

CAREER SERVICES

2021-2022 Annual Report



A Year of Readjusting, New Team Members, & Visioning

By *Dave Curry, Director*

What a year! The 2021-2022 school year brought back in-person learning and on-campus activities for the first time in nearly 18 months, and while many of our regular programs still couldn't happen, we hosted several fairs, workshops and employer engagement opportunities and even achieved record numbers in employers recruiting our students. More importantly, we started to re-envision how our services could not only exist but thrive in this era of *new normal*.

As we build up our staff and our Peer Career Advisor team, we are doing so by prioritizing our students' needs and the means with which we can help them. Because of this, we continued to leverage virtual technology, while also spanning out across campus in order to be more present and available for students, many of whom never knew where our office was or what we can do to help them.

As we plan for 2022-2023, we are committed to creating more opportunities to help our students and alumni, and to prioritize students that have not yet engaged with us, by building our presence and growing their trust. I am overcome with excitement about all that the coming year has in store, so stay tuned for some big changes and innovative enhancements to Career Services at IC!

Community Feedback

"Mel was amazing. I will definitely come back to her for additional help."

IN THIS REPORT

**A YEAR OF READJUSTING,
NEW TEAM MEMBERS, &
VISIONING**

**OUR STORY THROUGH
DATA**

EQUITY & ACCESS

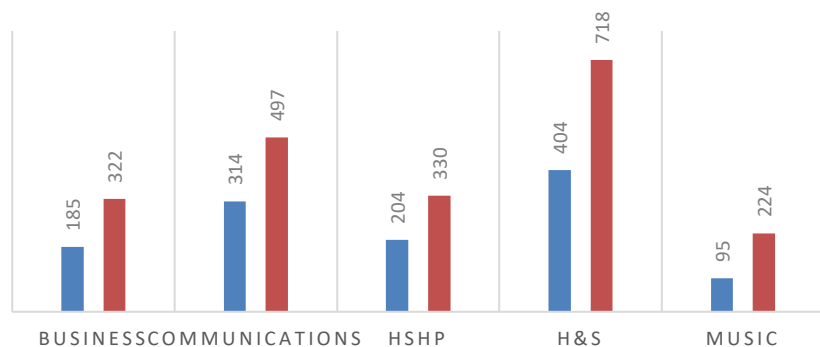
LOOKING FORWARD

MEET OUR STAFF

Our Story Through Data

OVERALL ENGAGEMENT BY SCHOOL

■ Individual ■ Total



On the left, you'll see a breakdown of engagement broken down by academic school. Since the schools are varied in size, below is the percentage of students and alumni we saw based on the Fall 2021 enrollment of each school.

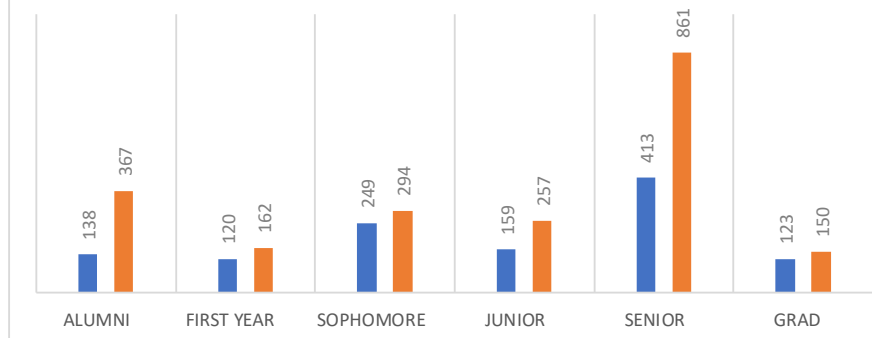
- Business 30.5%**
- Communications 21%**
- HSHP 17.8%**
- H&S 23.2%**
- Music 21.4%**

As campus returned to our first full in-person academic year we saw our engagement numbers decrease. Two factors account for this. First, with the pandemic an on-going concern, Career Services opted not to hold large programs such as in-person Career Fairs, which contribute to these numbers.

Second, we and other areas of campus, noticed a reluctance on the part of students to engage at pre-pandemic levels. In 2022-23 we will work to shift this trend by focusing on in-school engagement initiatives.

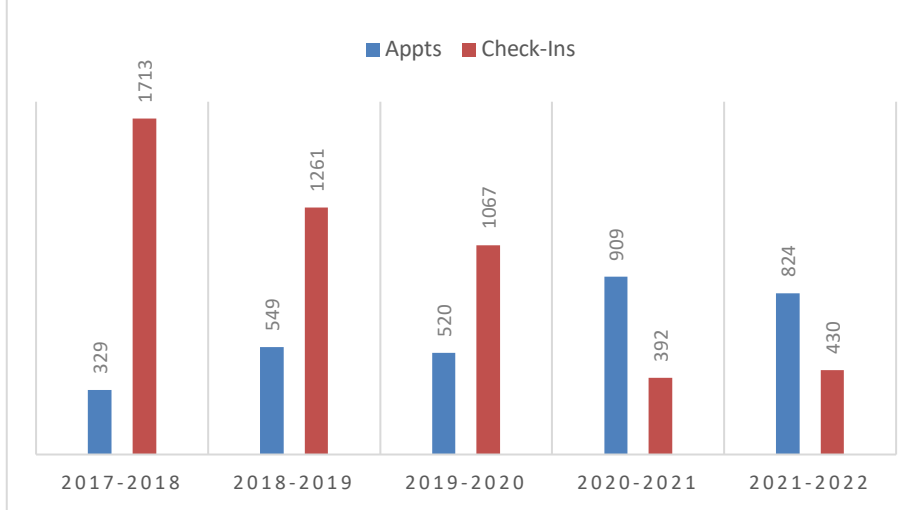
OVERALL ENGAGEMENT BY ACADEMIC YEAR - ALL SCHOOLS

■ Individual ■ Total



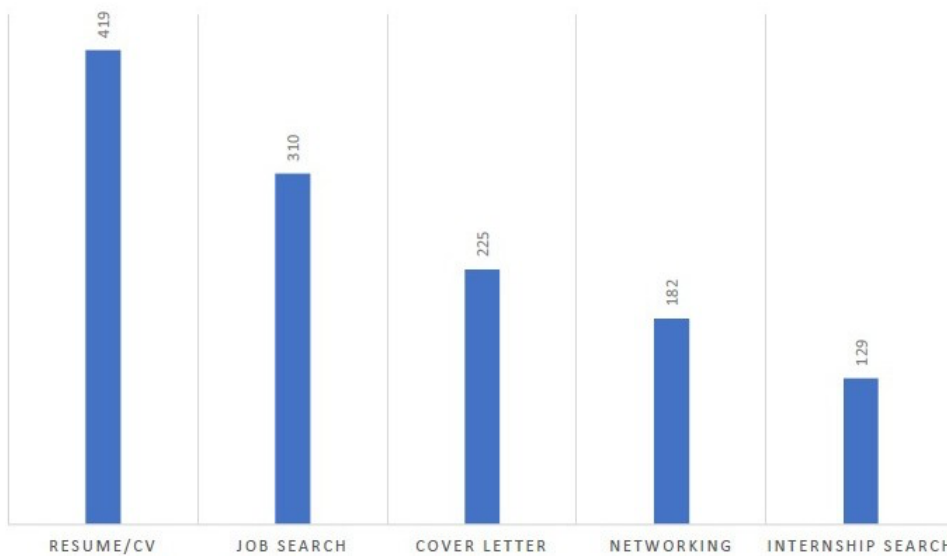
It was surprisingly easy and quick. My advisor was very helpful and knowledgeable about what I was specifically looking for.

APPOINTMENTS & CHECK-INS



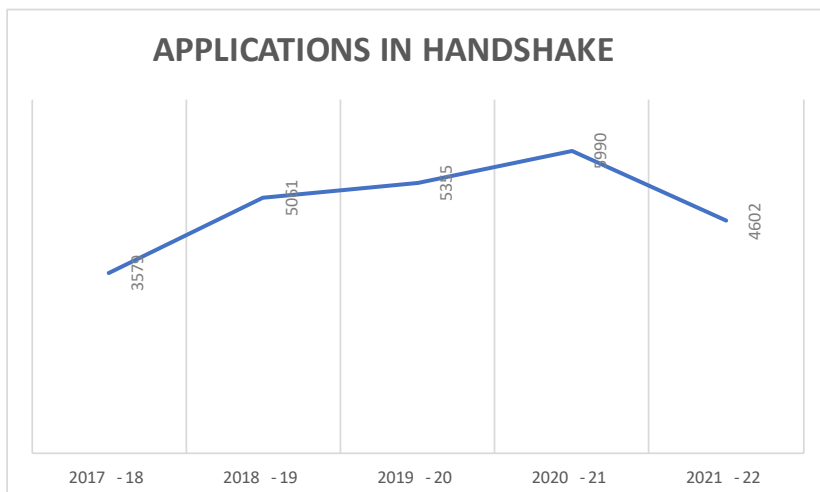
In 21-22 we saw an increase in the number of career check-ins, which reverses a 4-year downward trend. Check-ins create scalability of services and enable us to triage higher level needs to our professional staff.

FREQUENCY OF TOPICS ALL SCHOOLS, ALL YEARS

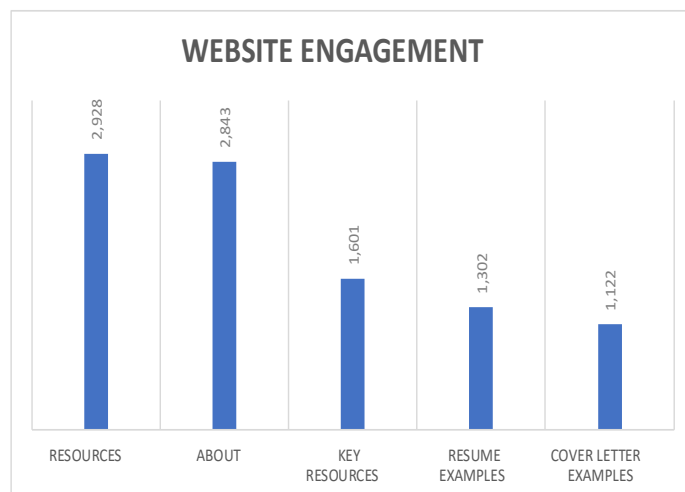


Anna is an AMAZING PCA...she helped me so much and talking through my resume and cover letter outline helped me sort it out in my head so much!

APPLICATIONS IN HANDSHAKE



WEBSITE ENGAGEMENT



Equity & Access

Career Services harnessed our shared energy and values of equity, inclusion, and access to put structures and processes in place that better evaluate our programs and services.

- We dedicated **45 minutes every week** to DEI topics - to both improve office operations and to grow as individuals.
- We developed an **events rubric** to ensure that we are accountable for offering programming that is inclusive, equitable, and representative of our community.
- We thoroughly researched religious holidays and **created a calendar** to use as a guide when planning our programs and services.
- Our **diversity statement** outlines our commitment to this area:

Our Commitment To Building A Welcoming, Equitable, & Inclusive Community

Career Services affirms the Ithaca College Diversity Statement and commits to building and contributing to a campus community that is welcoming, equitable, and inclusive to individuals of all identities. We affirm the need to recognize, analyze, and stand against systems of inequality. Our responsibility as educators is to inspire students to explore and uphold their values, find meaning in them, and encourage forward momentum. We acknowledge that it is also our responsibility as individuals to do this work. We commit to continuously:

- Recognize that career development is unique for every person, especially those who have been impacted by systemic disadvantages, marginalization, and exclusion
- Create a safe space where students can talk freely and openly, without judgement, about their identities and circumstances
- Increase student access to opportunities and resources, which includes educating employers on existing systems and practices that are exclusionary
- Seek out and develop relationships with employers who specifically value diversity and inclusion
- Ensure diverse representation in our programs and events to reflect our community's intersecting experiences, identities, and abilities
- Ensure all efforts are made to recruit and hire diverse professional and student staff
- Actively and directly hear feedback via this online form from our community, then doing the work necessary to incorporate that feedback within the capacity of our resources

Looking Forward

The Career Services team remains committed to reinvigorating career development at Ithaca College, to leveraging successful strategies that we deployed during the pandemic and to amplifying our presence and partnership within the academic corridors. We remain energized and determined to leverage our creativity in the service of our students and alumni.



EQUITY-CENTERED CAREER DEVELOPMENT

We believe that career and professional development is closely tied to social justice. We continue to meet regularly to explore and discuss equity issues, while evaluating our programs, processes, and data collection to ensure that everything we do is accessible, equity-minded, and inclusive. We care about the career success of every single student and alumna and recognize there is always work to be done to ensure equity for all.

INCREASED SCOPE & SCALABILITY

With a current staff of 5, and an eventual staff target of 8, the 2022-23 academic year marks the return of staff dedicated to specific academic areas, which builds on our successful career communities model, implemented in 2017. This iteration re-focuses on a school-based model, while recognizing the need for interdisciplinary collaboration across academic areas. While each career services staff member is readily able to serve students and alumni of all disciplines, having staff focused in specific areas will build our expertise, collaborations, and put a specific face to Career Services.

RECRUITING & EMPLOYER RELATIONS

While employment engagement in the form of job and internship postings reached an all-time high of over 132,000 postings in 2021-22, the pandemic and lack of a dedicated employer relations staff member, limited our ability to host in-person career fairs, employer site visits, and other campus recruiting activities. In the spring semester we began to reintroduce some of these elements and students were able to gain insights and make connections through our *Meet The Firms* collaboration with the School of Business and our *New York City Trek*. As conditions allow, we intend to build on these successes and re-introduce in-person boutique fair events.

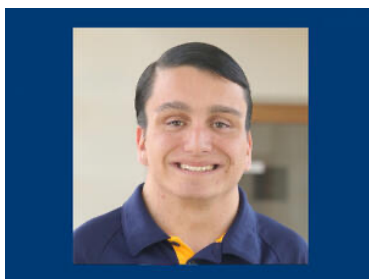
Get to Know Us

Fun Facts About Our Dynamic Staff

PEER CAREER ADVISORS

PCAs are highly trained para-professional students who can assist with a variety of career development topics.

Andrew



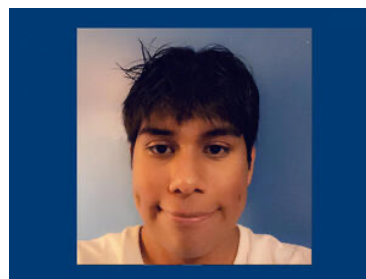
Andrew is a fourth-year Communication Management & Design student with a concentration in Corporate Communication.

Anna



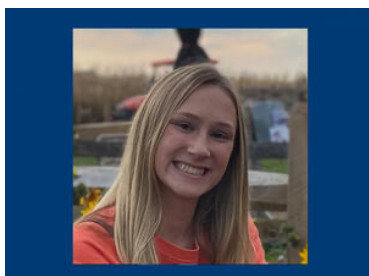
Anna is a senior Communication, Management and Design major with minors in Politics, Journalism, and Legal Studies.

Ariel



Ariel is a sophomore majoring in Chemistry and minoring in Computer Science.

Brielle



Brielle is a junior business administration major with a concentration in marketing, and minors in business analytics.

Kellen



Kellen is Taiwanese-American, FGLI, second-year student majoring in Music Education.

Kristina



Kristina is a senior Integrated Marketing and Communications major with minors in Graphic Design and German Area Studies.

Lochlyn



Lochlyn is a graduate student in her 5th year of the physical therapy program with interests in geriatrics and oncology.

Melissa



Melissa is a senior studying finance and marketing with a minor in health policy & management.

PROFESSIONAL STAFF

SUZANNE BRACHE

- Before coming to Ithaca College in 2016, Suzie worked for nearly twenty years in local nonprofits in youth development and experiential learning roles.
- She is a successful grant writer and hopes to be a published children's book author someday. A strong believer in community philanthropy, Suzie serves as Chair of the Community Foundation of Tompkins County's Women's Fund Advisory Committee.
- She also loves to do calligraphy and is a proud new mom of her furry pal, Mia.
- Suzie has been assisting her partner in teaching Argentine Tango at Cornell for the past eight years.

JONATHAN CHALMERS

- Jonathan joined Career Services in March 2002 and serves as Career Engagement Specialist for the School of Business and for juniors/seniors in the School of Humanities & Sciences.
- Before joining IC, Jonathan worked for ten years in inclusive post-secondary transition education programs for students with intellectual/developmental disability at University of Rochester (UR) and The College of New Jersey (TCNJ).
- He has previously interned at two museums, spent time working as substitute teacher and as a job coach, and held down jobs at a truck stop, a grocery store, a pizzeria, and at two different locations of a major big box retail chain.
- At TCNJ, Jonathan taught a first-year writing seminar course called "'Let's Kill Hitler!' - The Ethics of Time Travel.'
- Jonathan is a hobby podcaster and currently co-hosts two shows: one that reviews legendary movies and one that recaps episodes of the TV show 'Westworld.'
- Jonathan and his wife, Christine, recently moved to the Ithaca area with their cat, Ginny, and their dog, Ruth Bader Ginsbark.

DAVE CURRY

- Dave is the Director of IC Career Services joining the team in October of 2021.
- Before coming to IC, Dave spent the last 14 years at The Milton Hershey School, the world's largest private residential school for children from poverty.
- At Milton Hershey School, Dave taught and coached football and mock trial, before taking over as the Director of Career and Technical Education where he oversaw career programming in K-12, with a focus on career-focused education at the high school, higher ed collaborations, and employer relations.
- Dave received his BA from the University of Pittsburgh and his MEd. from Edinboro University of Pennsylvania.

- He has a wife and three children who are all very active in sports and the arts.
- In his free time, Dave loves spending time with his family, hiking, kayaking, exercising, and playing sports. And eating cheeseburgers, of course.

JOHN FRACCHIA

- A 28-year veteran of Ithaca College, John has served in numerous roles on the Career Services team since 2000.
- He is a two-time graduate of Binghamton University with an MBA (Marketing) and a BA with majors in Psychology and Cinema (film).
- A past-Trustee of Ithaca College, John has also served as an elected official, and as a board member for 6 non-profit organizations, two as a founder, and four as President, including the Eastern Association of Colleges and Employers (EACE).
- John has taught over 20 courses in the School of Business & the Honors Program.
- He directs and performs in ComedyFLOPs, an Ithaca based improv troupe that has raised over \$13,000 for 44 community based, non-profit organizations through their performances.
- He has created a play (Club Hell), a novel (Cataclysm: The Mystclipper Shicaine), experimental film pieces and over 125 songs.
- John lives in Caroline, NY with his wife, Nancy Kane, in the house of 7 cats and one Chiweenie.

JENNIFER PAWLEWICZ

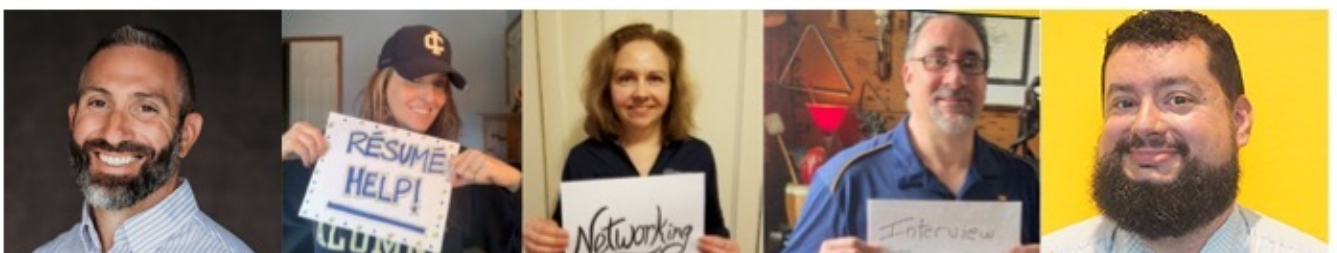
- '95 Bomber alum that currently works as a Career Engagement and Marketing Specialist.

She has 3 sons: Anthony, Kade and Derek and 3 goldendoodles: Jack, Gracie, and Ellie.

- She has done everything from bungee jumping instructing to running a multi-million dollar company

She is a proud First Generation alumna.

- Jennifer is a past-President of the Newfield Central School District Board of Education.
- Jennifer loves to bake and often brings goodies to work for everyone.



With Gratitude And Excitement For The Future!