

Career Development Center

ANNUAL REPORT

22-23



Your future starts now.



INTRODUCTION & EXECUTIVE SUMMARY

The 2022-23 academic year was a time of significant growth for Oregon State University's Career Development Center (CDC). The CDC's presence within the university grew in both tangible ways (new partnerships with several colleges and the addition of multiple new staff positions) and less tangible ways (the formal approval of the Beyond OSU initiative, which embeds career learning into OSU's core curriculum). All these efforts, some of them years in the making, have significantly enhanced the CDC's ability to provide all students with the career skills and connections they need to explore and achieve their goals.



INCREASED TOUCHPOINTS WITH STUDENTS

- During the 2022-23 academic year, several colleges increased their financial support for career advising positions, and the Career Education team added dedicated Assistant Director (AD) positions in the College of Health, the College of Science, and the College of Agricultural Sciences. With ADs in these three areas no longer dividing their time between colleges, students can receive more effective and tailored career support.
- In spring 2022, we piloted an effective referral training with our partners at INTO-OSU. The training taught INTO-OSU student tutors how to efficiently connect their tutees with career resources.
- In line with the 2022 recommendations of the International Student Career Education Taskforce, the Career Education Team established a Career Assistant International Liaison position and successfully hired two students who will dedicate time to developing intentional career pathways for international students.

EXPANDED FACULTY & STAFF CAREER INTEGRATION

- We expanded the long-term reach of Career Champions, a professional development program for faculty and staff, by launching a Community of Practice to help faculty who have completed the program continue their conversations around adding career development into their courses. Significant prep work also occurred this year towards expanding to include Career Champions for Advisors and Career Champions for Supervisors.

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CAREER DEVELOPMENT EMBEDDED INTO OSU'S CORE CURRICULUM

Beyond OSU is Oregon State University's integrated approach to career development; a campus-wide initiative that infuses career education through each student's time at OSU via multiple touchpoints both inside and outside the classroom. One of the signature portions of Beyond OSU is embedding career education requirements into the university's core curriculum – an equity-based approach that ensures all students receive the foundational career skills that empower them to be successful in their chosen fields.

- In October 2022, OSU's Faculty Senate approved the new general education requirements, Core Ed, including a Beyond OSU Career Integration category. The new Core Ed requirements will go into effect for students who begin their education at OSU in summer 2025 or later.
- During the 2022-23 academic year, the Career Development Center came together with stakeholders from around the university to create the Learning Outcomes, Criteria, and Rationale (LOCR) for the Beyond OSU Career Integration category within Core Ed. Brandi Fuhrman, AVP of Student Affairs and Executive Director of the CDC, Brenna Gomez, director of career integration, and Elizabeth Simmons, director of employer relations, served on the committee. The LOCR will serve as a guide for faculty through the creation and development of Beyond OSU classes.
- The Faculty Senate approved the LOCR in May 2023. Currently, faculty across disciplines are working to design new courses and re-design existing courses to incorporate the curriculum updates.
- Going forward, the CDC's Career Integration team will play a key role in supporting faculty who design and teach Beyond OSU courses, collaborating with the Center for Teaching and Learning and consulting with partners throughout the university on best practices for intentionally adding career into OSU's curriculum.



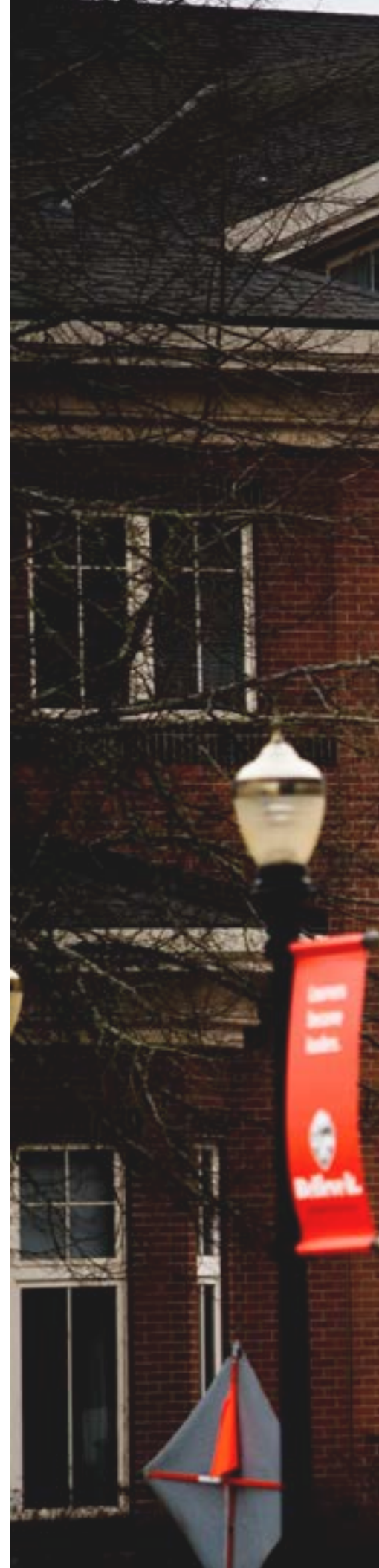


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ABOUT THIS REPORT:

- The reporting time period includes data from the 2022-23 academic year: July 2022-June 2023.
- The initiatives and events included in this report represent only those in which the Career Development Center provided leadership or partnership, and do not represent the entirety of career development programming at OSU. Some departments operate individual career fairs and workshops focused only on students within their own college; data from career fairs and programs not led by the CDC is not included.
- OSU-Cascades also maintains its own Career Development team; while we collaborate frequently with Cascades staff, OSU-Cascades data is not included in this report.



Career Fair **Today!**

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100-1000

ATM



A woman with short brown hair, wearing a red denim jacket over a black and white striped t-shirt, is smiling and looking towards a student whose back is to the camera. They are in a classroom setting with a desk and papers visible. The background is slightly blurred, showing a white wall and a framed picture.

CAREER EDUCATION

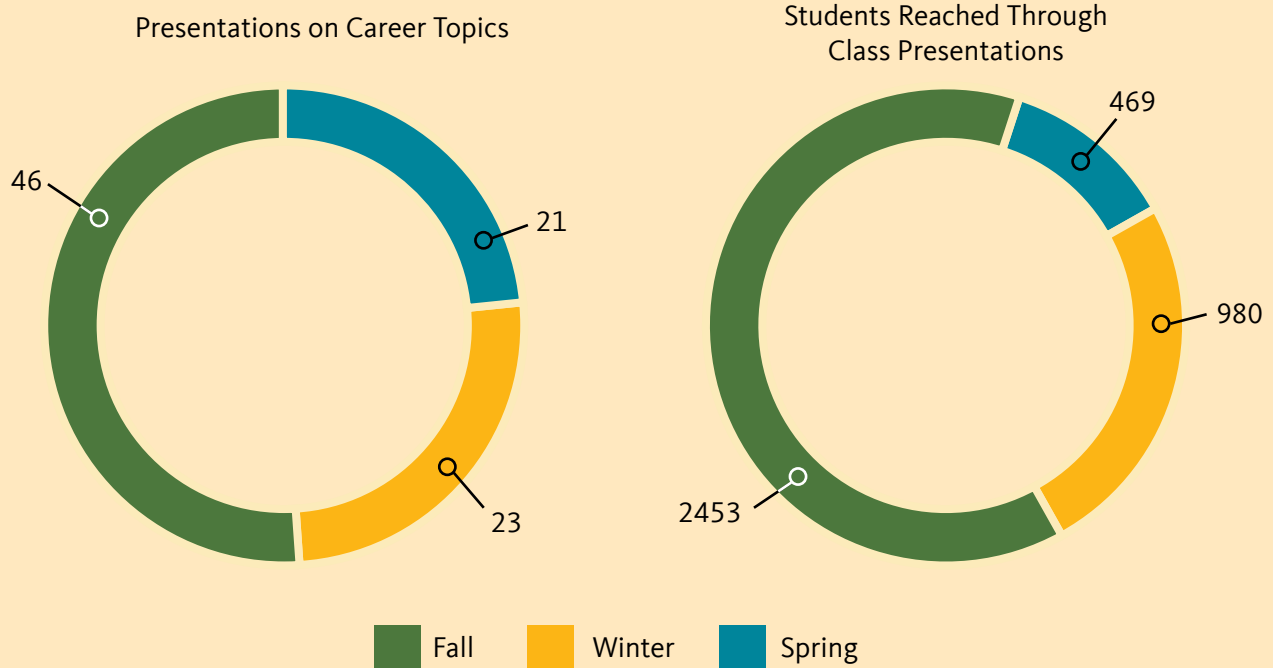
Helping students gain lifelong career skills and find job and internship opportunities can't happen in isolation. It requires expertise from people who understand the unique pathways required for different fields of study: OSU's Career Education team.

The Career Education Team within the Career Development Center is comprised of six Assistant Directors of Career Development (ADs) embedded within academic colleges, and the Director of Career Education in the CDC's central office. The AD positions at the College of Health, the College of Science, the College of Engineering, and the College of Liberal Arts are cost-shared 50/50 between the CDC and the colleges. The AD positions in the College of Agricultural Sciences, the College of Forestry, and the College of Earth, Ocean, and Atmospheric Science are funded entirely by the CDC.

Each Assistant Director works with faculty and staff from their colleges to build career programs, initiatives, and career services for students at that college. ADs support student career development in many ways, including class presentations; outside the classroom workshops, panels and events; and individual appointments with students.

CLASS PRESENTATIONS

Tailored career presentations in specific academic disciplines one of the key practices supporting the CDC's mission, which is to reach all students with relevant and practical career programming. Guest teaching is also an equitable way to help students from all backgrounds to connect academic learning with their career goals, and it's a win-win approach for building partnerships with our academic colleagues and working together to integrate career content into courses.

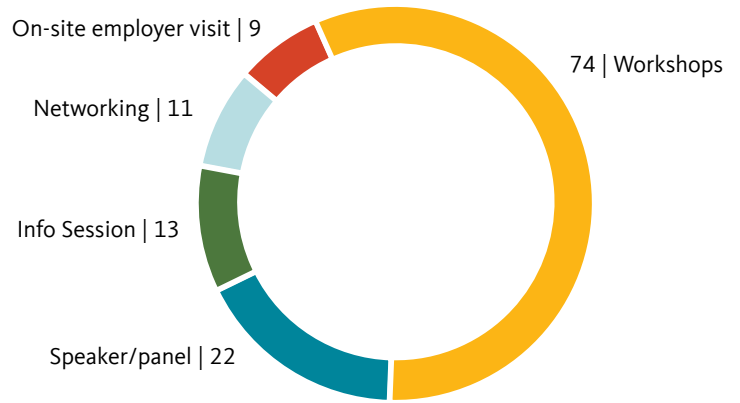


In 2022-23, our team delivered 90 class presentations that reached 3,830 students.

In addition to synchronous class presentations, our CE team also records tailored career presentations for specific asynchronous courses for our Ecampus students. Faculty utilize these recordings to supplement their course content.

CAREER PROGRAMS & EVENTS

The CE team organizes career activities and events at each of the colleges we serve. These often include workshops, panel discussions with employers and/or alumni, information sessions, webinars, and networking events. In 2022-23, our team directly led or co-led the organization of 129 events reaching 2,513 students.



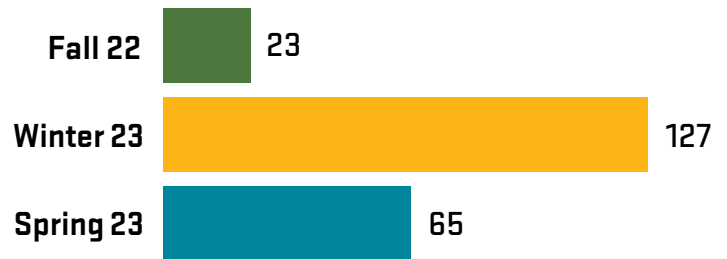
ASSISTANT DIRECTOR: ONE-ON-ONE ADVISING

Each of the Assistant Directors of Career Development meets with students for 1:1 specialized career advising. This effort is capped at about 20% of the total work time to allow space for other teaching and programmatic efforts.

Assistant Directors met with 720 individual students this year; 30% of students visited more than once, for a **total of 1029 appointments.**

CAREER ASSISTANT: ONE-ON-ONE ADVISING

A team of peer advisors also provides 1:1 career advising for students. Career Assistants held 215 peer advising appointments in 2022-23. Peer advising saw a significant growth in advising appointments from fall to winter term, and then decreased again in spring.



98%

Percent of respondents who said they are “likely” or “very likely” to implement any of the practices shared during the workshop.

93%

Percent of respondents who said they are “likely” or “very likely” to recommend this workshop to other students.

“GETTING A DAM JOB” WORKSHOP SERIES

In addition to college-specific events, the Career Education Team organizes many campus-wide career opportunities for students. The “Getting a Dam Job” Workshop Series is our signature career series, offered every term for all OSU students, including Ecampus students. In 2022-23 the Getting a Dam Job Workshops series featured 14 workshops that reached 2014 students– this is the number of students who registered for the workshops and received workshop recordings + slides/materials. Of these students, 653 attended the workshops synchronously.



STUDENT STORY

“When I was applying to the Anne Saxelby sustainable farm apprenticeship program, I wanted to make sure I had my best chance, so I took in a draft of my application and resume and met with my career advisor. She helped me specify and tailor my application to the program. I’m bad at talking myself up, but she helped me create better descriptions. When I got the news that I got into the program I was shocked. I was only a freshman, and it was really competitive, but I got in! Katie took the time to work with me and really fortify my application.”

SIERRA KUHN

Food Science & Sustainable Technology major,
2023 selectee, Anne Saxelby Legacy Fund farm
apprenticeship program.





ONLINE TOOL USAGE

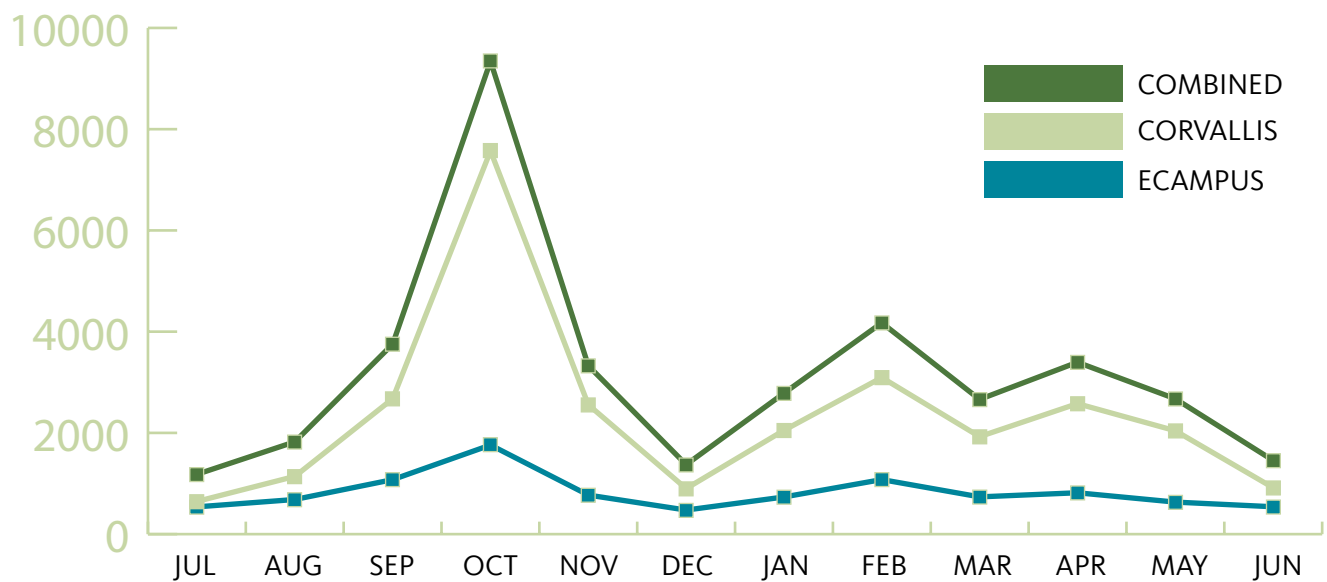
In keeping with the CDC's mission to provide services to students in multiple modalities and to meet them where they're at, we also provide a suite of virtual tools that students can use 24/7. These tools provide online, self-guided access to job searching interview preparation, resume reviews and career exploration. [online,](#)



Handshake is a job search and career event tool that connects students with thousands of job postings, career fairs, and events.

STUDENT HANDSHAKE LOGINS BY MONTH

	2022						2023						
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	
CORVALLIS	643	1138	643	643	643	643	643	643	643	643	643	643	28081
ECAMPUS	536	683	1079	1769	771	472	733	1080	735	817	631	538	9844
COMBINED TOTALS	1179	1821	3753	9345	3325	1369	2782	4173	2659	3394	2672	1453	37925



STUDENT STORY: HANDSHAKE

“I applied for my internship through Handshake, which paved the way for my new position. I found the internship sometime around May and interned over the summer. The internship was how I figured out that I was interested in non-profit work and my current organization. I knew they had some open positions, so after a few conversations and much encouragement from people who already knew me, they offered me this position! I honestly have to say that if it weren’t for Handshake, I wouldn’t have been able to find such a great opportunity right after graduation.”

ABRIL URIBE

Class of 2023, Political Science & Government major





AI-powered resume tool that helps students improve their resumes. Focus2 is a career

Students who submitted at least one resume
July 1, 2022 to June 30, 2023

STUDENT COLLEGE	RESUME SUBMISSIONS
Coll. of Earth, Ocean, & Atmos.	87
College of Agricultural Science	355
College of Business	443
College of Education	29
College of Engineering	895
College of Forestry	42
College of Liberal Arts	262
College of Pharmacy	2
College of Science	130
College of Veterinary Medicine	20
Graduate School	17
Pre-Engineering Program	316
Pre-Forestry Program	5
Public Health & Human Science	291
University Exploratory Study	28
	TOTAL 2922





exploration platform that provides students with personalized insights on potential career paths.

Students who logged into the system
July 1, 2022 to June 30, 2023

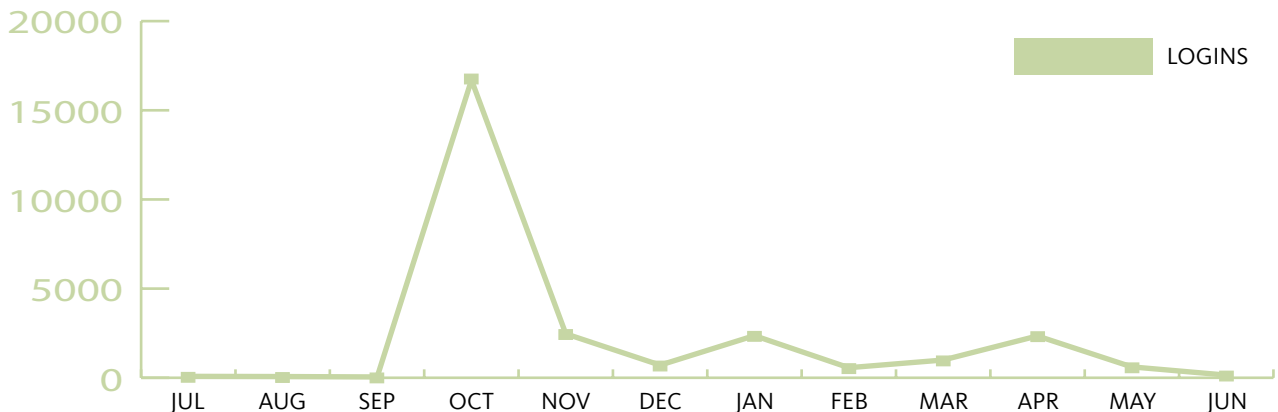
STUDENT COLLEGE	STUDENT LOG-INS
Coll. of Earth, Ocean, & Atmos.	18
College of Agricultural Science	32
College of Business	33
College of Education	2
College of Engineering	91
College of Forestry	22
College of Liberal Arts	45
College of Pharmacy	1
College of Science	41
Graduate School	11
Pre-Engineering Program	24
Public Health & Human Science	40
University Exploratory Study	26
	TOTAL 386



Standout is an interactive video interview platform that provides students with feedback on their interviewing skills.

STUDENT VIDEOS CREATED BY MONTH

	2022						2023						Total
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	
CORVALLIS	54	43	20	16735	2447	685	2345	540	971	2327	586	125	26878





EXTERNAL RELATIONS

Oregon State has strong connections to a network of employers eager to meet, recruit, and hire OSU students – the CDC’s External Relations team cultivates those connections. The External Relations team manages Handshake, OSU’s online career system; plans and executes largescale career events; and works to deepen OSU’s partnerships with local, regional and national employers.

Every year, Oregon State University hosts hundreds of employers both on-campus and virtually, creating thousands of student-employer connections along the way. The ER team serves as a resource for companies and organizations about best practices for recruiting at OSU, and educates campus partners on employment trends and recruiting practices.

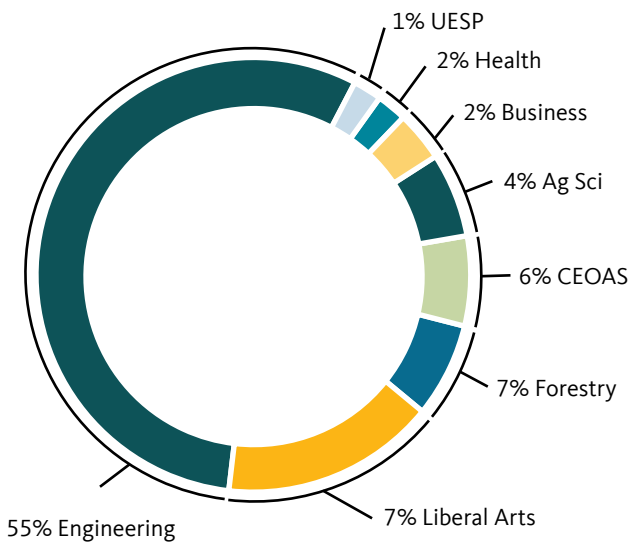
JOB SHADOW PROGRAM

One of the programs that cultivates connections between OSU students and employers is the Job Shadow program – an annual summer program led by the ER team that matches students with one- to two-day opportunities to shadow alumni and working professionals in their place of work. In summer 2022, 184 students applied and 67 hosts applied.

67
Hosts
Applied

MATCHED: 57
UNMATCHED: 6
CANCELED: 4

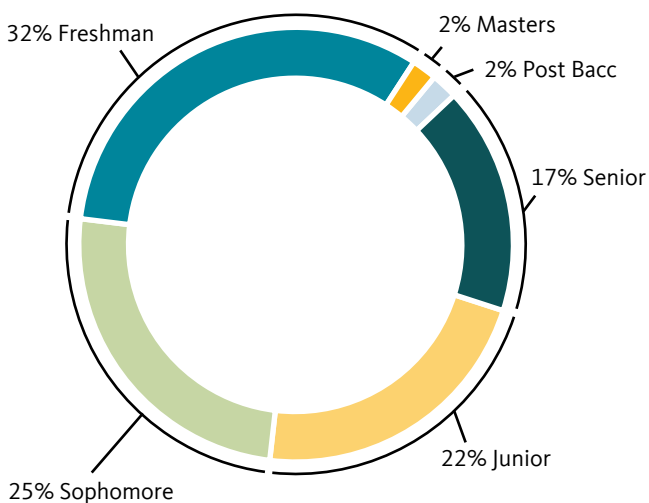
JOB SHADOW STUDENT DEMOGRAPHICS



184
Students
Applied

MATCHED: 150
UNMATCHED: 26
CANCELED: 8

JOB SHADOW STUDENTS BY YEAR



STUDENT STORY

“Thanks to this opportunity I was able to build a connection with an OSU alumni, who then helped me get an internship at Genentech the following summer. Thanks to this job shadowing program I was able to get my first internship and get firsthand experience in a biotech company that helped reassure me that this was the career path I wanted to follow.”

MARIANA TRUJILLO

Class of 2023, Bioengineering

CAREER FAIRS

During the 2022-23 academic year, the External Relations team supported 16 career fairs, with 13 in-person and 3 virtual career fairs.

	NAME OF FAIR	STUDENT ATTENDANCE
F	Part-Time	366
F	All Majors (Virtual)	58
F	STEM & All Majors	872
F	Civil, Construction, & Architectural Eng.	458
F	Earth, Environmental, & Life Science (Virtual)	213
F	Health & Biotech	155
F	Agriculture	298
F	College of Forestry	90
W	Crime & Justice	50
W	Food Science	116
W	All Majors (Virtual)	73
W	Civil, Construction, & Architectural Eng.	230
W	STEM & All	742
S	All Majors	584
S	Nonprofit Fair	215
S	Vet Med	38
		TOTAL 5448

On average, 56% of students at career fairs received an invitation to interview or a job or internship offer as a result of their attendance.

*Data from surveys at our CDC fairs in Fall, Winter and Spring; 716 students responding

**Virtual
Attendance**

344

**In-Person
Attendance**

4214

**First
Generation**

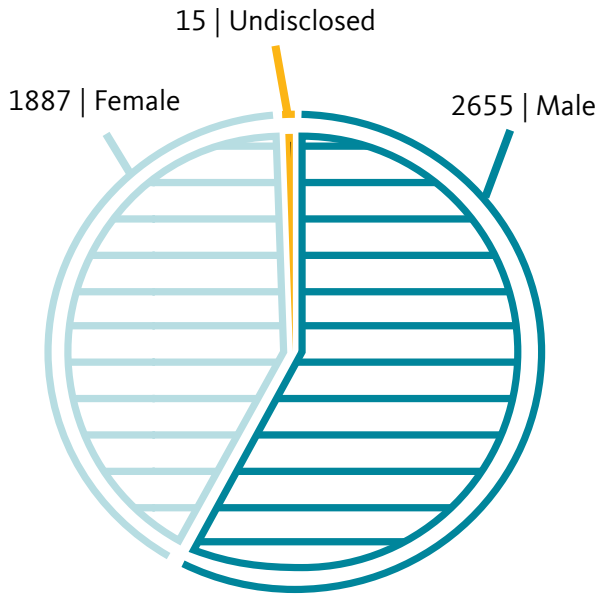
763

International

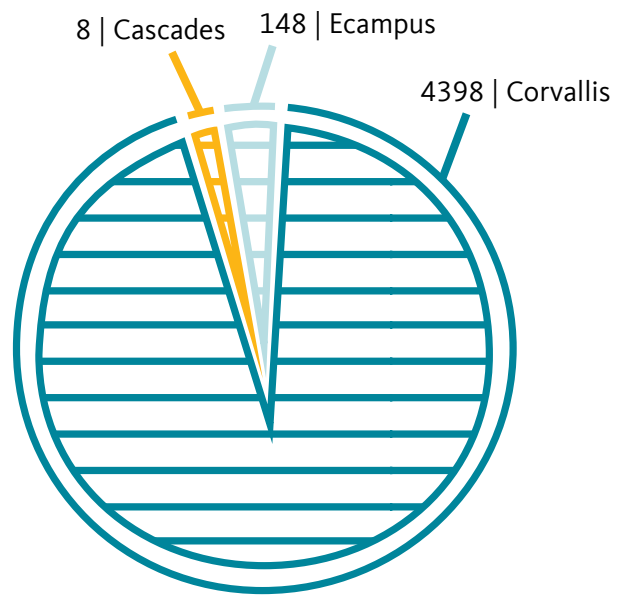
618

FAIR ATTENDANCE

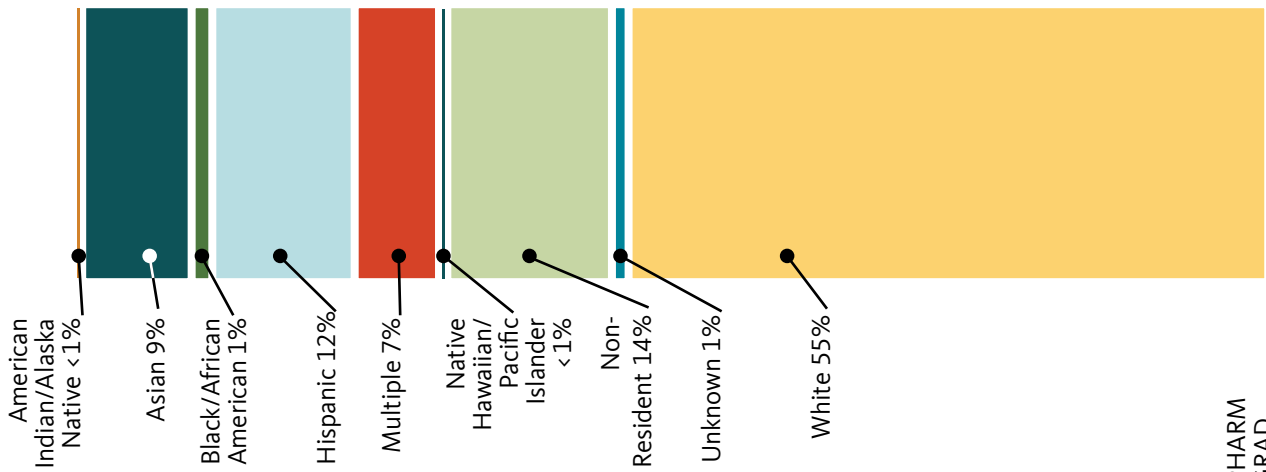
ATTENDANCE BY GENDER



ATTENDANCE BY CAMPUS



ATTENDANCE BY ETHNICITY



ATTENDANCE BY COLLEGE



EMPLOYER ENGAGEMENT

The employers who choose to build relationships on campus with the aim of recruiting OSU students represent 1704 organizations from a multitude of different industries. While career fairs are a primary method of connecting with students, employers also engaged via info sessions and other events.

Note: In the past, the Career Development Center has reported session data on employers who hosted their own info sessions via Handshake; this year, employer-hosted info sessions were removed from the main data set, resulting in an 86% drop in the number of reported info sessions. All info sessions reported in this year's numbers were coordinated with OSU staff.

NUMBER OF EMPLOYERS	AY2022	AY2023	% CHANGE
Total # of employers that engaged in opportunities	1655	1704	3.0%
Un-duplicated # of employers that engaged in opportunities	887	946	6.7%
Employers that engaged in 2023, but not 2022	571	535	-6.3%
EMPLOYER NUMBERS BY EVENT TYPE			
Career Fairs	1130	1240	9.7%
Networking Events	104	207	99.0%
Job Shadow (116 reps)	66	98	48.0%
Info Sessions	307	43	-86.0%
Events (Speaker/Panels, Mock Interviews, and Workshops)	114	205	79.0%
Partnership Program	3	4	33.3%
ALUMNI NUMBERS BY EVENT TYPE			
Career Fairs	168	70	-58.0%
Panelists	74	34	-54.1%
Job Shadow	51	71	39.2%



TOP 10 INDUSTRIES & EMPLOYERS ENGAGING AT OSU

TOP 10 INDUSTRIES

- #1 Construction
- #2 Government
- #3 Non-Profit
- #4 Civil Engineering
- #5 Manufacturing
- #6 Higher Education
- #7 Food & Beverage
- #8 Healthcare
- #9 Forestry
- #10 Electronic & Computer Hardware

TOP 10 EMPLOYERS

- #1 Lonza
- #2 Sherwin-Williams Company
- #3 Enterprise
- #4 Techtronic Industries
- #5 Cintas Corporation
- #6 Fisher Investments
- #7 Intel Corporation
- #8 Target
- #9 Tektronix
- #10 Jackson Street Youth Services

JOB LOCATION AND DEVELOPMENT PROGRAM

The External Relations team also coordinates OSU's Job Location and Development (JLD) program. The JLD program is funded by the Federal Work Study program to locate and develop off-campus job and internships opportunities for students. These opportunities are intended for both non-work study and work-study eligible students. These opportunities can be full- or part-time, at nonprofits or for-profit organizations. The JLD program also promotes community service and community engagement opportunities within the region.

The Oregon State University JLD program focuses on creating employment opportunities within the Willamette Valley from the Portland Metro area in the north, to Eugene in the south. This year 93 unique organizations hired students, an 89% increase over the prior year, and numerous reported that did not hire students.

305

**Students
Hired**

93

**Employers
Reported**

\$2M+

**Total Reported
Salary of Students**

CAREER INTEGRATION

The Career Integration team of the Career Development Center focuses on working with faculty, staff and campus partners across the institution to infuse career readiness into both the curricular and co-curricular experience. One of the primary ways the Career Integration team accomplishes this work is through Career Champions, a professional development program for OSU faculty and staff; this year the CI team held three cohorts of Career Champions for faculty and instructors and also formed a community of practice for past participants, while also laying the groundwork for Career Champions for Supervisors and Career Champions for Advisors programs.



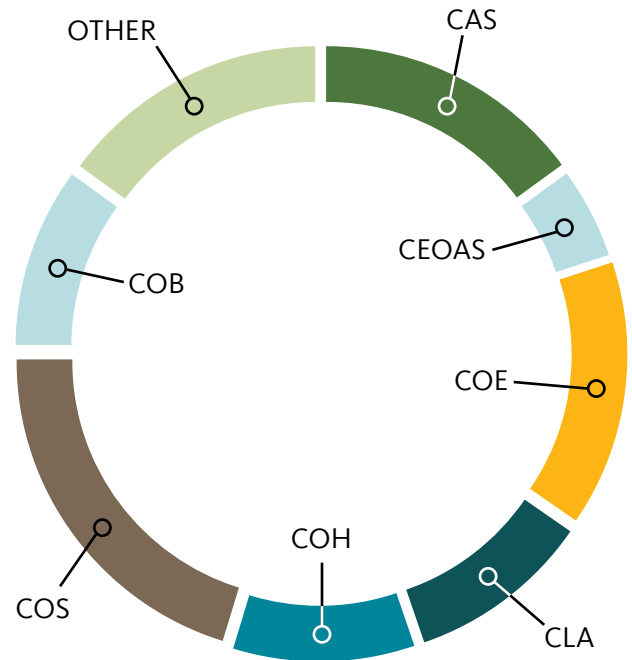
CAREER CHAMPIONS FOR FACULTY AND INSTRUCTORS

Career Champions is a professional development program designed for faculty and instructors to learn tangible ways to add career connection in the classroom, while advancing diversity, equity, and inclusion and examining the barriers to access for first generation students, students of color, and low-income students. Three Career Champions cohorts were held in 2022-2023; one each in fall, winter, and spring terms. 20 faculty completed Career Champions for the academic year.

COLLEGE YEARLY TALLY

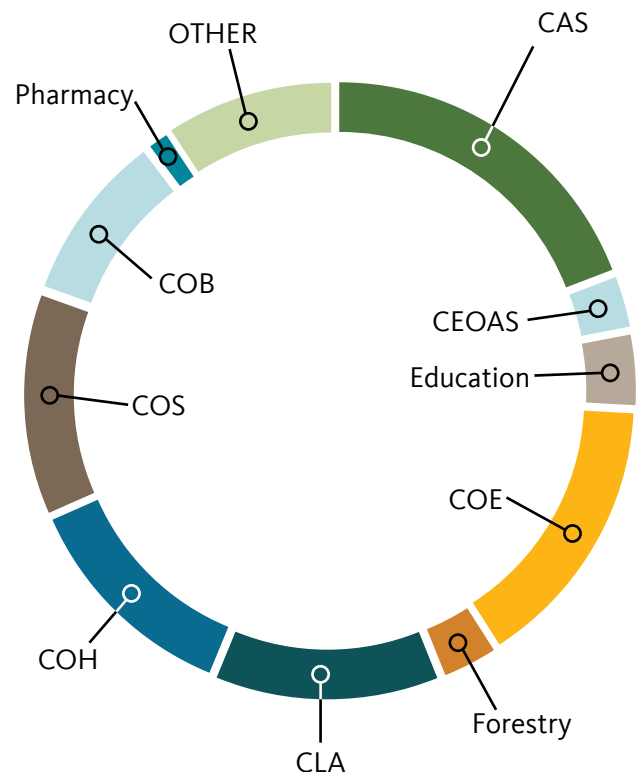
COLLEGE	# OF PARTICIPANTS
CAS	3*
CEOAS	1
Education	0
COE	3*
Forestry	0
CLA	2
COH	2
COS	4
COB	2
Pharmacy	0
Other	3: 1 Honors, 2 Cascades Career

* 1 Biological & Ecological Engineering faculty is COE/CAS



COLLEGE ALL-TIME TALLY

COLLEGE	# OF PARTICIPANTS
CAS	14
CEOAS	2
Education	3
COE	11
Forestry	2
CLA	9
COH	9
COS	9
COB	7
Pharmacy	1
Other	7: 2 Honors, 3 Cascades Career, 1 Extension, 1 Office of Academic Affairs



CAREER CHAMPIONS COMMUNITY OF PRACTICE

During the 2022-23 academic year, the Career Integration Team launched a community of practice for previous participants who want to remain in communication with fellow Career Champions. Thirty-Seven faculty who completed Career Champions signed up for the listserv, and the CI team organized one event per term for the community.



FACULTY STORY

The Career Champions course was better than I ever imagined when I signed up. The workplace readiness and NACE competency topics allowed me to improve my tools for career readiness instruction of students. Digging deeper into diversity, equity and inclusion has already made me feel stronger in my course topics with students. The diversity of the people taking the course made it very interesting and the environment was comfortable for anyone to expand their knowledge. I would highly recommend this course to anyone on campus that works with students.”

DEE GILLEN

2023 Career Champions participant
MS; Senior Instructor I, Experiential Learning Coordinator,
College of Health

“The Career Champions course was better than I ever imagined when I signed up.”



STUDENT ONBOARDING

The Career Integration team partners with the Marketing team to infuse information about OSU's career resources into the new student experience at OSU, primarily through START, Oregon State's orientation program. CDC representatives were present at every in-person START Resource Fair throughout summer 2022, as well as at smaller START Resource Fairs for students beginning their education at OSU during winter and spring terms.

At in-person START, students and family members had the opportunity to visit with CDC staff members at the campus resource fair, pick up informational handouts, and engage in detailed conversations about the career services available on campus. Approximately 4,500 students participated in in-person START in summer 2022.

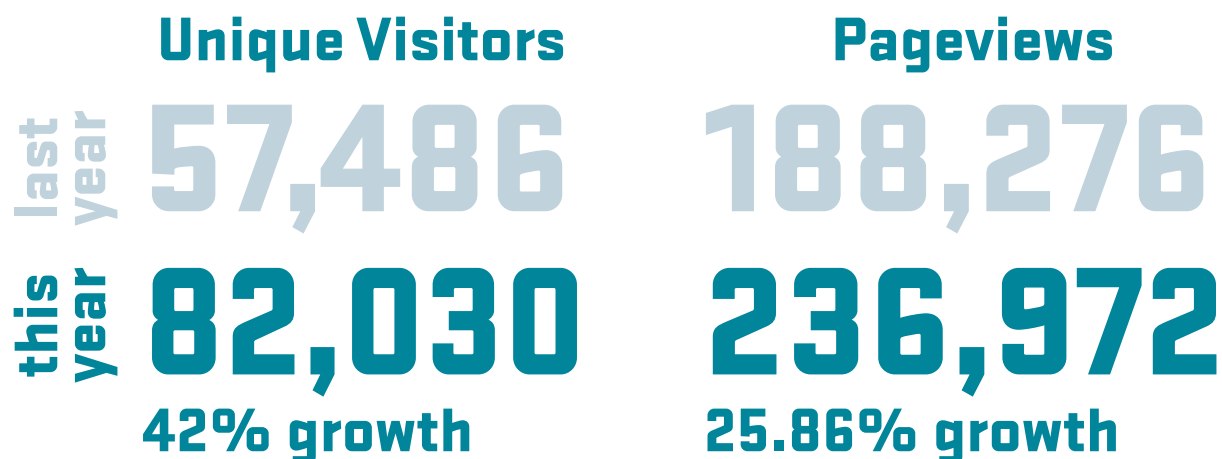
The CDC also created asynchronous online modules for Virtual START. 1,114 students went through virtual START for a total of 84% of incoming students engaging with the module.

A person is seen from the side, focused on a laptop. The laptop screen displays a data dashboard with various charts and graphs. The background is a warm, blurred indoor setting. The text 'MARKETING & DIGITAL ENGAGEMENT' is overlaid in large, white, bold, sans-serif font across the center of the image.

MARKETING & DIGITAL ENGAGEMENT

The Marketing & Communications team supports and amplifies the work of the other teams within the Career Development Center. The Director of Marketing & Communications plus three student staff members create printed and digital materials that advertise the career events, tools and services available to students, faculty & staff, and alumni. These marketing materials include posters, handouts, and digital display ads; regular e-newsletters; a robust website; and multiple active social media accounts.

WEB TRAFFIC



TOP PERFORMING PAGES

- #1 HOMEPAGE 16.10% of traffic
career.oregonstate.edu
- #2 STUDENTS 7.83% of traffic
career.oregonstate.edu/students
- #3 CAREER FAIRS 7.38% of traffic
career.oregonstate.edu/career-fairs
- #4 CREATE RESUMES, CVS AND COVER LETTERS 7.06% of traffic
career.oregonstate.edu/careered/create-résumés-cvs-and-cover-letters
- #5 EXPLORE MAJORS, PROGRAMS AND CAREER PATHS 3.41% of traffic
career.oregonstate.edu/careered/explore-majors-programs-and-career-paths

SOCIAL MEDIA

Audience growth:

This was the second year of solid growth for the Career Development Center's social media presence. Prior to October 2021, accounts had been inactive for several years due to a lack of staff members dedicated to marketing and communications. After re-launching or starting from scratch in 2021, the 2022-23 marketing team achieved strong growth and high levels of engagement on social media.

Engagement highlights:

Our average engagement rate on most channels was higher than industry averages – this was especially true on Instagram, where we averaged a 9.37% engagement rate compared to an industry average of 2.71% engagement for other D1 colleges and universities (as reported by Rival IQ) Across all channels, our posts for the year earned 89,613 impressions.

Followers as of June 30, 2023

- Instagram **1036** +47.8%
- LinkedIn **947** +39.5%
- Twitter **743** +8.9%
- TikTok **96** +317.4%
- Facebook **20** +122.2%

STUDENT OUTCOMES DATA: FIRST DESTINATION SURVEY

The First Destination Survey (FDS) is Oregon State University's primary tool for collecting data on student job placement, post-graduation. It is intended to capture information regarding how new college graduates fare in their careers within six months of graduation. Each year, data is collected from graduates for six months post graduation (typically through Dec. 30). Data is reported to the National Association of Colleges & Employers (NACE), the association that facilitates the survey, from January-April; final results are placed in CORE in the summer following the reporting year.

NACE has set a target "knowledge rate" or percentage of graduates for whom we have knowledge about their first destination career outcomes, of 65%. To assist in meeting this, the Career Development Center (CDC) creates and maintains the official FDS survey through Qualtrics, which is shared with each of the colleges. Additionally, the CDC participated in the 2023 Grad Fair hosted by the OSU Bookstore, advertising and promoting the survey to graduating students. Finally, the CDC has partnered with the Registrar's office to include a link to the survey in correspondence that goes out to students as part of the institutional awarding process.



2023 SURVEY COLLECTION METHODS

The Career Development Center serves as the driving force behind the collection of the FDS, but each college is responsible for the collection of their survey results. Each college approaches the collection of the survey in their own way:

1. Administer the survey to graduating seniors within a capstone course (Business, Engineering)
The Colleges of Business and Engineering require their students to complete a survey prior to graduation. This survey includes FDS questions from the Qualtrics survey to maintain consistency. This data is sent to the CDC at the beginning of the data collection process in January. This provides the most comprehensive data set, as students are required to complete the survey as part of a course grade.
2. Grad party RSVPs or other surveys (Forestry, CEOAS)
In previous years, the Colleges of Forestry and Earth, Ocean, and Atmospheric Sciences have included first destination questions in their RSVP forms for college-specific graduation ceremonies or events. This data is then sent to the CDC over the summer. While less comprehensive than requiring the survey as part of a course, this data often pairs well with the survey results from Qualtrics and leads to more improved response rates.

3. Direct usage of CDC Qualtrics Survey (Other colleges)

For some colleges who do not have a capstone survey or graduation event, we rely heavily on campus partners to advocate and send out the survey link each term. Depending on the free time of these partners, knowledge rates vary year to year but overall have been in a decline.

71%

The percent of students in 2023 who reported as either employed or in grad school within 6 months of graduation.

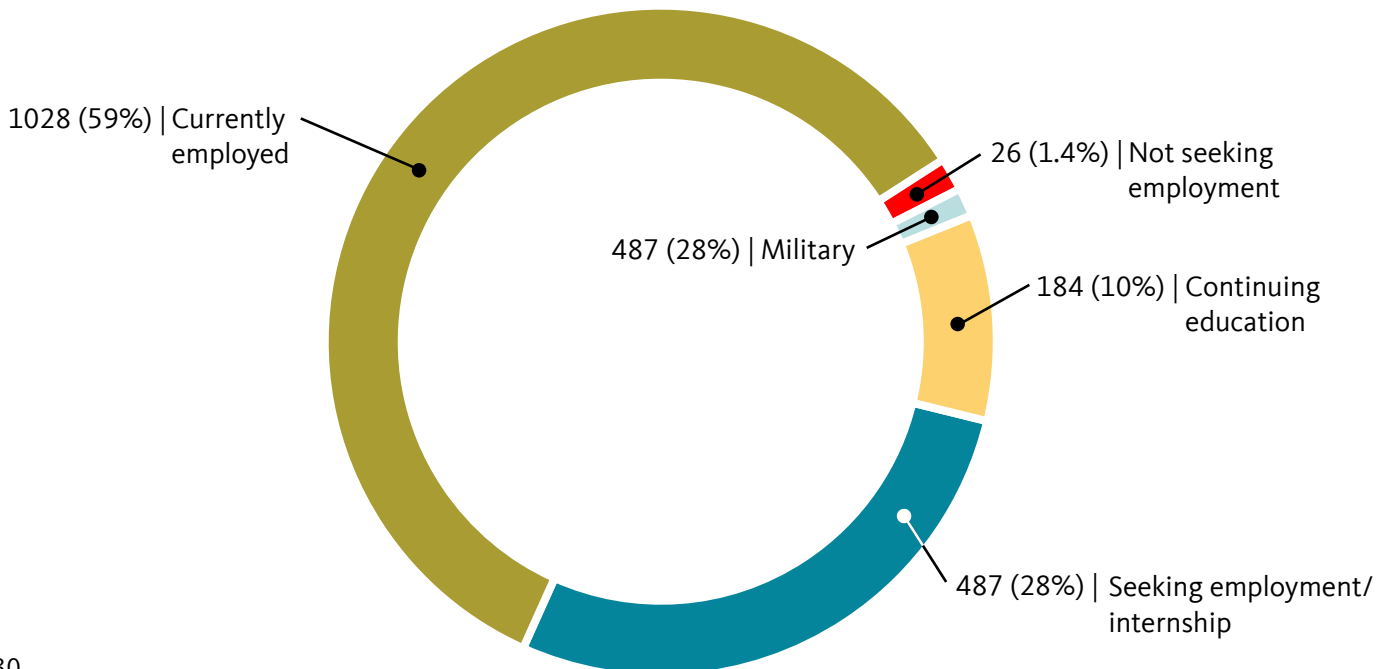


KNOWLEDGE RATE COMPARISONS		
	2021-2022	2022-2023
CAS	10%	4% (-6%)
COB	100%	100% (+0%)
COE	56%	42% (-14%)
COF	32%	17% (-15%)
COS	1%	32% (+31%)
CLA	1%	5% (+4%)
CEOAS	44%	19% (-25%)
COH	25%	47% (+22%)

For 2023 graduates, our overall knowledge rate of the First Destination Survey is 34%, which is a 5.1% decrease from 2022, and is below the national target knowledge rate. We also know that some students complete the survey prior to graduation, and may subsequently find a job, gain admittance to graduate school, or otherwise finalize their post-college plans without updating their survey response – we know that employment numbers continue to rise in the months following graduation. Due to these limitations, **this data does not reflect a complete picture of all outcomes for 2023 Oregon State Graduates.**

	Currently Employed	Seeking Employment / Internship	Continuing Education	Military Service	Not Seeking Employment	Total Reported
CAS	6	5	4	1	-	16
COB	620	141	50	8	18	837
COE	241	184	60	10	4	499
COF	33	3	3	2	-	41
COS	11	13	8	-	-	32
CLA	22	23	3	1	-	49
CEOAS	14	11	4	-	-	29
COH	81	107	52	6	4	250
Total	1028	487	184	28	26	1753

2023 SURVEY OUTCOMES



ADDITIONAL DIVISIONAL & UNIVERSITY-WIDE SERVICE

The work of the Career Development Center extends beyond helping students acquire career skills and connections. Throughout 2022-23, the team participated in broader initiatives that will improve the entire student experience.

- In March 2023, Executive Director of Career Development Brandi Fuhrman took on an additional role as Associate Vice Provost within the Division of Student Affairs, a role that allows her to work across multiple departments to improve programs like student onboarding and student advising.
- Throughout the 2022-23 academic year, multiple members of the CDC team provided input into the selection process for a new university-wide Customer Relationship Management (CRM) tool to streamline student communications. Once the CRM platform, BeaverHub, was adopted in May 2023, Director of Marketing & Communications Jen Rouse began service as a Change Champion, effectively becoming a BeaverHub superuser and helping lead adoption efforts.
- During 2022, the Division of Student Affairs launched an effort to create a new Community Compact – a set of shared principles designed to build community and guide the work of all professionals in the Division. Operations Manager Brad Young helped create the new Compact, serving alongside other division members in a months-long effort.
- Brad Young also led efforts to expand data collection related to student outcome data, partnering with the Office of the Registrar to send an email to all graduates requesting participation in the First Destination Survey, as well participating in the Grad Fair to boost awareness of the First Destination Survey.
- The CDC organized and hosted a Career Coaching Intensive training program, bringing together career development practitioners from Oregon State University, the University of Oregon, and OSU Athletics to learn the latest trends and tactics in career coaching from the National Association of Colleges and Employers.





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