Harrington RA's | 1 | 18 |
| 11/11 | CSC Overview - Residence Hall | 1 | 11 |
| 2/25 | CSC Overview - Honors Dorm | 1 | 15 |
| 3/16 | Internship and Summer Jobs - Harrington A/B Hall | 1 | 12 |
| 3/18 | Dining Etiquette | 1 | 25 |
| | | | |
| RESIDENCE LIFE TOTAL | | 7 | 1,096 |

| STUDENT ORGANIZATIONS | PROGRAM | Number Programs | Number Attending |
|------------------------------------|--------------------------------------------------------------------|------------------------|-------------------------|
| 9/10 | Blue Hen Jobs Orientation/Overview of CSC-Accounting Student Assoc | 1 | 100 |
| 9/11 | Overview of Career Services - Excel | 1 | 30 |
| 9/16 | Fashion with a Purpose - Fashion Merchandising & Synergy | 1 | 487 |
| 9/23 | National Society of Black Engineers General Meeting | 1 | 35 |
| 9/30 | Resume/CSC Overview - RSO: Physical Therapy | 1 | 15 |
| 10/1 | CSC Overview - Episcopal Campus Ministry | 1 | 7 |
| 10/7 | Employer Resume Reviews - Excel | 1 | 22 |
| 10/15 | Resume/Cover Letter with JP Morgan | 1 | 40 |
| 10/16 | Interview Prep - PRSSA | 1 | 30 |
| 10/16 | CSC Overview - National Society for Collegiate Scholars | 2 | 80 |
| 10/23 | Sales Spotlight Series - Blue Hen Marketing Club | 1 | 35 |
| 10/27 | CSC Overview - Exercise Science Club | 1 | 30 |
| 11/10 | Brand Management Spotlight Series - Blue Hen Marketing Club | 1 | 60 |
| 12/7 | CSC Overview - Habitat for Humanity | 1 | 11 |
| 2/23 | CSC Overview - Main Street Bible Study | 1 | 10 |
| 2/25 | CSC Services - Solar Council | 1 | 12 |
| 2/25 | CSC Overview - DE African Student Association | 1 | 25 |
| 3/19 | CSC Overview - Engineers Without Borders | 1 | 32 |
| 3/20 | Meet the Marketers - Blue Hen Marketing Club | 1 | 100 |
| 3/24 | Dining Etiquette - Business Student Assoc./Women in Business | 1 | 55 |
| 4/14 | Career Services Overview - Student Government | 1 | 35 |
| 4/23 | CSC Overview - Caribbean Student Alliance | 1 | 17 |
| 4/29 | CSC Overview - Write Out Loud Club | 1 | 11 |
| 4/29 | Speed Networking - CEO | 1 | 60 |
| 5/19 | How to Work a Room - CEO | 1 | 22 |
| | | | |
| STUDENT ORGANIZATIONS TOTAL | | 26 | 1,361 |

| OTHER | PROGRAM | Number Programs | Number Attending |
|-------|-------------------------------------------------------------------|-----------------|------------------|
| 6/17 | Associate of Arts Info Table (Wilmington Campus) | 1 | 100 |
| 7/15 | Interviewing for Graduate School - McNair Scholars Summer Program | 1 | 18 |
| 8/6 | Intro to Career Services - Summer College Program (SEP) | 1 | 17 |
| 8/17 | American Chemical Society Conference (Philadelphia) | 1 | 75 |
| 9/15 | Countdown to Job Jamboree | 1 | 780 |
| 9/18 | Dow Chemical Information Session | 1 | 40 |
| 9/22 | Freshman Chat | 1 | 142 |
| 9/22 | Malcolm Pirnie Information Session | 1 | 30 |
| 9/23 | Sustainability Panel | 1 | 83 |
| 9/25 | Law School Admissions Program | 1 | 35 |
| 9/25 | Employer Resume Reviews | 1 | 135 |
| 9/30 | Employer Mock Interviews | 1 | 51 |
| 9/30 | Disney College Program Information Session | 1 | 50 |
| 10/1 | Employer Outreach Luncheon | 1 | 40 |
| 10/1 | Microsoft Information Session | 1 | 110 |
| 10/1 | SEI Information Session | 1 | 14 |
| 10/2 | ADA Assistance at Job Jamboree | 1 | 6 |
| 10/2 | Graduate Student Reception | 1 | 80 |
| 10/2 | Multi-Ethnic Reception | 1 | 65 |
| 10/7 | Employer Resume Reviews | 1 | 22 |
| 10/15 | Overview of Career Services with Black and Decker | 1 | 40 |
| 10/15 | Interview Prep with Black & Decker | 1 | 15 |
| 10/15 | DuPont Information Session | 1 | 54 |
| 10/20 | CIA Information Session | 1 | 80 |
| 10/22 | C4ISR - BRAC Initiative Information Session | 1 | 40 |
| 10/22 | Sustainability and Green Careers (Campus Sustainability Day) | 1 | 30 |

| | | | |
|--------------------|------------------------------------------------------------------|-----------|--------------|
| 10/23 | Eli Lilly Information Session | 1 | 20 |
| 11/10 | Disney College Program Information Session | 1 | 20 |
| 12/3 | MAEE Teacher Job Fair | 1 | 57 |
| 1/29 | Volunteer Conference (Volunteer Coordinators) | 1 | 43 |
| 2/16 | Employer Resume Reviews | 1 | 85 |
| 2/17 | Bank of America Information Session | 1 | 50 |
| 2/18 | Citi Financial Information Session | 1 | 25 |
| 2/23 | Employer Mock Interviews | 1 | 46 |
| 2/25 | DVEC (Job Fair) | 1 | 51 |
| 2/26 | JPMC Information Session (ADA Students) | 1 | 21 |
| 3/9 | Disney College Program Information Session | 1 | 60 |
| 3/17 | Online Social Networking (Academic Advising Regional Conference) | 1 | 30 |
| 3/18 | ACS Seminar (American Chemical Society) | 1 | 35 |
| 3/19 | Learn Program | 1 | 6 |
| 3/19 | Baltimore County Public Schools Information Session | 1 | 18 |
| 3/25 | Corporation Services Company Information Session | 1 | 15 |
| 3/26 | DVNPCC/Nonprofit Career Fair | 1 | 25 |
| 3/31 | Professional Development Snapshot (ACPA Conference) | 1 | 22 |
| 4/13 | Employer Resume Reviews | 1 | 47 |
| 4/16 | Employer Mock Interviews | 1 | 30 |
| 4/17 | Designing your CV and Resume (Lilly East Conference) | 1 | 20 |
| 5/19 | CSC Overview (Ultimate Team) | 1 | 30 |
| 5/19 | Champion Expo (Job Fair) | 1 | 17 |
| | | | |
| OTHER TOTAL | | 49 | 2,925 |

SUMMARY OF CAREER INVITATIONAL PROGRAMS

| | | | |
|--|-------------------------------------------|------------|--------------|
| | ADMINISTRATIVE DEPARTMENTS | 18 | 492 |
| | GREEK LIFE | 9 | 480 |
| | RESIDENCE LIFE | 7 | 1,096 |
| | STUDENT ORGANIZATIONS | 26 | 1,361 |
| | OTHER CLASS PRESENTATIONS | 49 | 2,925 |
| | TOTAL CAREER INVITATIONAL PROGRAMS | 109 | 6,354 |

TOTAL EXTERNAL CAREER PROGRAMS

| | | | |
|--|---------------------------------------------------|------------|---------------|
| | TOTAL - COLLEGE/DEPARTMENTAL PRESENTATIONS | 164 | 5,600 |
| | TOTAL - CAREER INVITATIONAL PROGRAMS | 109 | 6,354 |
| | GRAND TOTAL | 273 | 11,954 |

**TABLE VII
STUDENT/STAFF ASSISTANT
INFORMAL OUTREACH REPORT
JUNE 2008 TO MAY 2009**

| COLLEGE | FRESHMEN | SOPHOMORE | JUNIOR | SENIOR | GRADUATE | TOTAL (BY MAJOR) |
|------------------------------------------------------|-----------------|------------------|---------------|---------------|-----------------|-----------------------------|
| Agriculture | 0 | 2 | 24 | 21 | 1 | 48 |
| Arts & Science - Social Science | 41 | 74 | 82 | 93 | 12 | 302 |
| Arts & Science - Humanities | 39 | 79 | 100 | 118 | 16 | 352 |
| Arts & Science - Sciences | 55 | 78 | 118 | 111 | 15 | 377 |
| Business & Economics | 17 | 65 | 81 | 83 | 8 | 254 |
| College Human Services, Education, and Public Policy | 5 | 29 | 53 | 36 | 3 | 126 |
| Engineering | 19 | 30 | 58 | 55 | 9 | 171 |
| Health & Nursing Sciences | 25 | 37 | 41 | 21 | 12 | 136 |
| UNIV | 23 | 1 | 1 | 0 | 0 | 25 |
| Undeclared | 85 | 9 | 1 | 1 | 0 | 96 |
| TOTAL | 309 | 404 | 559 | 539 | 76 | 1,887 |

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TABLE VIII

School Districts Interviewing by State at Project Search

| STATE | 2009 | 2008 | 2007 | 2006 |
|----------------|-----------------|------------------|------------------|------------------|
| Arizona | 0 | 0 | 1 | 0 |
| California | 0 | 0 | 0 | 1 |
| Connecticut | 1 | 1 | 1 | 1 |
| Delaware | 27 | 33 | 31 | 31 |
| Florida | 0 | 0 | 1 | 1 |
| Georgia | 0 | 0 | 1 | 1 |
| Maryland | 17 | 19 | 19 | 18 |
| Nevada | 0 | 0 | 0 | 1 |
| New Jersey | 22 | 30 | 32 | 30 |
| New York | 0 | 1 | 2 | 3 |
| North Carolina | 0 | 1 | 2 | 1 |
| Pennsylvania | 17 (28) | 20 (31) | 28 (58) | 24 (61) |
| South Carolina | | 1 | | |
| Virginia | 4 | 8 | 10 | 8 |
| Washington, DC | 2 | 2 | 1 | 0 |
| West Virginia | 0 | 0 | 0 | 1 |
| Intl./Other | 0 | 2 | 0 | 1 |
| TOTAL | 90 (101) | 118 (129) | 129 (187) | 122 (183) |

(Numbers in parentheses indicate the total number of participating districts as some are represented by consortium organizations.)

TABLE IX**SUMMARY OF ACTIVITY FOR TEACH IN DELAWARE DAY (DD) AND PROJECT SEARCH (PS)
2005-2009**

| YEAR | NUMBER OF ORGANIZATIONS | NUMBER OF REPRESENTATIVES | NUMBER OF INTERVIEWS | NUMBER OF STUDENTS/CANDIDATES | STATES (PS) |
|-------------|--------------------------------|----------------------------------|---------------------------------------------------|-----------------------------------------------|----------------------------------|
| 2009 | DD = 29 PS = 101 | DD = 98 PS = 219 | DD = 1,823 PS = 3,081 (2 Day Total = 4,904) | DD = 475 PS = 569 (2 Day Total = 1,044) | 7 |
| 2008 | DD = 28 PS = 129 | DD = 81 PS = 278 | DD = 1,394 PS = 3,902 (2 Day Total = 5,296) | DD = 528 PS = 642 (2 Day Total = 1,170) | 10 (plus Peace Corps & Korea) |
| 2007 | DD = 30 PS = 187 | DD = 97 PS = 300 | DD = 1,727 PS = 4,158 (2 Day Total = 5,885) | DD = 393 PS = 624 (2 Day Total = 1,017) | 12 |
| 2006 | DD = 29 PS = 183 | DD = 79 PS = 289 | DD = 1,103 PS = 4,039 (2 Day Total = 5,142) | DD = 498 PS = 733 (2 Day Total = 1,231) | 14 |
| 2005 | DD = 27 PS = 140 | DD = 75 PS = 287 | DD = 930 PS = 2,718 (2 Day Total = 3,648) | DD = 507 PS = 661 (2 Day Total = 1,168) | 12 |

TABLE X
CRC STATISTICS
2006/2007 - 2008/2009

Student Usage

| | <u>Daily Average</u> | | | <u>Month Total</u> | | | <u># Days Used to figure stats</u> | | |
|-----------|----------------------|--------------|--------------|--------------------|--------------|--------------|----------------------------------------|--------------|--------------|
| | <u>08/09</u> | <u>07/08</u> | <u>06/07</u> | <u>08/09</u> | <u>07/08</u> | <u>06/07</u> | <u>08/09</u> | <u>07/08</u> | <u>06/07</u> |
| September | 10.2 | 13.4 | 10.5 | 204 | 307 | 242 | 20 | 23 | 23 |
| October | 13.5 | 10.7 | 10.1 | 310 | 246 | 223 | 23 | 23 | 22 |
| November | 7.6 | 7.7 | 9.5 | 129 | 153 | 181 | 17 | 20 | 19 |
| December | 6.5 | 2.1 | 2.6 | 111 | 31 | 41 | 17 | 15 | 16 |
| January | 6.6 | 6.7 | 8.8 | 126 | 141 | 185 | 19 | 21 | 21 |
| February | 11.9 | 9.0 | 11.0 | 237 | 188 | 220 | 20 | 21 | 20 |
| March | 6.9 | 7.3 | 6.2 | 145 | 154 | 136 | 21 | 21 | 22 |
| April | 4.5 | 9.1 | 6.9 | 98 | 199 | 145 | 22 | 22 | 21 |
| May | 2.8 | 4.0 | 3.0 | 56 | 84 | 65 | 20 | 21 | 22 |

TABLE XI
CRC STATISTICS
2008-2009

Total Number Users:

| | | | | | |
|---------------|-----|-----------|--------------|-----|-----------|
| September '08 | 204 | (20 days) | January '09 | 126 | (19 days) |
| October '08 | 310 | (23 days) | February '09 | 237 | (20 days) |
| November '08 | 129 | (17 days) | March '09 | 145 | (21 days) |
| December '08 | 111 | (17 days) | April '09 | 98 | (22 days) |
| | | | May '09 | 56 | (20 days) |

9-MONTH TOTAL: 1,416
(7.9 DAY AVERAGE)

| | <u>FR</u> | <u>SO</u> | <u>JR</u> | <u>SR</u> | <u>GRAD</u> | <u>ALUM</u> | <u>OTHER</u> |
|----------------|--------------|--------------|--------------|--------------|-------------|-------------|--------------|
| September '08 | 2 | 22 | 50 | 85 | 24 | 21 | 0 |
| October '08 | 32 | 38 | 90 | 98 | 28 | 22 | 2 |
| November '08 | 16 | 21 | 32 | 42 | 11 | 7 | 0 |
| December '08 | 10 | 14 | 44 | 39 | 3 | 1 | 0 |
| January '09 | 9 | 25 | 18 | 46 | 6 | 17 | 5 |
| February '09 | 38 | 50 | 72 | 43 | 14 | 15 | 5 |
| March '09 | 25 | 33 | 22 | 47 | 6 | 12 | 0 |
| April '09 | 12 | 13 | 19 | 46 | 2 | 5 | 1 |
| May '09 | <u>4</u> | <u>11</u> | <u>11</u> | <u>23</u> | <u>1</u> | <u>5</u> | <u>1</u> |
| 9-MONTH | 148 | 227 | 358 | 469 | 95 | 105 | 14 |
| | (11%) | (16%) | (25%) | (33%) | (7%) | (7%) | (1%) |

Resource Use Breakdown:

| | <u>Career</u> <u>Explore</u> | <u>Grad</u> <u>School</u> | <u>Internships/</u> <u>Experiential</u> | <u>Full-time</u> <u>Job Search</u> | <u>BHJ</u> | <u>Resume</u> <u>Critiques</u> |
|----------------------|---------------------------------|------------------------------|--------------------------------------------|---------------------------------------|-------------|-----------------------------------|
| September '08 | 48 | 14 | 20 | 23 | 8 | 97 |
| October '08 | 46 | 14 | 32 | 28 | 3 | 195 |
| November '08 | 31 | 13 | 30 | 16 | 2 | 46 |
| December '08 | 24 | 12 | 16 | 5 | 4 | 57 |
| January '09 | 45 | 7 | 25 | 18 | 3 | 61 |
| February '09 | 58 | 13 | 52 | 13 | 9 | 151 |
| March '09 | 23 | 10 | 16 | 11 | 4 | 95 |
| April '09 | 17 | 11 | 10 | 10 | 0 | 62 |
| May '09 | <u>15</u> | <u>2</u> | <u>5</u> | <u>14</u> | <u>3</u> | <u>24</u> |
| 9-MONTH TOTAL | 307 | 96 | 206 | 138 | 36 | 788 |
| | (20%) | (6%) | (13%) | (9%) | (2%) | (50%) |

CRC Computer Usage: 128 (9 month total)

**TABLE XII
CAMPUS INTERVIEW PROGRAM YEAR END STATISTICS**

| Number of: | 2008-2009 | 2007-2008 | 2006-2007 | 2005-2006 | 2004-2005 | 2003-2004 | 2002-2003 | 2001-2002 | 2000-2001 | 1999-2000 | 1998-1999 | 1997-1998 | 1996-1997 | 1995-1996 | 1994-1995 | 1993-1994 | 1992-1993 | 1991-1992 | 1990-1991 | 1989-1990 |
|------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|-------------|-------------|-------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Interview days available | 114 | 113 | 112 | 112 | 113 | 112 | 111 | 112 | 106 | 109 | 105 | 109++ | 109++ | 96+ | 86 | 86 | 99 | 91 | 93 | 95 |
| Interview days used | 87 | 97 | 94 | 96 | 90 | 84 | 92 | 106 | 99 | 101 | 99 | 105 | 102 | 89 | 76 | 78 | 92 | 89(83*) | 84 | 92 |
| Extra days used by CIP (Res. Ref.) | | | 5 | 4 | 4 | 0 | 1 | 4 | 7 | 5 | 4 | 0 | 0 | 4 | 16 | 10 | | | | |
| Different organizations scheduled | 183 | 225 | 304 | 259 | 197 | 179 | 203 | 263 | 331 | 341 | 334 | 379 | 319 | 275 | 279 | 243 | 238 | 274 | 335 | 433 |
| Different organizations that came | 150 | 182 | 232 | 185 | 168 | 152 | 168 | 210 | 263 | 273 | 296 | 329 | 283 | 240 | 246 | 213 | 207 | 238 | 289 | 306 |
| Government agencies that came | 4 | 11 | 12 | 12 | 10 | 12 | 11 | 15 | 14 | 16 | 7 | 11 | 4 | 12 | 9 | 7 | 17 | 23 | 43 | 42 |
| Companies that came | 146 | 171 | 220 | 197 | 158 | 140 | 157 | 195 | 249 | 257 | 289 | 318 | 279 | 228 | 237 | 206 | 190 | 251 | 292 | 396 |
| Schedules arranged | 526 | 685 | 758 | 620 | 520 | 463 | 534 | 715 | 927 | 1,098 | 1,002 | 988 | 780 | 638 | 613 | 564 | 593 | 692 | 880 | 859 |
| Schedules canceled or changed | 180 | 243 | 282 | 228 | 162 | 146 | 182 | 256 | 583 | 476 | 261 | 213 | 191 | 152 | 172 | 129 | 138 | 181 | 249 | 156 |
| Schedules held | 346 | 442 | 506 | 392 | 358 | 317 | 352 | 459 | 544 | 622 | 741 | 785 | 589 | 486 | 441 | 439 | 455 | 511 | 631 | 703 |
| Average # students per schedule | 7.5 | 6 | 6 | 7 | 7 | 7 | 7 | 8 | 7 | 7 | 8 | 7 | 8 | 8 | 9 | 8 | 9 | 10 | 10 | 9 |
| Interviews canceled by students | | | | | | | | | | | 117 | 187 | 238 | 69 | 160 | 174 | 126 | 275 | 267 | 513 |
| Student no-shows/late cancels | | | | | | | | | | 158 | 66 | 94 | 117 | 167 | 111 | 117 | 147** | 71 | 112 | 106 |
| All Interviews scheduled | | | | | | | not counted | not counted | not counted | not counted | 5,734 | 5,920 | 4,565 | 4,066 | 39,380 | 3,826 | 4,151 | 5,198 | 6,413 | 7,311 |

| | 2008- | 2007- | 2006- | 2005- | 2004- | 2003- | 2002- | 2001- | 2000- | 1999- | 1998- | 1997- | 1996- | 1995- | 1994- | 1993- | 1992- | 1991- | 1990- | 1989- |
|------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|------------|----------|----------|----------|--------|--------|--------|--------|--------|--------|--------|
| Number of: | 2009 | 2008 | 2007 | 2006 | 2005 | 2004 | 2003 | 2002 | 2001 | 2000 | 1999 | 1998 | 1997 | 1996 | 1995 | 1994 | 1993 | 1992 | 1991 | 1990 |
| Interviews held | 2,621 | 2,858 | 3,041 | 2,734 | 2,409 | 2,286 | 2,627 | 3,447 | 3,757 | 4,513 | 5,760 | 5,693 | 4,288 | 3,935 | 3,860 | 3,570 | 3,986 | 4,943 | 5,987 | 6,442 |
| Government interviews held | 35 | 108 | 100 | 140 | 118 | 125 | 99 | 158 | | | 71 | 131 | 39 | 93 | 85 | 98 | 146 | 305 | 449 | 389 |
| Company interviews held | 2,586 | 2,750 | 2,941 | 2,594 | 2,291 | 2,161 | 2,528 | 3,289 | | | 5,689 | 5,562 | 4,249 | 3,842 | 3,775 | 3,472 | 3,840 | 4,638 | 5,538 | 6,053 |
| Students using CIP/registered # | 6,660 | 5,707 | 5,500 | 5,332 | 4,335 | 3,750 | 3,707 | 3,186 | 1,417 | 1,457 | no count | no count | no count | 693 | 754 | 706 | 741 | 823 | 879 | 1,010 |
| Resumes/IRFs submitted (have logged in at least 1 time) | | | | | | | | | 11,471 | 17,289 | 18,409 | 15,306 | 11,128 | 9,559 | 8,382 | 10,372 | 11,165 | 15,007 | 15,705 | 19,430 |
| Applications submitted via eRecruiting | 6,749 | 6,637 | 6,863 | 5,911 | 5,772 | 4,982 | 6,987 | 8,056 | 7,670 | | | | | | | | | | | |
| Resumes added: Res.Ref./Fairs/Emails | | | | | | | | ? | 3,801 | in above # | 11,528 | 6,340 | 5,701 | 3,604 | 4,649 | | | | | |
| Total resumes mailed/submitted | | | | | | | | | 11,471 | 17,289 | 29,937 | 21,646 | 16,868 | 13,163 | 13,031 | 10,372 | 11,165 | 15,007 | 15,705 | 19,430 |

#Since 2001-02 number reflects active students (of all levels) in eRecruiting.com.

1998-98 #of interviews held is larger than interviews scheduled due to # of companies arranging their own schedules

++Scheduled CIP thru last day of classes

* 89 scheduled, 83 actually used after cancellations by organizations

*** Students were selected or did free sign up. Before 1992-93 number is of all students submitting resumes.

+ Extra CIP week was added (April 29-May 3, 1996)

** 5 weeks in late spring had 10 or more no-shows each

Table XIII

Resume Referral System

| | 2008-2009 | 2007-2008 | 2006-2007 | 2005-2006 | 2004-2005 | 2003-2004 | 2002-2003 | 2001-2002 | 2000-2001 | 1999-2000 | 1998-1999 | 1997-1998 | 1996-1997 | 1995-1996 | 1994-1995 | 1993-1994 |
|-------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Resumes Sent | 4,521 | 5,985 | 9,609 | 9,274 | 14,880 | 14,170 | 10,780 | 13,287 | 18,361 | 35,561 | 36,697 | 32,384 | 32,426 | 25,029 | 16,362 | 15,225 |
| Number of Requests | 91 | 157 | 217 | 230 | 301 | 227 | 193 | 367 | 335 | 403 | 580 | 521 | 634 | 530 | 290 | 209 |
| Number of Students with Resume in System | 1,486 | 1,486 | 1,492 | 1,533 | 1,633 | 1,620 | 1,495 | 1,419 | 1,213 | 1,397 | 1,643 | 1,590 | 1,571 | 1,512 | 1,501 | @1200 |
| Searches done by companies | 137 | 194 | 249 | 328 | 218 | 144 | 41 | These numbers do not include resumes added to the Campus Interview Program, resumes sent out for the Summer Jobs Programs or searches done by companies of the Resume Book in eRecruiting.com (1999-2001). | | | | | | | | |
| # Resumes companies viewed | 13,608 | 12,958 | 28,223 | 32,108 | 24,912 | 10,455 | 1,296 | | | | | | | | | |

eRecruiting.com Resume Books are now our only source of resumes.

TABLE XIV

CSC Web Page Usage Statistics
12 Month Period

| Page | Number of Hits - 12 months | | | | | | | | | |
|---------------------------|----------------------------|-----------------|-----------------|----------------|-----------------|-----------------|----------------|-----------------|----------------------------------|-----------------------------|
| | 6/1/08 - 5/31/09 | 6/1/07- 5/31/08 | 6/1/06- 5/31/07 | 6/1/05- 6/6/06 | 6/1/04- 5/31/05 | 6/10/03- 6/1/04 | 6/6/02- 6/9/03 | 6/16/01- 6/5/02 | 10 1/2 months 8/1/00- 6/15/01 | 7 months 9/1/99- 3/21/00 |
| volunteerlist.html | ~ | ~ | deleted 5/07 | 6,232 | 4,693 | 3,140 | 1,836 | 478 | 500 | |
| index.html (homepage) | 131,099 | 143,984 | 139,543 | 136,254 | 133,974 | 122,366 | 131,208 | 101,865 | 58,310 | 45,738 |
| getexperience.html | 38,068 | 97,012 | 92,284 | 88,814 | 86,960 | 83,371 | 66,480 | 39,031 | 15,925 | |
| parttimejobs.html | 30,414 | 81,627 | 74,661 | 78,900 | 92,541 | 89,314 | 75,666 | 42,267 | 20,959 | 12,960 |
| students.html | 115,116 | 68,345 | 38,501 | 38,932 | 30,173 | 25,658 | 30,288 | 31,012 | 37,846 | 28,670 |
| mrk.html | 40,840 | 41,267 | 44,516 | 57,304 | 49,245 | 39,855 | 33,175 | 25,982 | 18,041 | 6,733 |
| summerjobs.html | 13,978 | 29,674 | 26,355 | 27,834 | 33,523 | 35,437 | 29,306 | 19,314 | 10,166 | 4,854 |
| jobskills.html | 17,467 | 16,965 | 17,196 | 19,187 | 15,352 | 10,950 | 9,782 | 7,617 | 5,674 | |
| findajob.html | 18,116 | 16,330 | 20,405 | 22,153 | 18,284 | 15,696 | 15,885 | 14,264 | 12,625 | |
| employer.html | 14,083 | 15,388 | 14,811 | 16,740 | 12,688 | 9,800 | 9,970 | 9,498 | 10,067 | 5,354 |
| guide.html | 10,221 | 15,118 | 26,183 | 35,495 | 30,076 | 22,017 | 17,939 | 16,764 | 15,267 | 8,677 |
| intern.html | 6,496 | 14,843 | 16,499 | 20,654 | 19,885 | 17,413 | 13,971 | 12,587 | 9,242 | 5,721 |
| registration.html | 7,129 | 13,981 | 11,021 | 12,896 | 12,061 | 10,279 | 5,320 | 5,335 | 6,466 | 21,613 |
| happening.html | 7,589 | 13,891 | 19,482 | 25,126 | 21,939 | 19,874 | 21,009 | 13,505 | 9,171 | 6,815 |
| netresources.html | 12,636 | 11,640 | 12,133 | 13,712 | 13,735 | 10,572 | 12,779 | 11,250 | 8,868 | 3,899 |
| alumni.html | 9,735 | 11,489 | 10,838 | 13,106 | 11,330 | 9,189 | 9,329 | 7,254 | 5,477 | no count available |
| fairs.html | 12,120 | 10,192 | 8,449 | 7,821 | 4,015 | created 11/04 | | | | |
| choosing.html | 10,502 | 9,306 | 11,239 | 11,830 | 10,380 | 7,661 | 7,844 | 7,582 | 6,019 | |
| services.html (employers) | 6,894 | 8,984 | 6,607 | 8,848 | 6,166 | | | | | |
| handouts.html | 9,079 | 8,916 | 8,421 | 9,957 | 7,663 | 6,687 | 3,864 | | | |
| teachers.html | 6,382 | 8,310 | 11,676 | 9,974 | 9,793 | 6,441 | 4,913 | 4,172 | 2,263 | 2,246 |
| orient.html | 7,430 | 7,894 | 6,972 | 7,858 | 6,870 | 5,547 | 5,819 | 5,610 | 1,952 | 1,899 |
| volunteerpage.html | 7,650 | 6,759 | 6,335 | 7,910 | 6,279 | 5,328 | 2,682 | 702 | 374 | |
| forms.html | 7,519 | 5,947 | 6,491 | 5,879 | 4,965 | 3,618 | 470 | 431 | 331 | |
| gradschool.html | 6,902 | 5,544 | 6,014 | 7,470 | 5,422 | 4,362 | 5,220 | 4,458 | 3,278 | 1,860 |

| | | | | | | | | | | |
|------------------------------------------------------|------------|--------------|--------------|--------------|--------------|-------------------|-------------------|--------------------|--------------------------|------------|
| eRecruiting Orientation* | 123 | 801 | 890 | 764 | 526 | 563 | 336 | 577 | 296 | 144 |
| Resume & Cover Letters | 168 | 457 | 411 | 412 | 282 | 465 | 351 | 406 | 355 | 164 |
| Grad Student | 248 | 376 | 479 | 63 | 122 | 86 | 34 | new on 10/16/02 | | |
| Intro. to the Job Interview | 95 | 239 | 346 | 416 | 282 | 300 | 107 | 127 | 119 | 59 |
| 30 Second Commercial | 77 | 216 | 250 | 110 | 108 | new on 6/14/04 | | | | |
| Prep for Second/Site Interview | 11 | 38 | 372 | 61 | 47 | 58 | 51 | 42 | 67 | 30 |
| Job Search Strategies | 34 | 37 | 85 | 65 | 97 | 132 | 80 | 74 | 87 | 38 |
| Dining Etiquette | 27 | 31 | 68 | 61 | 68 | 12 | new on 2/26/04 | | | |
| e-Job Search | 3 | 25 | 27 | 32 | 32 | 51 | 64 | 26 | new in Spring 2002 | |
| Intern & Summer Job Success | 44 | 17 | 22 | 87 | 17 | 8 | new on 2/16/04 | | | |
| Trans.Temp "in the Meantime" Jobs | 7 | 9 | 7 | 14 | 3 | new on 11/3/04 | | | | |
| Going Global | 3 | 8 | 1 | | | | | | | |
| Salary Negotiation* | | | | | | | | | | |
| Job Search Strategies for International Students* | | | | | | | | | | |
| Dressing for Success* | | | | | | | | | | |
| | | | | | | | | | | |
| Totals | 840 | 2,254 | 2,958 | 2,085 | 1,584 | 1,675 | 1,023 | 1,252 | 924 | 435 |
| | | | | | | | | | | |
| * missing or inaccurate data | | | | | | | | | | |
| Can't do page counts on .pdf pages | | | | | | | | | | |