At Ohio University, we see the career development process differently from our peer institutions. As soon as students step onto campus, we encourage them to get engaged immediately. As an institution, our career development process is **early, often and forever.**

Centered at the heart of our career development framework is OHIO’s Career and Leadership Development Center (CLDC), an office nationally recognized for its exceptional innovation and achievement in the advancement of its field.

In 2018, the CLDC was **awarded the National Excellence Award for Career Services Excellence** by the National Association of Colleges and Employers (NACE), the largest national association for career services and employers who engage in university relations and recruiting.

OHIO’s selection was based, in part, on the CLDC’s development of Brain-Based Career Development (BBCD), a theoretical model based on neuropsychological best practices. The model, which debuted in 2013, provides practitioners with new strategies for their work with clients.

Imants Jaunerajs, assistant dean of students for the CLDC, developed BBCD at OHIO in collaboration with the center’s staff and co-authored a monograph on the theory with colleagues Jodi Pavol, associate director for partnerships, and Erin Morgensten, assistant director for leadership. NACE **published Brain-Based Career Development Theory** in the summer of 2017.

BBCD takes the stance that career practitioners are not experts in others’ lives and that students can make decisions related to their individual career paths. The theory helps students learn to be mindful in how they make decisions and solve problems, while acknowledging the limitations of cognition in decision-making and future-thinking. The model of coaching that stems from BBCD accounts for how the brain works to more effectively encourage students to achieve their goals through small steps and consistent effort.

The tenants of BBCD are the central influence for the motto, “Early, often, and forever.” The adage is deeply embedded in career development at OHIO because it perfectly encapsulates an essential practice in reaching one’s aspirations and potential. We know that the achievement of a satisfying career happens when students start early and try often—and we support them in that process, forever. We recognize career and leadership development are lifelong processes of achieving goals through tiny steps and simple actions.

During the past academic year, the center served almost as many first-year students as seniors. In the 2017–18 school year, the CLDC had over **20,000 touch points with students** through leadership programs, recruiting events and one-on-one appointments. More than **7,000 students received individual coaching** and over **350 employers visited the Athens campus** to recruit students.

In the same year, OHIO chose to strengthen our universal approach to career readiness, and better equip all graduates for professional success, by developing the **Career and Experiential Learning Fee**. The fee will provide funding for expanded services and new resources that promote students’ engagement in career development. It will allow OHIO to increase the career development infrastructure across the university to ensure that all students have access to expertise regardless of their college or unit.

All of these milestones attest to the enormous success and advancement of our 2017–18 academic year. We look forward to the next!

Imants Jaunarajs
Assistant Dean for the Career and Leadership Development Center
Table of Contents

The OHIO Difference

The Heart of it All

Recruitment on Campus

By the Numbers

Beyond the Numbers
The OHIO Difference
Leadership, experiential learning and career readiness
Bobcats value professionalism

Students at Ohio University recognize the competitive professional landscape they are preparing to enter. During the 2017–18 academic year, the CLDC had over 20,000 visits from students seeking professional training. These visits included one-on-one career and leadership coaching, mock interviewing, and leadership and professional development training through group workshops. OHIO was among the first higher education institutions to combine a leadership development office with a career services office. The infusion of leadership into career services has become a cutting-edge approach to developing well-rounded candidates who possess a range of soft skills in addition to specific training and who have engaged in experiential learning. When employers recruit at OHIO, they praise the professionalism of Bobcats.

#1 in the nation

Career Services Excellence

The CLDC won the 2018 award for Career Services Excellence on the merit of its coaching model—Brain-Based Career Development. The center’s services are designed to engage students from their first day on campus and continue throughout their lives.

29,796 coaching appointments completed since CLDC was established in 2012

5,760 coaching appointments completed this year

Outcomes from coaching

- Improved attitude toward goal setting
- Increased ability to set goals
- Increased intention to set goals
- Increased self-efficacy
- Increased ability to make career decisions
- Increased ability to articulate skills
- Increased confidence and self-esteem
- Leadership skills

Experiential learning

At Ohio University, experience-based student learning is a priority. Across most OHIO colleges, students are required to complete internships, co-ops and clinical experiences toward earning a degree. The university offers employment to thousands of students through part-time positions in everything from food and hospitality to research and administrative support—and many of these roles include leadership responsibilities. In addition, OHIO’s Program to Aid Career Exploration (PACE) grants students the opportunity to gain applicable experience in their field of interest through internships across the university.

“I decided to apply to be an RA so that I could get more involved and gain leadership skills that I can use in my future career.”

J’Maira S., Biological Sciences major

94% of employers say they are more likely to hire students who have completed experiential learning.

Internships, jobs and more

These opportunities reflect just some of the professional roles students take on during their time at OHIO.

3,300 jobs and internships are offered through OHIO in areas such as hospitality, recreation, food service, administrative support, programming, conflict resolution, research, marketing, design, public speaking, community outreach, event planning, leadership development and beyond

300+ PACE internships related to students’ field of interest completed annually

500+ student organizations fostering involvement and leadership

100 positions in WellWorks, an on-campus health and wellness center, as personal trainers, group exercise instructors and nutrition assistants

200 opportunities for students to serve as learning community leaders who plan academic and social activities
Leadership from day one

Foundations

Foundations is a leadership training program designed for first-year students. By engaging in Foundations students gain a competitive edge by harnessing their personal leadership style and skills. Students who complete the six-week cohort program go on to compete for highly sought after leadership positions on and off campus.

"For me, leadership is not about position. It is about the way in which each of us address the responsibilities we have."
M. Duane Nellis, Ohio University’s 21st President

42
first-year students earned the Foundations Certificate in 2017–18

85%
of students agreed that Foundations gave them a better understanding of their leadership strengths

100%
of students agreed that Foundations gave them tangible ways to be a better leader

“I would recommend this program to freshmen who are looking to get involved and put a unique experience on their resume. Foundations is a great way to grow personally and professionally. The goal is to help students develop leadership and communications skills, and you’re able to take those skills into your career and personal life.”
Nathaniel Cameron, Sports Management and Finance major

Pepsi Scholars

Pepsi Scholars is a scholarship program for first-year leaders designed to encourage a student’s ability to affect positive change. Pepsi Scholars earn their position through a rigorous application process and join an elite group in a year-long process of leadership development. Their program involvement prepares them to serve as passionate, engaged student leaders on campus and beyond.

Past scholars

Past scholars have gone on to earn exclusive leadership positions, internships and jobs.

Saraya A., a 2016–17 scholar, earned an internship with United Campus Ministries and a research apprenticeship with OHIO’s English Department.

Simon W., a 2016–17 scholar, started an online business purchasing and reselling overstock from large retailers; he later secured a finance internship with HeartFlow in San Francisco.

Nathan P., a 2017–18 scholar, secured an internship with Crown Equipment Corporation’s media production team.

Alyssa E., a 2017–18 scholar, gained a set design internship with OHIO’s professional theater company, Tantrum Theatre.

“AIM higher than you think you’re capable of.”
Simon W., a 2016–17 Pepsi Scholar
Leadership builds professionals

Leadership is an essential component of a well-rounded professional, and it’s a concept made up of many competencies. At OHIO, the CLDC coaches students in the development of their skills through leadership coaching and group workshops. Colleges and departments across campus host numerous, leadership training organizations and scholarship programs. The university’s Division of Student Affairs piloted a leadership endorsement program in 2017–18. In its final rollout, the leadership endorsement program will train all 3,300 of their student employees in eight leadership competencies.

Leadership training across OHIO

- Margaret Boyd Scholars
- Cutler Scholars
- The Select Leadership Development Program in the College of Business
- The Robe Leadership Institute in the Russ College of Engineering and Technology
- Global Leadership Certificate
- Professional Leadership Certificate
- 21st Century Leadership Certificate
- Foundations for First-Year Leadership Certificate
- Pepsi Scholars

Ohio University Leadership Endorsement

The university’s Division of Student Affairs (DOSA) is in its second year of a pilot program that fosters leadership competencies in students throughout OHIO. Through the Leadership Endorsement program, students will learn about and actively engage in developing the eight leadership competencies:

- Self-awareness
- Team development
- Interpersonal development
- Problem solving
- Adaptability
- Innovation
- Intercultural competency
- Well-being

Leadership coaching

Students gain individualized leadership development through the CLDC’s leadership coaching. Modeled off of executive coaching, it preps students for their professional lives by developing one of eight skills that OHIO has identified as being essential to employment. Students come away from leadership coaching with the ability to articulate their skills and leadership style and set actionable steps to attain goals and higher level leadership roles.

What are students saying about leadership coaching?

- 97% reported significant improvement in the skill they selected
- 95% felt high confidence in their ability to use their strengths to develop specific skills in the future
- 76% of students fully completed at least one goal

Outcomes of leadership coaching

- Greater intention and self-efficacy with goal setting
- Improved perception of ability to impact one’s future
- Increased self-esteem
- Increased number of goals set and completed

2,867 leadership coaching appointments completed since the program’s development in 2015

769 leadership coaching appointments completed in 2017–18
Early, often, forever.
Connection to OHIO

When seeking to hire students and upcoming graduates, employers are faced with the task of maneuvering complicated university systems. Likewise, students find themselves navigating university resources in an effort to connect with employers and transition to careers. Both employers and students benefit from streamlined, centralized processes that maximize their time and energy. At OHIO, the CLDC fills this role, connecting employers with quality candidates and relevant academic units.
Connection to healthcare

The College of Health Sciences and Professions (CHSP) is deeply committed to career development, which it demonstrated when the college hired a career professional to serve in the CLDC as a representative for all CHSP students. This position has made significant strides integrating CLDC services into the college, establishing career and leadership development as essential for future healthcare professionals. Across the college, students demonstrate commitment to their fields by engaging in one-on-one coaching, leadership workshops, professional student organizations and experiential learning opportunities both on campus and in the community.

2.7 thousand CHSP students attended leadership training workshops with CLDC during the 2017–18 school year

14 thousand CHSP students have used CLDC services to date

625 CHSP students used career and leadership coaching in 2017–18

10 CHSP departments have built career development into their curriculum to date

A holistic approach to developing professionals

CHSP provides interdisciplinary education involving collaborative research, care simulation and clinical/experiential practice through on-campus labs and external opportunities, all while engaging in community outreach through their academic and community-based programs.

Ohio University Therapy Associates (OUTA), CHSP’s clinical outreach program, provides physical therapy, speech and language therapy, and audiology services to patients of all ages. In this way, CHSP fulfills its mission to bring much-needed care to Ohio’s medically underserved populations while giving its students practical experience that prepares them to become competent, compassionate professionals.

In addition to OUTA, CHSP students gain experience through the Ohio University Respite Volunteer Program, the Nutrition Treatment Program and WellWorks, a full-service employee wellness center.

Learn through experience

Want to recruit from CHSP?

Contact our Assistant Director for CLDC with the College of Health Sciences and Professions.

Megan Zech
(740) 593-2909
zech@ohio.edu
Professional student organizations

<table>
<thead>
<tr>
<th>Health Sciences and Professions</th>
</tr>
</thead>
<tbody>
<tr>
<td>• OHIO Inter-professional Students Collaborating in Healthcare</td>
</tr>
<tr>
<td>• Student Advisory Council</td>
</tr>
<tr>
<td>• Peer Mentor Program</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Applied Health Sciences and Wellness</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Exercise Physiology Club</td>
</tr>
<tr>
<td>• Athletic Training Student Organization</td>
</tr>
<tr>
<td>• Nutrition Club</td>
</tr>
<tr>
<td>• College Diabetes Network, OHIO Chapter</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Social and Public Health</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Alpha Beta Chapter of Phi Alpha Honor Society</td>
</tr>
<tr>
<td>• Child Life Student Organization</td>
</tr>
<tr>
<td>• Eta Sigma Gamma</td>
</tr>
<tr>
<td>• American Society of Safety Engineers, American Industrial Hygiene Association, and Environmental Health</td>
</tr>
<tr>
<td>• Ohio University's Society for Health Administration</td>
</tr>
<tr>
<td>• Ohio University's Student Chapter of the American College of Health Care Administrators</td>
</tr>
<tr>
<td>• Student Social Work Association</td>
</tr>
<tr>
<td>• Future Healthcare Administrators of Ohio University</td>
</tr>
<tr>
<td>• Aging and Gerontological Education Society</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Nursing</th>
</tr>
</thead>
<tbody>
<tr>
<td>• OU BSN Student Organization</td>
</tr>
<tr>
<td>• Sigma Theta Tau International Honor Society of Nursing, Lambda Omega Chapter</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Rehabilitation and Communication Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>• National Student Speech-Language and Hearing Association</td>
</tr>
<tr>
<td>• OHIO American Sign Language Club</td>
</tr>
<tr>
<td>• Undergraduate Research Club</td>
</tr>
<tr>
<td>• Ohio University Respite Program</td>
</tr>
<tr>
<td>• Pre-Physical Therapy Club</td>
</tr>
<tr>
<td>• Creative Expressions</td>
</tr>
<tr>
<td>• Aging and Gerontological Education Society</td>
</tr>
<tr>
<td>• Student Academy of Audiology</td>
</tr>
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Bobcat spotlights from CHSP

Kiera F., Health Services Administration major in CHSP, shares her passion for a career in healthcare:

“I have always wanted to be part of the healthcare field because I love to serve my community. However, the clinical side of healthcare was not a great fit for me. I believe that healthcare management is the perfect field for me.”

Kiersten H., Community and Public Health major in CHSP, shares her leadership experience as a student org leader:

“I’m the president of Eta Sigma Gamma, which works to develop the professional skills of students with a health-related major. We have a lot of volunteer opportunities and promote health and wellness across campus. We partner with Power Gamma and volunteer with Live Healthy Appalachia.”

25 professional student organizations
The College of Arts & Sciences (CAS) prepares students for successful lives by advancing their personal and intellectual growth through a 21st Century liberal arts education. CAS believes that career success is about more than matching a major to a job. What matters most is the ability to learn “on the job,” and to adaptively thrive in new and challenging environments. CAS students are educated to develop strong critical thinking and decision-making skills, to communicate effectively and find answers through research, to collaborate with others, and to value lifelong, independent learning. These skills are hallmarks of an OHIO liberal arts degree.

In 2014, CAS hired a staff member to support career development among its students. Since that time, CAS has seen a 113 percent increase in student engagement with the CLDC. This position also facilitates internship and employment opportunities through employer recruitment, which included outreach to 240 new employers in 2017–18.

Want to recruit from CAS?

Contact our Assistant Director for CLDC with the College of Arts and Sciences.

Kacey Schaum
(740) 593-2909
schaum@ohio.edu

Pre-professional preparation

CAS houses OHIO’s Center for Law, Justice & Culture, which prepares undergraduates for law school through programming and pre-law advising. The college also has a pre-professional advising center for those who plan to pursue a career in health professions such as medicine, dentistry, optometry, physical therapy and veterinary medicine.

Career and Networking Week

CAS students dive deeply into career during the college’s annual Career and Networking Week. The event features a week-long series of workshops and panels on networking, job and internship searching, personal finances and maximizing a liberal arts degree, among other topics. Career and Networking week culminates in a formal night of networking with students and OHIO alumni.
Bobcat spotlights from CAS

Jeffrey B., a political science major in CAS, accepts leadership award from former OHIO President, Roderick J. McDavis.

Jeffrey B. on his internship with Edelman:

“I actually got my Edelman position from an OHIO Alum. To underline the benefits of student involvement, a close friend I made through my student organization was working at Edelman. She referred me to her hiring manager, and the rest is history. I would encourage students to network via LinkedIn and make those connections!”

Billie F., a political science major in CAS, shares about her internship with Court-Appointed Special Advocates of Athens County:

“I got acquainted with a legal office setting and dealt with files and legal documents. I met judges and observed court proceedings. The office also works a lot with Athens County Children Services, so I visited those offices sometimes and was able to interact with them.”

Zach H., an urban planning and sustainability major in CAS, talks about his internship with McDonald’s:

“I was the real estate and development intern. I worked with GIS mapping programs, which use store locators to help McDonald’s update their vision for each of their stores and decide if they want to remodel or close a store.”
The Gladys W. and David H. Patton College of Education prepares future educators and human service professionals. The college strives to be an equitable, effective and interactive learning community that makes a difference to education and human development through excellence in teaching, scholarship and service. The Patton College prepares graduates who are CALLED to LEAD: Change Agents who are Lifelong Learners committed to Embracing Diversity and LEADership. Patton College’s leader-educators, practitioners and human service professionals share the college’s commitment to serving society responsibly as change agents in meeting diverse human and social needs.

The college’s undergraduate academic programs include hospitality, merchandising, recreation and teacher education. Students gain practical skills and experience directly related to their field of interest through practicums and clinical/internship experiences. Patton students engage with the CLDC through one-on-one training, group workshops, field–specialized career courses, case study collaborations and industry field trips.

Connection to human services

The Heart of it All

1.4
thousand students attended leadership training workshops with CLDC in 2017–18

5.9
thousand Patton College students have used CLDC services to date

500+
Patton College students used career and leadership coaching in 2017–18

17
collaborations between Patton College and external organizations took place 2017–18

Experiential learning off campus

In 2017, the CLDC and the Patton College introduced The Industry Tours. These industry-specific field trips enable students studying retail, hospitality and recreation to explore career and internship opportunities while visiting potential employers in these fields.

Jamie Dahl, previous assistant director for hospitality, merchandising and recreation at the CLDC:

“Industry tours offered students unique experiential learning opportunities. Some of our students landed internships based on connections made on these tours.”

Baileigh L., a retail merchandising and fashion product development major in Patton College, on the retail industry tour of DSW:

“I went on a tour of Kohl’s and DSW corporate offices with Jamie Dahl’s 3890: Career and Research Strategies class when I was a junior. DSW went in-depth with what their internship process was like. I applied for three different positions for DSW’s summer internships and after a phone interview and an in-person interview, I ended up receiving a store-operations intern position.”

Rob W., a recreation graduate student in Patton College, on the industry tour of Cuyahoga Valley National Park:

“I think the park is a tremendous resource for Ohio. The staff provided an insider look at the park in a way not normally available to the public.”

Want to recruit from Patton College?

Contact our assistant director for CLDC with the Patton College of Education hospitality, merchandising and recreation programs.

Marcquis Parham
(740) 593-2909
parham@ohio.edu
Professional student organizations

- American Association of Family and Consumer Sciences
- C. Odom Peer Mentor Program
- Chi Sigma Iota
- Collegiate Association of Social Studies Teachers
- Collegiate Middle Level Association
- Dean’s Student Advisory Council
- Fashion Associates
- Instructional Technology Scholars Association
- Kappa Delta Pi Education Honor Society
- National Honors Society in Family and Consumer Sciences (Phi Upsilon Omicron)
- Ohio University Council for Teachers of Mathematics
- Ohio University National Science Teachers Association
- Ohio University Student Education Association
- Physical Education Club
- Professional Retail Leaders
- Recreation Club
- Patton College of Education Student Ambassadors
- Student Council for Exceptional Children
- Student Early Childhood Organization
- Student Personnel Association
- Students for Education Reform

21 professional student organizations in Patton College

Matthew R., a hospitality and tourism grad student in Patton College, shares about his most significant career development experience at OHIO:

“The most significant career development experience I have had at OHIO would be when Jamie Dahl (career coach with PCOE and CLDC) and I sat down and wrote out exactly what I wanted in a career and what I would need to do to get there. That is when we were able to decide that pursuing a masters degree would be the best course of action to be able to attain my career goals. Without her, I know I would not be in a masters program right now.”

Elliot R., an outdoor recreation and education major in Patton College, talks about his involvement and leadership on campus:

“I was the treasurer of Recreation Majors Association for a year. I have worked for Outdoor Pursuits for two years—leading trips as well as high and low ropes challenge courses. I have also done intramural soccer and volleyball and took multiple trips with Outdoor Pursuits before working there.”
Career and leadership development occurred throughout OHIO’s main and regional campuses in 2017–18. From professional development to mentorship to a Regional Campus Conference to specialized career events for international students, partners across campus went above and beyond to support students in their professional growth and facilitate opportunities for employers to connect.

Cross-campus collaboration

The Heart of it All

Regional Campus Conference

The CLDC presented its first Regional Campus Conference in 2017–18. The event was a one-day conference experience, providing OHIO’s regional campus students an opportunity to earn the full Professional Leadership Certificate in one day. The purpose of this event was to bring students from all five regional campuses together to share in a day of professional development. During the conference, CLDC offered career coaching, mock interviews, free professional head shots and the three workshops associated with the leadership certificate.

International student luncheon

The Office for International Student and Faculty Services, CAS and the CLDC hosted two luncheon presentations in 2017–18, which focused on employment for international students. Topics of discussion included the process of obtaining international work visas, the job search process in the U.S., and the career and leadership development resources available at the university. CLDC plans to expand its trainings on hiring international people to employers in the coming year.

Mentors prepare students

Across campus, a number of mentoring opportunities exist for students. Mentorship prepares students by developing their professional skills and deepening their knowledge of professional engagement. These are just a few of the mentorship programs available to Bobcats:

- OHIO First Scholars
- Women’s Mentoring Program
- Voinovich School of Leadership and Public Affairs Mentor Program
- The Patton College of Education Teacher Mentorship Program
- College of Business M.B.A./M.S.A. Mentoring Program

The Heart of it All
Deeper engagement in the classroom is one of the best ways to build an organization's brand among students and to give students practical, professional training. This year, the CLDC embedded nine case studies with employers into career development courses. Employer partners included the Wayne National Forest, AmeriCorps/COMCorps, Kids on Campus, Bridge Logistics, The Paper Circle and CASA (Court Appointed Special Advocates).

Growing professionalism through community

This year, the CLDC partnered with the university's Center for Campus and Community Engagement to connect students with nonprofit organizations in the Athens community. Students in OHIO's Career Strategies course, completed service-learning projects that provided professional challenges and access to organizations in Athens and the surrounding region.

Brooke Trader, a senior majoring in political science, worked with the Athens Area Mediation Service by assisting in the planning and execution of the 18th Annual Souper Bowl. “This project allowed me to help this wonderful non-profit organization and the community in general,” Trader said. “It also helped me grow professionally and helped build my resume before graduation.”

Mackenzie White, a freshman majoring in communications, worked with the Athens Child Advocacy Center to complete her service-learning project. “This partnership broadened my communication network and skills, and gave me an insight into how non-profits are run in a small town like Athens,” White said. “I also think my work benefited the center because I was able to help with tasks that often require a lot of attention, which their employees may not have time for, due to their many roles and responsibilities.”
Recruitment on Campus

Career development through engagement with employers
Career and Internship Fair

During the bi-annual Career and Internship Fair, employers network with thousands of OHIO students. The CLDC offers this university-wide fair to all industries each September and February. Recruiters in attendance are able to maximize their time and connect with students from all academic backgrounds. A day of interviewing follows the fair, during which employers interview hundreds of candidates for internships and full-time positions.

Students prepare to meet employers through workshops offered the week before the fair. When employers attend the Career and Internship Fair, they often praise the professionalism of Bobcats.

1.2 thousand students attended the Career and Internship Fair in Fall 2017

| 200+ employers networked with OHIO students during 2017–18 recruiting events |

Prepare for the Fair

Recruiters and students network in the Baker University Center Ballroom

Interview Day

Students interview for jobs and internships during Interview Day

Highlights

- Since the CLDC was established in 2012 it has hosted over 1,400 employers and 14,000 students at the bi-annual Career and Internship Fairs.
- Name brand employers like Microsoft, the U.S. Drug Enforcement Agency and Abbott fuel high student attendance; Last year alone, over 2,000 students attended the fall and spring fairs.
- The CLDC values top-notch customer service. Refreshments and concierge service are provided all day, as well as on-campus parking and shuttles to and from the lots.
- Specialized networking and professional development opportunities are built into the day for employers. Recruiters who are alumni can attend Bobcat Breakfast, a networking meal organized by the Ohio University Alumni Association and CLDC. For companies interested in hiring international students, the CLDC and International Student and Faculty Services collaborate to guide employers through that process.

“The Career and Internship Fair was a great event for both recruiters and students... I also liked the way the flow of the fair was set up because it encouraged exposure to many companies.”

Hayden Ourant, a recruiter with Mueller Industries

Big names at the fair

Abbott • American Electric Power • Buckle • CDW • CoverMyMeds • DishOne Satellite • JP Morgan Chase • The Kroger Company • Marathon Petroleum • Memorial Health System • Microsoft • Nationwide • Ohio Department of Agriculture • PNC • Progressive Insurance • Quicken Loans • U.S. Drug Enforcement Agency
Other recruiting events

Employers can build their organization’s reputation at OHIO by engaging with niche career events. Students and alumni from all academic tracks take part in career events. Held through fall and spring semesters, these events range from non-profit and service fairs to fairs offering seasonal employment.

Teacher Job Fair

- Sixty-seven schools and districts networked with 160+ education students in spring 2018.
- Employers conducted 386 interviews with candidates over the course of the day.
- The fair was attended by a broad selection of school districts from across Ohio and the country, from Cleveland, Ohio to Unalakleet, Alaska.

Grad School Fair

- Over 100 students attended Grad School Fair
- Twenty-four graduate programs from the region, including The Frances Payne Bolton School of Nursing at Case Western Reserve University, Cleveland State University, The Ohio State University John Glenn College of Public Affairs and the University of Cincinnati

JobFest: Part-Time, On-Campus and Seasonal Employment Fair

- Over 200 students sought jobs at JobFest in March 2018.
- Twenty-seven recruiters participated, including representatives from the Boardwalk Family of Restaurants, Boy Scouts of America Summit Bechtel Reserve, the City of Columbus Recreation and Parks and Ohio University Undergraduate Admissions and Culinary Services.

Work That Matters: Non-Profit and Service Fair

- Over 170 students attended OHIO’s Work That Matters: Non-Profit and Service Fair in Fall 2018.
- More than 20 organizations recruited students, including Teach for America, Live Healthy Appalachia, Ohio Bureau of Workers’ Compensation and Peace Corps.

Other fairs across campus

The Schey Sales Centre Corporate Partner Career Fair • Sports Business Forum • Russ College of Engineering and Technology Career Fair • Patton College Teacher Job Fair • OHIO Communication Conference
Industry events

To help OHIO students discover industries where they can apply their expertise and gain career opportunities. The CLDC debuted The Industry Panels and The Industry Tours in 2017–18.

The Industry Panels

During the 2017–18 panels, employers and alumni served as panelists, sharing stories from their careers and responding to student and alumni questions.

- Panels were attended by a total of 86 students.
- Presenters included panelists from local, state and federal government, event management, healthcare, fine arts, writing and design.

The Industry Panels – Government
Panelists from Athens Police Department, Peace Corps, City of Delaware

The Industry Panels – Event Management
Panelists from Ohio University Alumni Association, Ohio Brew Week, Hyatt Regency Columbus

The Industry Panels – Healthcare
Panelists from Athens City-County Health Department, Ohio University Heritage College of Osteopathic Medicine, Athens CASA/GAL Program

The Industry Panels – Creative Jobs
Panelists’ specialties included nonfiction and creative writing, graphic design, fine arts and community engagement in arts

“Government jobs weren’t really discussed as an option for me as a public relations student. It needs to be talked about more as an option for post grad. If you want to make a difference and improve people’s lives, government is a great option! This is a critical and exciting time to be in the private sector. With people in government roles nearing retirement, it opens up a lot of room for young blood and fresh ideas. Government agencies are hungry for innovative young people. I have more ownership in projects than most of my friends in other industries. If students are self-starters, motivated and want to make a difference, government is a great choice!”

Kelsey S., OHIO alumna and panelist at the government jobs event

The Industry Tours

The Industry Tours brought students from Athens, Ohio out into the world to get an up-close look at potential employers in their fields of interest.

The Industry Tours – Retail
Students visited DSW headquarters, a Nordstrom store and a Kohl’s store.

The Industry Tours – Recreation
Students visited Cuyahoga Valley National Park.

The Industry Tours – Hospitality
Students visited the Hyatt Regency Columbus.

The Industry Tours – Hospitality
Students visited two Winegardner and Hammons hotel properties, DoubleTree and Residence Inn, as well as two private clubs Comargo Club and the Kenwood Country Club.

“We know that a big part of the career development process is not only learning about yourself, but also learning about what your options are, and these events help to expand student understanding of the working world.”

Aaron Sturgill, associate director for the CLDC

“I think this trip helped me to see that there are so many opportunities out there upon graduation, and that I need to understand what is important to me in a job or company. Being able to have hands-on experience is really important to me, and talking with working professionals was not only beneficial but also so much fun.”

Lauren R., retail merchandising and fashion product development major
On-campus interviews

The savviest of our employers and recruiters boost their connections with OHIO students through on-campus interviewing. It builds the organization brand and maximizes busy schedules and budgets by meeting numerous motivated students at once.

“On-campus interviews are a great way to get good candidates. Having the option to meet students in a private space on campus makes it much easier to get to know them better.”

-Dana M., talent acquisition manager from a major technology company

Benefits of on-campus interviews

• Centrally-located and convenient for student candidates
• Reception and administrative support throughout your time on campus
• Business center in private employer lounge
• Convenient and validated garage parking
• Private, newly-remodeled interview rooms
• Convenient services in building: United States Post Office, West 82 Food Court, Latitude 39 (sit-down restaurant), The Front Room Coffeehouse

“The Career and Leadership Development Center is a pleasure to work with for our on-campus interviews. Requesting rooms is a quick and easy process. The rooms are clean and quiet to interview students. They are flexible with dates and space, and we truly appreciate this in our efforts to recruit Ohio University students!”

-Caitlin Hall, early talent recruiter from Kohl’s Department Stores

475 students interviewed on campus with employers in 2017–18

7 private interview rooms are available in the CLDC for private interviews
Recruiting on Handshake

Handshake is a leading career platform used at over 500 colleges and by more than 250,000 employers. The platform connects OHIO students directly with more than 4,400 employers nationwide. Handshake replaced OHIO’s previous system, Bobcat CareerLink, in March 2018. Many OHIO colleges, along with CLDC, direct employers to post jobs and internships through Handshake.

As of July 2018, there were 62 industries, 4,498 employers and 4,617 employer contacts in the OHIO Handshake system. There have been 6,495 job postings since OHIO Handshake was introduced in March 2018.

6.4 thousand student logins in the first three months since adopting Handshake
4.5 thousand employers connected to OHIO through Handshake
6.5 thousand job postings in Handshake since it opened in March 2018

“Handshake is the best online recruiting system for employers and students! This system has the ability to provide students access to lots of companies that haven’t seen Ohio University in the past, and it makes it easy for employers to add OHIO to their recruiting list.”

Aaron S., associate director for employer relations at the CLDC

Recruitment on Campus

62 industries hiring OHIO students


Students explore career opportunities at the biannual Career and Internship Fair
By the numbers (2017–18)

Career development
- 20,762 touch points to students and alumni during the 2017–18 academic year
- 13,202 students attended a CLDC program or event
- 7,184 students received individual attention in coaching appointments, mock interviews and online resume reviews
- 1,609 students completed a mock interview

Leadership development
- 42 first-year students earned the Foundations Certificate
- The Division of Student Affairs piloted the leadership endorsement program with 384 student employees
- 10K students attended leadership training workshops
- 500+ students earned leadership certificates
- 769 leadership coaching appointments

Experiential learning
- 300+ on-campus internships completed annually through Program to Aid Career Exploration
- 3,300 jobs and internships offered by OHIO
- 200 positions as learning community leaders
- 100 positions in WellWorks as personal trainers, group exercise instructors, nutrition assistants and more
- 500+ student organizations fostering involvement on-campus, community engagement and leadership

Employer connections
- 350+ employers visited campus to recruit students
- 10 thousand recruitment opportunities in 62 industries for students through career fairs, panels, networking events, online job postings and on-campus interviews
- 3.5 thousand students sought opportunities through career fairs, panels, networking events and on-campus interviews

Student demographics breakdown
Percentage breakdown of students using all CLDC services as compared to percentage breakdown of all students at Ohio University

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Using CLDC</th>
<th>At OHIO</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>10.2%</td>
<td>5.5%</td>
</tr>
<tr>
<td>Asian American</td>
<td>2.7%</td>
<td>1.5%</td>
</tr>
<tr>
<td>Caucasian</td>
<td>82.1%</td>
<td>78.7%</td>
</tr>
<tr>
<td>Hawai‘i/Pacific Island</td>
<td>4%</td>
<td>1%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>2.8%</td>
<td>3.1%</td>
</tr>
<tr>
<td>Native American</td>
<td>1.9%</td>
<td>2%</td>
</tr>
</tbody>
</table>

www.ohio.edu/careerandleadership
Tell me and I forget.
Teach me and I may remember.
Involve me and I learn.
Beyond the Numbers
Beyond the numbers

J’Maira pursues her career dreams.

Major
Biological Sciences

Expected graduation
Spring 2020

Involvement on campus
Resident assistant at Bromley Hall, 21st Century Leadership Certificate, Professional Leadership Certificate, former public relations chair for Black Student Cultural Programming Board (BSCPB), future Pre-Physician Assistant Club treasurer

As a biological sciences major, a resident assistant for the university and an experienced leader in prominent student organizations, J’Maira demonstrates a clear focus in her goal of becoming a well-rounded professional. This year, she ran for a leadership position in the Pre-Physician Assistant Club and won the role of club treasurer. She has earned two leadership certificates from the CLDC, advancing her professionalism and broadening her range of competencies. After earning her bachelor’s degree from OHIO, J’Maira plans to start her specialized education to become a physician assistant.

What advice do you have for fellow Bobcats?

“Get involved. A lot of people are scared to apply for leadership positions on campus and hesitate because they don’t think they’ll be successful. Just do it. Try, get involved, and if you don’t get in, try again. Some advice for people majoring in biological sciences that are also pre-PA: plan ahead. That’s something that has helped me out a lot. I can’t go semester-by-semester because something is going to happen along the way that’s going to screw things up. Look into the PA schools you want to go to and see which prerequisites you’ll need and the GPA they require to make sure you’re on the right track.”

Nick gets involved and gets to work.

Major
Communication Studies and Integrated Media

Expected Graduation
Spring 2020

Involvement on campus
Fridays Live floor director, Spanish Club, AVW

Nick always knew he wanted to go to OHIO, and getting involved was essential to building a community. In his first year, Nick completed the CLDC’s Foundations Certificate, a leadership program for first-year students, and the Professional Leadership Certificate, equipping himself with the tools to be successful in his job and internship search. Those experiences helped him choose a major and identify on-campus organizations to join. After his second year, Nick lined up a communications internship with Midmark.

Tell us about your upcoming internship?

“The internship will allow me to use skills from both of my majors. I’ll be working on their monthly newsletter by writing the content and helping to design it. I’ll also conduct interviews for an employee spotlighting program. Lastly, I’m helping with a re-branding process that they’re undergoing.”
Lauren leads through community.

**Major**
Geography: Urban Planning and Sustainability

**Graduation date**
Spring 2021

**Involvement on campus**
Ciao Club treasurer, Geography Club

Lauren may only be a freshman, but she is already demonstrating leadership on campus. In her first year, she got involved with World Food Day by organizing donations among residents in her residence hall for the Athens County Food Pantry. Through her efforts, Lauren gained new insight into the impact she was capable of making and built her first connection to the Appalachian region in which the university is nestled.

How has this leadership experience affected you?

“ This experience helped me realize that every act of kindness counts. My donation box was able to help feed a family or maybe even multiple families in Athens County. It’s nice to help those in need and it makes me want to host another one and achieve even greater results.”

Simon demonstrates entrepreneurial drive.

**Major**
Finance and Management Information Systems in Honors Tutorial College

**Graduation date**
Spring 2020

**Involvement on campus**
Select Leaders, Chinese Language Association, Thai Language Association, international speech tutor, Pepsi Scholars Program

Simon is a stand out student at OHIO. A scholar in OHIO’s Honors Tutorial College and a member of multiple, elite leadership organizations, Simon demonstrates exceptional drive and achievement. Driven by dedication to his family and a long list of personal and career aspirations, he has already started multiple businesses, interned for a San Francisco-based company, and tapped into the Bobcat family to build his professional network.

What advice can you give to future students?

“ Aim higher than what you think you’re capable of. Last spring my friend and I started a business online, and through my networks at the CLDC and OHIO, we were able to get a lot of advice as we started our business. I was able to use these connections to get an internship in San Francisco at HeartFlow as a finance intern, which was where we were going to launch our business. The internship helped me support myself financially while I was there which was really important. It’s also important to surround yourself with good people that push you to your full potential.”