



Student Affairs Committee

Virginia M. Ambler, Ph.D.
Vice President for Student Affairs
BOV Meeting, November 2013

From the Strategic Plan

- Provide outstanding career opportunities for students.
Improve coordination of academic advising and career counseling activities across campus.
Strengthen alumni network support for graduates.
(Halleran, Ambler, Cottrell)

Career Development

INSIDE
HIGHER ED

insidehighered.com

'More Than a Major'
April 10, 2013 - 3:00am
By Zack Budryk

Business executives care more about their new hires' thinking, communication and problem-solving skills than they do about their undergraduate majors, according to a survey being released today by the Association of American Colleges and Universities. The association first conducted the survey in 2006, and has done so periodically since then. The report, entitled **"It Takes More Than a Major: Employer Priorities for College Learning and Student Success,"** features the percentage of business executives responding positively to a number of statements, and the results suggest that these employers are not just looking for STEM majors -- or for any one kind of major.

The screenshot shows a web browser displaying the homepage of The Chronicle of Higher Education. The article "Employers Want Broadly Educated New Hires, Survey Finds" by Beckie Supiano is the main focus. The article text states that business executives care more about graduates' thinking and communication skills than their undergraduate majors. It mentions a survey conducted by the Association of American Colleges and Universities (AAC&U) in 2006 and 2013. The survey found that 70% of employers value communication skills, 68% value problem-solving skills, and 65% value critical thinking skills. The article also notes that employers are looking for graduates who can apply their learning to the real world. The website interface includes a navigation bar with links to Home, News, Opinion & Ideas, Facts & Figures, Blogs, Jobs, Advice, Forums, Events, and Store. There is also a search bar and a "Sign In" link.

THE CHRONICLE
of Higher Education

Tuesday, April 16, 2013

HOME NEWS OPINION & IDEAS FACTS & FIGURES BLOGS JOBS ADVICE FORUMS EVENTS STORE

Faculty Administration Technology Community Colleges Global Special Reports People Current Issue Archives

Students

Search The Chronicle

April 10, 2013

Employers Want Broadly Educated New Hires, Survey Finds

By Beckie Supiano

Students worried about landing a job after graduation might be attracted to a narrow education that focuses on building their knowledge in one area. But that isn't enough to help them pursue successful careers, according to the Association of American Colleges and Universities.

The group released its latest survey of employers on Wednesday, and it is using the findings to bolster a new compact between college presidents and employers that advocates a broad, liberal-arts education for all.

A report on the survey findings, "It Takes More Than a Major: Employer Priorities for College Learning and Student Success," comes to some of the same conclusions as a recent survey of employers conducted by The Chronicle. Both surveys found that a considerable share of employers don't think colleges are doing a very good job of preparing graduates for work. Unlike The Chronicle's survey, the association's considers recent graduates with either two- or four-year degrees.

The AAC&U survey also shows employers' support for the idea that students should be broadly educated and should apply their learning to the real world during college. More than half of employers indicated that recent college graduates should have "both field-specific knowledge and skills and a broad range of skills and knowledge." (The report is based on an online survey of 318 employers conducted in January.)

Making the Case to the Public

In the compact, also released on Wednesday by AAC&U, 160 employers and 107 college presidents agreed to help the public understand the importance of a broad, liberal-arts education.

CampusViewpoints

"Learn. Lead. Serve"

See how we follow through at

UNIVERSITY of DAYTON

Most Popular

- 1. 1 Fully Expect to Die With This Debt
- 2. A Radical Anthropologist Finds Himself in Academic 'Crisis'
- 3. Why Not a 2-Tier System?
- 4. Herbert Richardson v. the World
- 5. Biblical Blame Shift

Careers in Academe

In this special report, we offer articles written by academics, about

- ⌘ Nearly all those surveyed -- **93%** -- agree, “a candidate’s demonstrated capacity to think critically, communicate clearly, and solve complex problems is more important than their undergraduate major.”
- ⌘ Employers today are highly focused on innovation and are giving priority to hiring employees who can help in this advancement. Fully **92%** agree that innovation is essential to their company’s continued success, including 51% who strongly agree.
- ⌘ When read a description of a 21st century liberal education, a large majority of employers recognize its importance; **74%** would recommend this kind of education to a young person they know as the best way to prepare for success in today’s global economy.

AAC&U Study Highlights

- ⌘ **Ethics:** “Demonstrate ethical judgment and integrity” (96% important, including 76% *very* important)
- ⌘ **Intercultural Skills:** “Comfortable working with colleagues, customers, and/or clients from diverse cultural backgrounds” (96% important, including 63% *very* important)
- ⌘ **Professional Development:** “Demonstrate the capacity for professional development and continued new learning” (94% important, including 61% *very* important)

Essential Qualities Sought



W&M 32.1%

George Washington 31.1%

Univ. of Chicago 30.1%

Brandeis University 28.2%

Brown University 27.3%

W&M #1 for Service Careers

(Among All National Universities)



W&M 34.3%

George Washington 32.5%

Florida State 30.4%

City Univ. of NY 27%

Univ. of S. Dakota 26.3%

W&M #1 Law School

For Government and Public Interest Jobs (2012)

Summer 2013 Events

All events are FREE to W&M students

- DC Internship and Job Search: Workshop and Brown Bag
- DC Area Law School Admission Information Session
- Careers in Medicine Panel Discussion
- Careers in International Development with Joan Dudik-Gayoso
- John Hopkins School of Advanced International Studies (SAIS) Program
- Georgetown University International Affairs Program Information Session
- Careers on Capitol Hill: Alumni Panel and Lunch
- DC Area Medical School Admission Information Session
- Careers in Consulting Panel and Case Interview Workshop
- Women's Secrets for Career Success: Alumni Panel and Reception
- IR Club Networking Happy Hour (current students and alumni)
- Careers in Government, Public Policy, & International Affairs: Alumni Panel and Dinner

Partnerships with the DC Office

Collaborating with Leadership Boards for Career Success



Mary Schilling
Assistant VP and Executive
Director of Career Development



Career Outcomes at a Glance

2012 Senior Survey

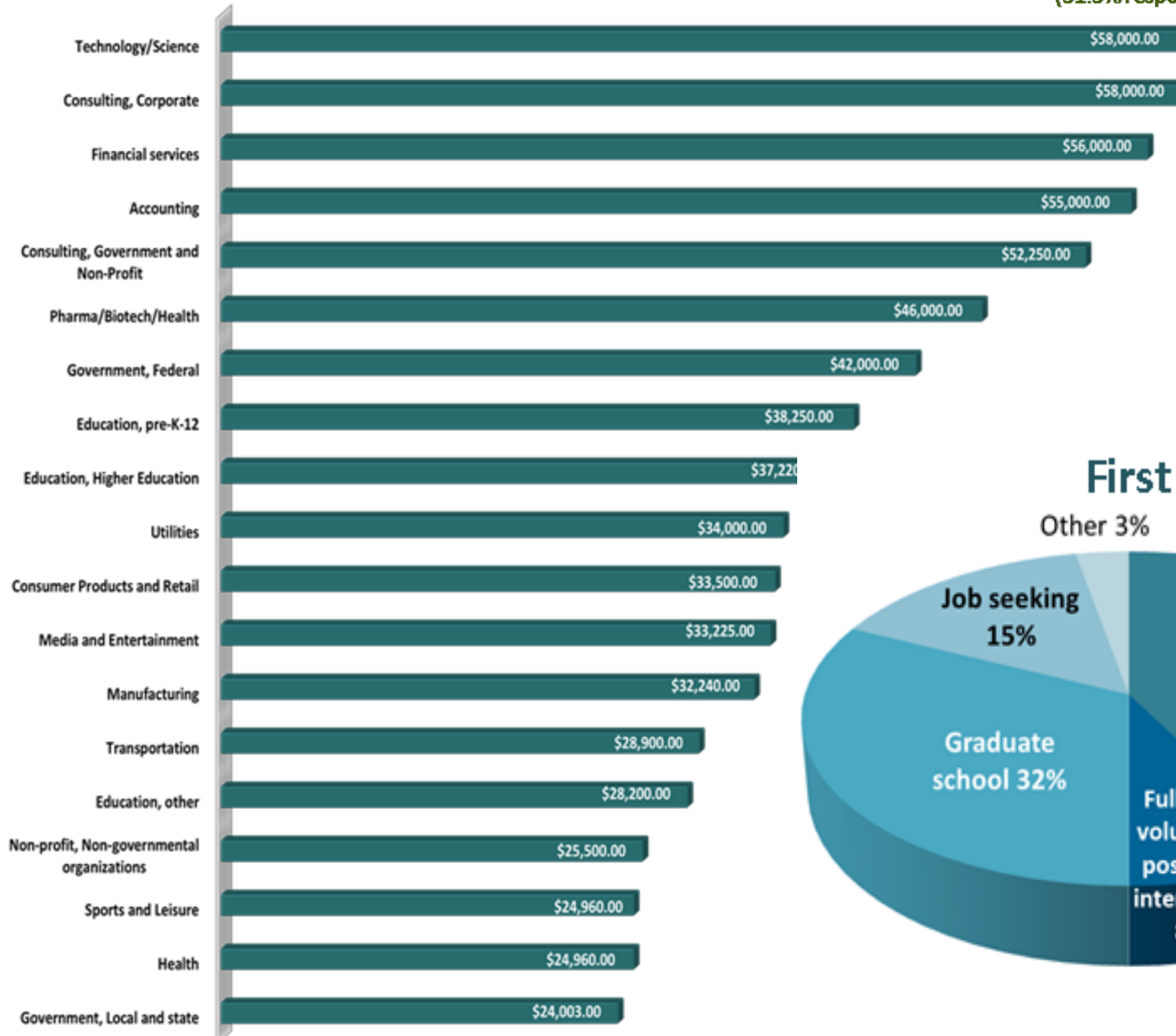


Class of 2012 Outcomes Data

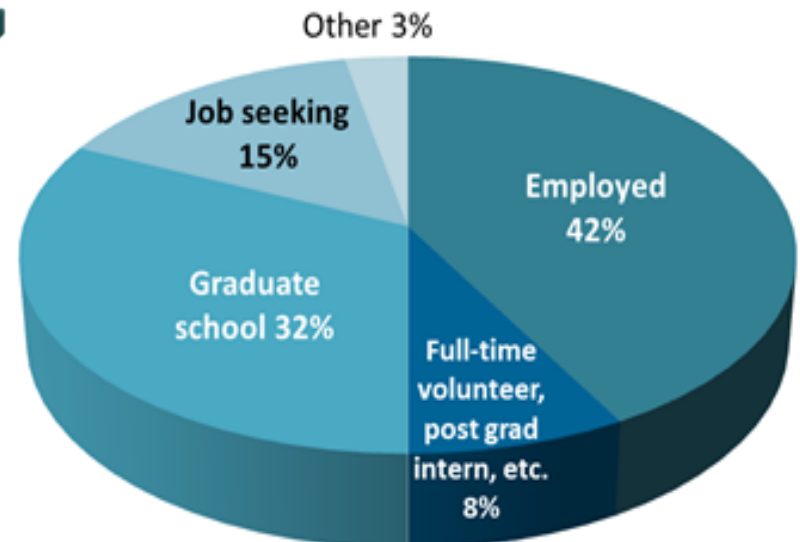
(51.5% response rate 6 months out)



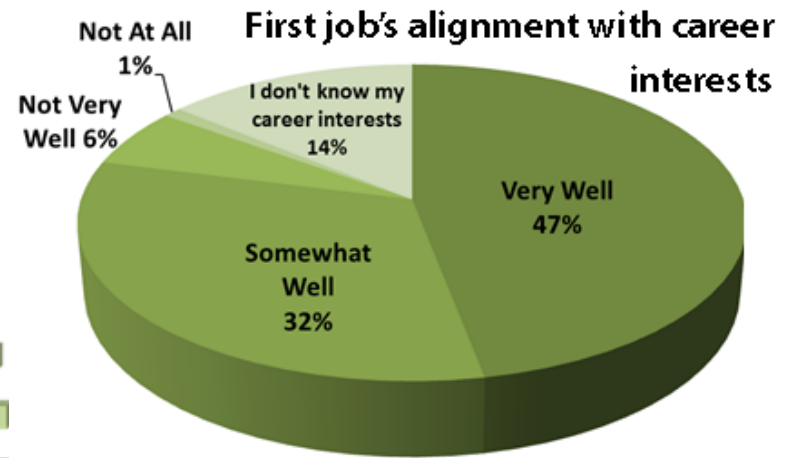
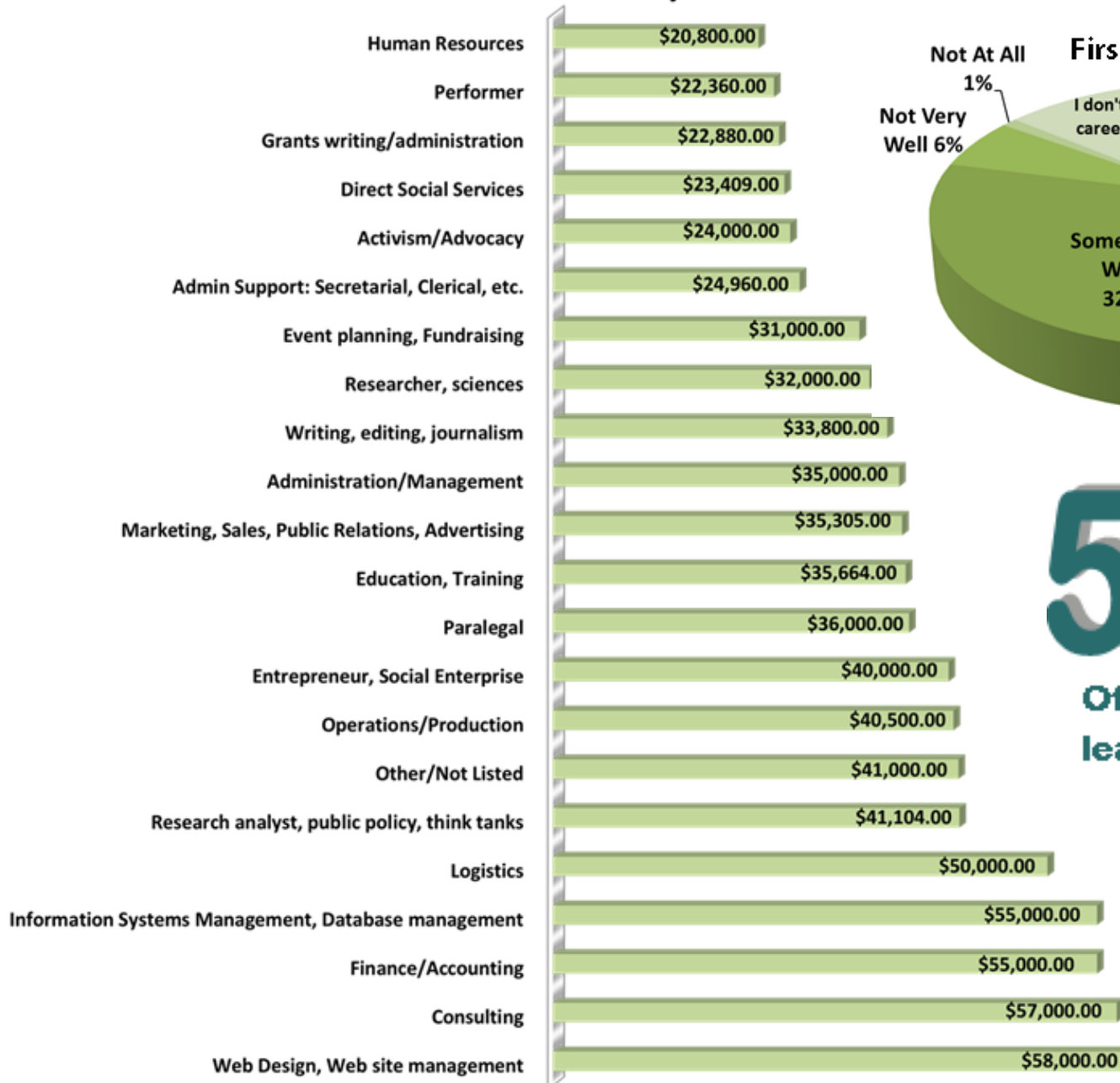
Median Salaries by Industry



First Destinations



Median Salaries by Function

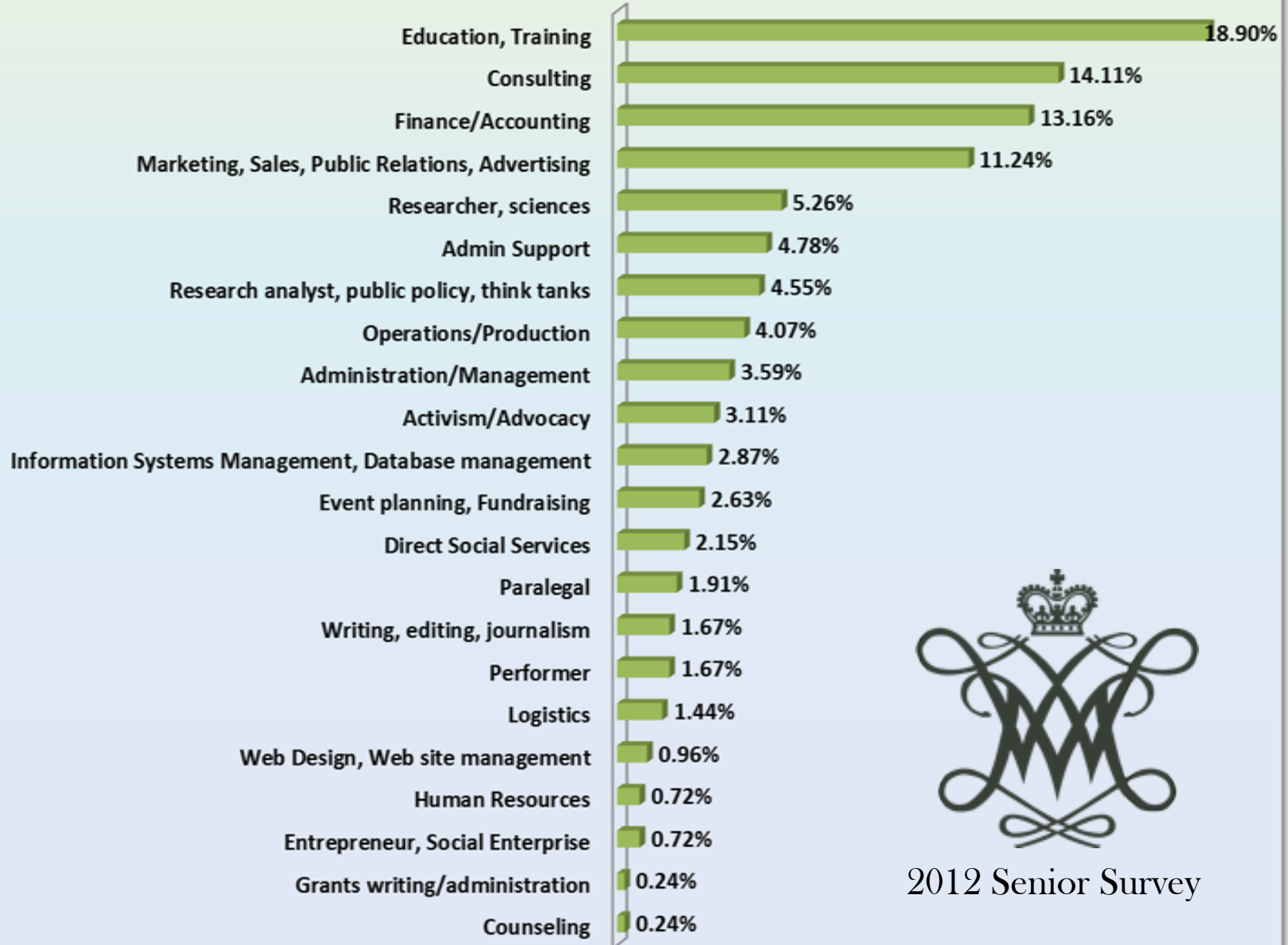


59%

Of respondents did at least one internship



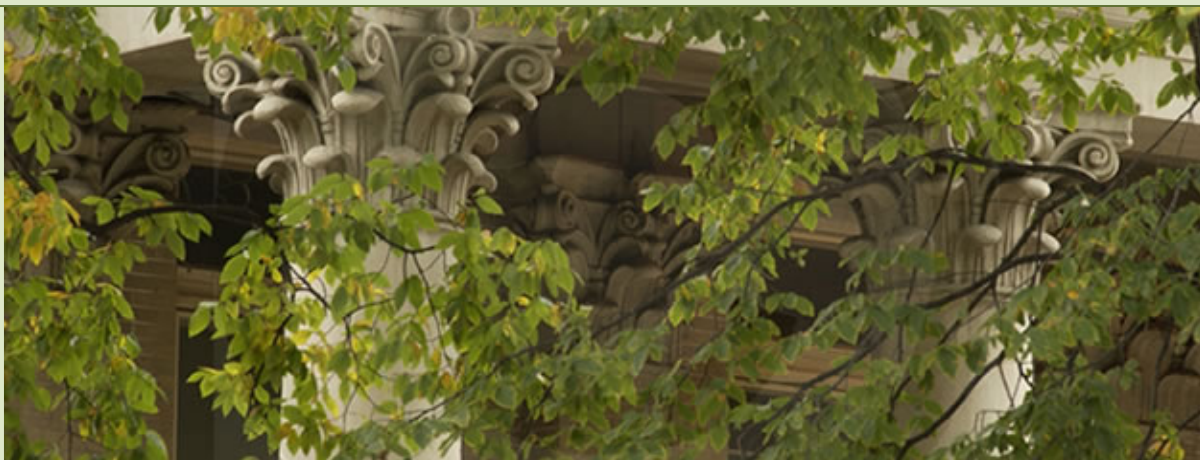
Distribution by function



2012 Senior Survey

Employers who hired at least 3 W&M grads

AmeriCorps: 6
BB&T: 4
Booz Allen Hamilton: 8
Cambridge Associates: 3
Capital One: 6
CGI Federal: 9
Cornerstone Research: 3
Deloitte: 4
Deloitte Consulting: 6
Epic Systems: 8
Ernst & Young: 6
Fairfax County Public Schools: 4
FedBid: 3
Grassroots Campaigns: 3
IBM Global Business Services: 7
Inova Fairfax Hospital: 3
Microsoft: 4
Newport News Public Schools: 3
PricewaterhouseCoopers: 6
STR Software: 3
Teach for America: 21
U.S. Army: 3



Graduate Schools attended by at least 3 W&M grads

| | |
|---|---|
| American University: 6 | Pennsylvania State University: 4 |
| Boston University: 5 | University of Michigan: 3 |
| College of William & Mary: 58 | University of North Carolina at Chapel Hill: 3 |
| Columbia University: 5 | University of Texas: 4 |
| Drexel University : 4 | University of Virginia: 17 |
| Drexel University: 4 | Vanderbilt University: 4 |
| Eastern Virginia Medical School: 3 | Virginia Commonwealth University: 7 |
| George Mason University: 5 | Virginia Tech: 6 |
| George Washington University: 3 | Washington and Lee University: 3 |
| Georgetown University: 5 | West Virginia University: 3 |
| New York University: 3 | |
| North Carolina State University: 3 | |
| Northwestern University: 4 | |



Class of 2013 Preview



92% of those who have reported being employed say that their work is either “very well-aligned” or “somewhat well-aligned” with their career interests.



A&S Business Boot Camp China: Jobs & Internships

David Lapinski

Director, External Relations

Cohen Career Center



A&S Business Boot Camp

Program Summary & Goals

Held in DC/Northern Virginia, May 13 – 17th



**In response to needs stated by A&S students,
the program was established for the purpose of helping students:**

- Understand the fundamental principles of each business discipline (marketing, finance, accounting, etc.)
- Understand the mix of jobs available to them when they graduate and the career paths beyond
- Believe (and be able to promote) how their A&S background is applicable to business
- Feel confident in applying to, and interviewing with, a potential employer
- Learn to grow as leaders, work in teams, and communicate more confidently

A&S Business Boot Camp: Program Highlights

- **20** select students from a wide-variety of A&S majors (Chemistry, Math, Government, Biology, History, Psychology, and more).
- **5** host sites (Google, Booz Allen Hamilton, PricewaterhouseCoopers, FedBid, and NERA Economic Consulting)
- **45** unique alums engaged as guest lecturers, panelists, and case coaches
- **40** classroom contact hours over the course of the week
- Of the **10** Rising Seniors that participated
 - **8** have engaged Fall recruiting with interviews with firms like Deloitte Consulting, PwC, Capital One, Booz Allen, EY, T.Rowe Price, FBR Capital



China Job & Internship Development Program

Goal: To build job and internship opportunities in China and build on W&M's successful Chinese programs

- Partnership between Career Center, Confucius Institute, Corporate & Foundation Relations, and Economic Development
- Summer Visits included: MeadWestVaco, Disney, Colgate-Palmolive, Morgan Stanley, Ernst & Young, Neusoft (Philips), Evergreen Enterprises, Lincoln International, Vocus, Morgan Creek Capital



Looking Ahead . . .

- National search for new AVP/Executive Director
- Expanding internship opportunities
- Increased funding for unpaid internships
- Career Counseling and Academic Advising
- Continued focus on freshmen and sophomores
- Enhancing employer relations across all sectors
- Expanding alumni and parent involvement
- More robust outcomes assessment over time
- Need for more staff resources for key career clusters

To create an engaging learning
environment where community is
strengthened and individuals flourish

Student Affairs Vision Statement