Emory University

The Career Center
Two Big Fat Lies

1. Career Centers are passive, ineffective and not integrated into the student experience.

2. A Liberal Arts major is not as valued as a “real” major.
Nathan Hatch, the President of Wake Forest University, commented on the approach universities take towards their career-services area: “For years, most liberal-arts schools seemed to put career-services offices somewhere just below parking as a matter of administrative policy.”

“How to Find WORK – In the 21st Century”. The sixth edition, Thames River Press

“Each year, thousands of college students try to figure out what to major in. They experience significant anxiety and confusion about how that choice relates to their career path. After making that choice, many students don’t seriously think about career decisions and the job search until Winter break of their senior year. Many never consider going to the office of “Career Services.” Some don’t even know it exists. Others are embarrassed to not have visited the office sooner. Others think it’s just too late. As much as our colleges have evolved and improved and the world of work has changed, this perennial experience has occurred for decades. For it to change, “Career Services” must die.”

Andy Chan, Vice President, Wake Forest University

http://www.tedxlawrenceu.com/speakers/andy-chan/
“Each year, thousands of college students try to figure out what to major in. 37% of Emory students (29% of juniors and seniors) experience significant anxiety and confusion about how that choice relates to their career path. After making that choice, 5% of Emory students don’t seriously think about career decisions and the job search until Winter break of their senior year. 8% of Emory students never consider going to the office of “Career Services.” 4% of Emory students don’t even know it exists. 11% of Emory students are embarrassed to not have visited the office sooner. 5% of Emory students think it’s just too late. As much as our colleges have evolved and improved and the world of work has changed, this perennial experience has occurred for decades. For it to change, “Career Services” must die???”

Paul Fowler, Emory University

(Student Survey asking questions utilizing exact phrasing of Andy Chan)
The Big Disconnect Between College and Career

February 9, 2014 by Sheila Curran ·

(http://curranoncareers.com/big-disconnect-college-career/)

Students and parents want a college education to lead to a better job. Recent surveys from Inside Higher Ed and Gallup suggest that almost all college presidents and senior academic officers agree with them…..

…..according to a recent survey conducted by The Chronicle of Higher Education and American Public Media’s Marketplace, only 16% of employers considered applicants to be “very prepared” with the knowledge and skills they would need for the job.

"Woefully unprepared" is how David E. Boyes characterized the newly minted B.A.'s who apply to his Northern Virginia technology consulting company.
Key Findings: What are employers looking for?

“When it comes to the skills most needed by employers, job candidates are lacking most in written and oral communication skills, adaptability and managing multiple priorities, and making decisions and problem solving.”
The Value of a Liberal Arts Education

Essential Learning Outcomes

- Knowledge of Human Cultures and the Physical and Natural World
- Intellectual and Practical Skills
- Personal and Social Responsibility
- Integrative and Applied Learning

Source: Association of American Colleges and Universities: Liberal Education and America’s Promise
The Essential Learning Outcomes

Beginning in school, and continuing at successively higher levels across their college studies, students should prepare for twenty-first-century challenges by gaining:

Knowledge of Human Cultures and the Physical and Natural World
- Through study in the sciences and mathematics, social sciences, humanities, histories, languages, and the arts
  
  *Focused by engagement with big questions, both contemporary and enduring*

Intellectual and Practical Skills, including
- Inquiry and analysis
- Critical and creative thinking
- Written and oral communication
- Quantitative literacy
- Information literacy
- Teamwork and problem solving

  *Practiced extensively, across the curriculum, in the context of progressively more challenging problems, projects, and standards for performance*

Personal and Social Responsibility, including
- Civic knowledge and engagement—local and global
- Inter/cultural knowledge and competence
- Ethical reasoning and action
- Foundations and skills for lifelong learning

  *Anchored through active involvement with diverse communities and real-world challenges*

Integrative and Applied Learning, including
- Synthesis and advanced accomplishment across general and specialized studies

  *Demonstrated through the application of knowledge, skills, and responsibilities to new settings and complex problems*

Note: This listing was developed through a multiyear dialogue with hundreds of colleges and universities about needed goals for student learning; analysis of a long series of recommendations and reports from the business community; and analysis of the accreditation requirements for engineering, business, nursing, and teacher education. The findings are documented in previous publications of the Association of American Colleges and Universities: *Greater Expectations: A New Vision for Learning as a Nation Goes to College* (2002), *Taking Responsibility for the Quality of the Baccalaureate Degree* (2004), and *College Learning for the New Global Century* (2007). For further information, see www.aacu.org/leap.
### Percentage of Employers Who Want Colleges to "Place More Emphasis" on Essential Learning Outcomes

<table>
<thead>
<tr>
<th>Knowledge of Human Cultures and the Physical and Natural World</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>• Science and technology</td>
<td>70%</td>
</tr>
<tr>
<td>• Global issues</td>
<td>67%*</td>
</tr>
<tr>
<td>• The role of the United States in the world</td>
<td>57%</td>
</tr>
<tr>
<td>• Cultural diversity in the United States and other countries</td>
<td>57%</td>
</tr>
<tr>
<td>• Civic knowledge, participation, and engagement</td>
<td>52%*</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Intellectual and Practical Skills</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>• Written and oral communication</td>
<td>89%</td>
</tr>
<tr>
<td>• Critical thinking and analytic reasoning</td>
<td>81%</td>
</tr>
<tr>
<td>• Complex problem solving</td>
<td>75%</td>
</tr>
<tr>
<td>• Teamwork skills in diverse groups</td>
<td>71%*</td>
</tr>
<tr>
<td>• Creativity and innovation</td>
<td>70%</td>
</tr>
<tr>
<td>• Information literacy</td>
<td>68%</td>
</tr>
<tr>
<td>• Quantitative reasoning</td>
<td>63%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Personal and Social Responsibility</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>• Ethical decision making</td>
<td>75%</td>
</tr>
<tr>
<td>• Intercultural competence (teamwork in diverse groups)</td>
<td>71%*</td>
</tr>
<tr>
<td>• Intercultural knowledge (global issues)</td>
<td>67%*</td>
</tr>
<tr>
<td>• Civic knowledge, participation, and engagement</td>
<td>52%*</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Integrative and Applied Learning</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>• Applied knowledge in real-world settings</td>
<td>79%</td>
</tr>
</tbody>
</table>

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*Note: These findings are taken from *Raising the Bar: Employers' Views on College Learning in the Wake of the Economic Downturn*, a survey of employers conducted for AAC&U by Hart Research Associates and published in 2010. For a full report on this survey and related employer findings, see www.aacu.org/leap.*

*Starred items are shown in multiple learning outcome categories because they apply to more than one.*
Committed to Return on Investment!!

Emory Education = $1.5 Million Home Purchase

Good news – Emory is only a four-year mortgage...
But the learning is for a lifetime!
Positive Impactful Relationship with EVERY student to affirm vision and purpose

Sell the Value of Liberal Arts Education

Track EVERY student to Resolution

Single measure of Success – Resolution

Success is measured at Commencement through end of July!

All dressed up for the big dance...
   But if we don’t teach them how to dance, where the dance is, and who can take them to the dance – it’s all just a big tease!!
Career Center Approach

Committed to Return on Investment!!

Four simple Questions....

Students answer correctly and will be happy and successful all the days of their life!
Four-Year Progression of Professional Development

Who Am I?
What am I made of?
Where am I value-added?
Where will I find my niche?
**Student Engagement**

**Professional Development “Activity” in Handshake through 04/04/17**

- **77,603** Handshake Applications Submitted (not including direct submissions to Employers)

- **52,401** Student Logins among **7,110** Unique Students

- **12,140** Job/Internship Postings

- **2,413** OCR Interviews, Resulting from **10,937** Applications

- **7,109** Approved Employers (41 pending as of today; 3,064 declined)

- **353** “Events” Scheduled: 134 Info Sessions; 124 Workshops, 95 Special Events

- **13,085** Students “Checked In” (not including unrecorded workshops and programs)

- **1,503** Individual Student Appointments (College)
Eight-Year Post-Grad Resolution for Emory College Graduates (2009-2016)

<table>
<thead>
<tr>
<th>Year</th>
<th>Continuing Education/Fellowships</th>
<th>Employed</th>
<th>Post-Grad Internship</th>
<th>Gap Year/Volunteer/Not Actively Seeking</th>
<th>Military</th>
<th>Return to Home Country</th>
<th>Currently Seeking Opportunity</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>38%</td>
<td>1.6%</td>
<td>4%</td>
<td>1.8%</td>
<td>1%</td>
<td>0%</td>
<td>23%</td>
</tr>
<tr>
<td>2010</td>
<td>42%</td>
<td>1.8%</td>
<td>4%</td>
<td>1.2%</td>
<td>1%</td>
<td>1%</td>
<td>23%</td>
</tr>
<tr>
<td>2011</td>
<td>42%</td>
<td>2.8%</td>
<td>6%</td>
<td>5%</td>
<td>1%</td>
<td>2%</td>
<td>23%</td>
</tr>
<tr>
<td>2012</td>
<td>43%</td>
<td>3.0%</td>
<td>4%</td>
<td>7%</td>
<td>0%</td>
<td>1%</td>
<td>17%</td>
</tr>
<tr>
<td>2013</td>
<td>43%</td>
<td>2.6%</td>
<td>4%</td>
<td>10%</td>
<td>1%</td>
<td>3%</td>
<td>16%</td>
</tr>
<tr>
<td>2014</td>
<td>39%</td>
<td>3.0%</td>
<td>5%</td>
<td>9%</td>
<td>1%</td>
<td>2%</td>
<td>15%</td>
</tr>
<tr>
<td>2015</td>
<td>35%</td>
<td>3.5%</td>
<td>5%</td>
<td>12%</td>
<td>0.5%</td>
<td>3%</td>
<td>13%</td>
</tr>
<tr>
<td>2016</td>
<td>33%</td>
<td>42%</td>
<td>4%</td>
<td>10%</td>
<td>0.5%</td>
<td>2%</td>
<td>10%</td>
</tr>
</tbody>
</table>

Annual Average Survey Knowledge Rate: 98% of Graduating Senior Class
Annual Statistics compiled and published by Aug 1 of each year (12 weeks following Commencement)
LAW SCHOOL ACCEPTANCE SUMMARY – CLASS OF 2016
Total Applicants: 34 (seniors)
Total Accepted: 32 (seniors)
Acceptance rate: 94%

Top 10 Applications*
1. Emory (79)
2. Georgetown (59)
3. George Washington (50)
4. NYU (45)
5. UGA (42)
6. GSU (40)
7. Duke (36)
8. UVA (36)
9. Northwestern (35)
10. Boston University (34)
U. of Michigan (34)
WashU in St. Louis (34)

Top 10 Admissions*
1. Emory (28)
2. GSU (28)
3. George Washington (20)
4. UGA (18)
5. Boston College (17)
6. Fordham (16)
7. Georgetown (14)
8. U. of Miami (14)
9. NYU (13)
Vanderbilt (13)
WashU in St. Louis (13)

Top 10 Matriculations*
1. Emory (12)
2. GSU (12)
3. Boston College (5)
4. Loyola Chicago (4)
5. George Washington (4)
6. NYU (5)
7. UGA (4)
8. U. of Miami (4)
9. Vanderbilt (4)
UVA (4)

*Numbers in parentheses refer to the number of applicants in each category, by school.

LAW SCHOOL APPLICATION & ACCEPTANCE RATES – PAST 5 YEARS

<table>
<thead>
<tr>
<th>Class Year</th>
<th>Emory Seniors</th>
<th>All Emory**</th>
<th>National</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Applied</td>
<td>34</td>
<td>161</td>
<td>56,479</td>
</tr>
<tr>
<td>Accepted</td>
<td>32</td>
<td>146</td>
<td>42,817</td>
</tr>
<tr>
<td>Percentage</td>
<td>94%</td>
<td>91%</td>
<td>76%</td>
</tr>
<tr>
<td>2015</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Applied</td>
<td>46</td>
<td>178</td>
<td>54,467</td>
</tr>
<tr>
<td>Accepted</td>
<td>41</td>
<td>157</td>
<td>42,271</td>
</tr>
<tr>
<td>Percentage</td>
<td>89%</td>
<td>88%</td>
<td>77%</td>
</tr>
<tr>
<td>2014</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Applied</td>
<td>60</td>
<td>193</td>
<td>55,697</td>
</tr>
<tr>
<td>Accepted</td>
<td>56</td>
<td>158</td>
<td>43,455</td>
</tr>
<tr>
<td>Percentage</td>
<td>93%</td>
<td>82%</td>
<td>78%</td>
</tr>
<tr>
<td>2013</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Applied</td>
<td>58</td>
<td>202</td>
<td>59,384</td>
</tr>
<tr>
<td>Accepted</td>
<td>54</td>
<td>169</td>
<td>45,700</td>
</tr>
<tr>
<td>Percentage</td>
<td>93%</td>
<td>84%</td>
<td>77%</td>
</tr>
<tr>
<td>2012</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Applied</td>
<td>69</td>
<td>216</td>
<td>67,865</td>
</tr>
<tr>
<td>Accepted</td>
<td>64</td>
<td>179</td>
<td>50,647</td>
</tr>
<tr>
<td>Percentage</td>
<td>93%</td>
<td>83%</td>
<td>75%</td>
</tr>
</tbody>
</table>

**Includes both Emory seniors and alumni who applied within that year’s application cycle.
In addition to the schools listed above, Emory applicants received offers of admission to nearly every Top 15 law school in the country for the 2015-16 application cycle. See a breakdown of Top 15 law schools below.

<table>
<thead>
<tr>
<th>RANK</th>
<th>SCHOOL</th>
<th>APPLIED</th>
<th>ADMITTED</th>
<th>MATRICULATED</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Yale</td>
<td>9</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>Harvard</td>
<td>26</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>Stanford</td>
<td>16</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>4</td>
<td>Columbia</td>
<td>32</td>
<td>7</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>Univ. of Chicago</td>
<td>32</td>
<td>5</td>
<td>2</td>
</tr>
<tr>
<td>6</td>
<td>NYU</td>
<td>45</td>
<td>13</td>
<td>5</td>
</tr>
<tr>
<td>7</td>
<td>Univ. of Pennsylvania</td>
<td>33</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>8</td>
<td>Univ. of California, Berkeley</td>
<td>29</td>
<td>8</td>
<td>2</td>
</tr>
<tr>
<td>8</td>
<td>Univ. of Michigan</td>
<td>34</td>
<td>9</td>
<td>3</td>
</tr>
<tr>
<td>8</td>
<td>UVA</td>
<td>36</td>
<td>11</td>
<td>4</td>
</tr>
<tr>
<td>11</td>
<td>Duke</td>
<td>36</td>
<td>8</td>
<td>2</td>
</tr>
<tr>
<td>12</td>
<td>Northwestern</td>
<td>35</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>13</td>
<td>Cornell</td>
<td>24</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>14</td>
<td>Georgetown</td>
<td>59</td>
<td>14</td>
<td>2</td>
</tr>
<tr>
<td>15</td>
<td>Univ. of Texas-Austin</td>
<td>24</td>
<td>6</td>
<td>1</td>
</tr>
</tbody>
</table>

* Rankings listed based upon most current U.S. News & World Report Law School Rankings available.
Counseling, Programming & Outreach

Career Counseling and Career Assessments

• Individualized 1:1 relationship building!
• Print, On-line, Contracted Resources
• Emory e-Connection and Alumni Database
  *(Emory Connects Campaign)*
• Resume and Cover Letter Critique Service
• Mock Interview Service
• Individualized Workshops/Sessions/Networking
• Industry Focus Nights/Information Sessions
Counseling, Programming & Outreach

Pre-Professional/Graduate School Preparation

• One-on-One Advising Sessions

• On-line Letter of Recommendation Database Service

• Document Critique Service

• Pre-professional workshops on the application process
Counseling, Programming & Outreach

Pre-Professional

- PreHealth Mentoring Office Partnership
  - Academic Advising
  - Career and Professional Counseling
  - Experiential Opportunities
  - Community Building
  - Mentoring

- PreLaw Advising Office
Counseling, Programming & Outreach

Recruiting and Employer/Alumni Relations

- Handshake
- Career Fairs / Hire Us… and Targeted Career Fairs
- On-Campus Recruiting/Job Postings
- Corporate/Alumni Outreach
- UCAN Internships
- Alumni & Parent Organization Promotion
- Networking Events/Network Nights
What Can you Do?

1. Let your student decide his/her future – and be excited about it!
   Choice of major and choice of career *can be* separate and unique decisions – our job to align!!!

2. Encourage your student to connect with the Career Center, CMC, PHMO, or PreLaw Office.

3. Push campus and community engagement. *All work and no play....*

4. Be patient if your student takes his/her time to figure it all out.

5. Times have changed since you were a college student – don’t advise, reflect, share, mandate, criticize.....*until* you know/understand the context in which today’s student operates.

6. See for yourself – hire an Emory intern or graduate!
The Career Center
200 Dowman Drive
Boisfeuillet Jones Center
2nd Floor, Suite 200
www.career.emory.edu
404-727-6211
Thank You!

- Questions?
- Aspirations?
- Ready to Connect?