Advising & Career Services
Continuum
Presentation to Board of Visitors
Gail Hackett, PhD, Provost and VP for Academic Affairs
September 15, 2016
Today’s Discussion

• Current State
• Career Advising & Services at VCU
  - VCU Continuum
  - Advances in Academic Advising
  - Career Services at VCU
• 1st Destination Outcomes at VCU
• Questions
Continuum of Career Advising / Intervention at VCU

- Minimal needs
- Ability to make decisions
- Self-directed
- Academic advising
- Major decided
- Some uncertainty
- Career connections
- Undecided
- Exploratory
- Some degree of indecision
- Asking / answering specific questions
- Personal / other issues interfering with decisions
Employers strongly endorse emphasis on applied learning; see it as valuable preparation for work

- 88% say colleges should ensure students have skills/knowledge to complete a significant applied learning project
- 80% expect recent graduates to demonstrate ability to apply learning in real-world settings

<table>
<thead>
<tr>
<th>Skill</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applying Knowledge/Skills to Real World</td>
<td>80%</td>
</tr>
<tr>
<td>Critical/Analytical Thinking</td>
<td>81%</td>
</tr>
<tr>
<td>Ethical Judgment &amp; Decision-making</td>
<td>81%</td>
</tr>
<tr>
<td>Written Communication</td>
<td>82%</td>
</tr>
<tr>
<td>Working Effectively with Others in Teams</td>
<td>83%</td>
</tr>
<tr>
<td>Oral Communication</td>
<td>85%</td>
</tr>
</tbody>
</table>

Preparedness Disconnect Between Employers & Grads

% Saying They/College Grads Are Well Prepared by Area

<table>
<thead>
<tr>
<th>Area</th>
<th>Students</th>
<th>Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Being Innovative/Creative</td>
<td>25%</td>
<td>57%</td>
</tr>
<tr>
<td>Critical/Analytical Thinking</td>
<td>26%</td>
<td>66%</td>
</tr>
<tr>
<td>Written Communications</td>
<td>27%</td>
<td>65%</td>
</tr>
<tr>
<td>Working with Numbers/Statistics</td>
<td>28%</td>
<td>55%</td>
</tr>
<tr>
<td>Oral Communication</td>
<td>28%</td>
<td>62%</td>
</tr>
<tr>
<td>Locating, Organizing, Evaluating Information</td>
<td>29%</td>
<td>64%</td>
</tr>
<tr>
<td>Ethical Judgement and Decision-Making</td>
<td>30%</td>
<td>62%</td>
</tr>
<tr>
<td>Staying Current on Technologies</td>
<td>37%</td>
<td>46%</td>
</tr>
<tr>
<td>Working with Others in Teams</td>
<td>37%</td>
<td>64%</td>
</tr>
</tbody>
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Academic Advising: First Year Modules – Attacking Barriers and Leveraging Motivators

- How Can I Pay For College?
- Thrive: Well-Being in College and Beyond
- VC(You): Self Identify & Discovery
- Navigating Pride at VCU and RVA (LGBT)
- Dynamic Principles for Professional Development: For Men of Color
- Introduction to Career Planning & Management
- Maximizing Your Study Abroad
- Exploring Diversity, Social Justice, and Identity
- Maximizing VCUarts Foundation

Pilot Fall 2016 – 365 freshmen enrolled in 19 different courses
Community Approach to Advising - Implementing SSC Campus
Using Professional Competencies to Drive Collaborations in Advising, Curriculum & Career Development

Example: Pre-Professional Health Advising

The Office of Pre-Professional Health Advising at VCU focuses on developing personal and professional competencies which are heralded by the Association of American Medical Colleges.

Core Competencies for Pre-Professional Health Students:

1. Building a foundation of and maintaining academic excellence:
   - CORE COMPETENCIES: Maintain a cumulative GPA of 2.7 or higher (recommended: GPA above 3.5)
   - CORE COMPETENCIES: Maintain minimal D, F, W or historical repeats on academic transcript(s) (recommended: no D, F or W grades or historical repeats on transcript(s))
   - CORE COMPETENCIES: Demonstrate ability to use logic and reasoning to identify strengths and weaknesses of alternative solutions
   - CORE COMPETENCIES: Explain how scientific knowledge is discovered and validated
   - CORE COMPETENCIES: Demonstrate ability to effectively convey information to others using written words

   Fulfilled through: coursework, workshop, volunteer, shadow or work experience

2. Gaining healthcare exposure:
   - CORE COMPETENCIES: Describe the diversity of responsibilities for various healthcare providers
   - CORE COMPETENCIES: Describe the diversity of skills and competencies required for various healthcare providers
   - CORE COMPETENCIES: Describe interprofessional relationships between a variety of healthcare providers
   - CORE COMPETENCIES: Describe a patient’s perspective of the healthcare system based on their individual experience
   - CORE COMPETENCIES: Explain 3 personal lessons learned from shadowing or volunteering in a healthcare setting
   - CORE COMPETENCIES: Identify one’s own personal and professional skills or strengths and connect them to a healthcare field

   Fulfilled through: coursework, workshop, volunteer, shadow or work experience
Intentional Partner Initiatives

VCU Career Council

- Meets quarterly to facilitate the coordination and discussion of common issues, resources, and solutions used to manage career-related services for undergraduate and graduate/professional students, alumni, and the community

Faculty Partnerships

- In-classroom presentations (career readiness)
- Tools to help faculty implement career development tools into courses
- Best practices on developing internships

Tools
Enhancing Employer & Alumni Engagement

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Postings (all types including internships)</th>
<th>Posting from Alumni</th>
<th>Federal Work Study</th>
<th>Employers at Career Fairs*</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013-2014</td>
<td>3,824</td>
<td>752</td>
<td>474</td>
<td>257</td>
</tr>
<tr>
<td>2014-2015</td>
<td>6,277</td>
<td>1,020</td>
<td>470</td>
<td>347</td>
</tr>
<tr>
<td>2015-2016</td>
<td>7,508</td>
<td>1,151</td>
<td>556</td>
<td>394</td>
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</table>
Student Outreach - *Make it Real: Rams’ Road Trip*

2015 – Bethesda, MD
- 20 graduate and postdoctoral students

2016 - Research Triangle Raleigh, NC
- Partnering w/ BME
- 40 students
1\textsuperscript{st} Destination Results: VCU vs. National Norm

Note: Represents outcomes 6 months post-graduation for students earning a baccalaureate degree in May 2015. Sources: National Association of Colleges and Employers; and The Outcomes Survey.
1st Destination Results: VCU Undergraduates

Respondents are employed or enrolled in a graduate program: 86%

Type of experience:
- Internships: 52%
- Service learning: 19%
- Field experiences: 18%
- Assistantships: 9%
- Study abroad: 28%

Were paid for their internship: 50%

83% are employed or enrolled in graduate school in Virginia.

Students report their occupation is related to their major: 83%
Questions?