Executive Summary

The 2014-15 academic year was one of increased engagement and expansion for the UNH Career Center. Wildcat Careers, powered by NACElink, was launched in August 2013 and contributed significantly to an increase in student and employer interactions and allowed for more robust tracking and reporting of involvement and assessment of impact. This year, employers posted more than 3,120 full-time positions and 1,144 internships, excluding postings from the additional Paul Careers site hosted by the Peter T. Paul College of Business and Economics (Paul College). Satisfaction surveys indicated that despite employers’ unhappiness with the physical Hood House facility, both employers and students still rated the Center’s services and events highly. Expanded social media marketing and targeted internship and alumni campaigns also raised the Center’s profile.

One area where participation improved significantly in 2014-15 is with on-campus interviewing. In 2012-13, the Center saw 496 interviews from 56 employers take place within the three interview rooms provided in Hood House. While the number of on-campus interviews dropped to 114 in 2013-14 (primarily due to more desirable interview space offered in the newly constructed Paul College building), a more strategic approach to marketing and scheduling by the Center’s program support coordinator led to a 100% increase in activity in 2014-15 leading to 229 on-campus interviews. While the increase shows positive change from last year, complaints from students and employers regarding the Hood House facility continue. Building conditions, pest infestations, and a limited number of interview rooms, pose obvious challenges for employers seeking on-campus interviews. The Center continues to collaborate with colleges, institutional research, and other departments campus-wide in order to improve the First Destination Survey process. While an undergraduate response rate of 69% was reported, the collection process proved difficult with so many different survey tools and collectors being utilized. Efforts to streamline this have already been implemented for the 2015 survey. Nonetheless, six months after graduation, 49% of undergraduate respondents were employed with an additional 3% completing internships. Another 19% were pursuing/accepted into graduate or professional school, and another 4% were doing something else, traveling, or indicated they were not seeking employment. Twenty-five percent (25%) indicated at time of response that they were still seeking employment.

Achievement of Center goals with respect to student and employer outreach continued to be constrained, mainly, by the condition of the Hood House facility, as noted above, as well as the number of staff. The Center’s staffing level is below that recommended by NACE (National Association and of Colleges and Employers), as well as that of our comparator schools. This has led to a grounding of the employer relations staff at Hood House, so more student appointments can take place. While assisting our students with one-on-one career appointments is a main priority, this has an obvious impact on the time the employer relations team can spend performing site visits and outreach.

In response to many of these challenges, UNH’s President Mark Huddleston made career services a focal point of his strategic plan in 2015. He hired a consultant specializing in higher education career services to create a task force and to work with staff and faculty partners across the University in order to take a closer look at what can be done to improve the department’s processes, functionality, structure, and outcomes. The work of the task force continues with hopes of transforming career services into a more robust and impactful piece of the UNH experience, and one that will provide more fruitful and predictive outcomes for future UNH students.
### 2014-2015
#### BY THE NUMBERS

<table>
<thead>
<tr>
<th><strong>8,759</strong></th>
<th>Number of students &amp; alumni The UNH Career Center reached through participation in, or attendance at, one or more event</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1,767</strong></td>
<td>One-on-one career advising appointments</td>
</tr>
<tr>
<td><strong>2,963</strong></td>
<td>Reached Students through 113 class presentations &amp; information sessions</td>
</tr>
<tr>
<td><strong>2,656</strong></td>
<td>Bi-Annual Career &amp; Internship Fair attendance</td>
</tr>
<tr>
<td><strong>782</strong></td>
<td>Internships, reported by employers &amp; students</td>
</tr>
<tr>
<td><strong>591</strong></td>
<td>Students took part in our walk-in resume review &amp; walk-in workshops</td>
</tr>
</tbody>
</table>
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The UNH Career Center seeks to assist all UNH students and alumni in identifying, exploring, implementing the steps to enjoyable and rewarding career paths and to serve as a career resource for the University and employers in the Seacoast and region.

The UNH Career Center fulfills its mission through career support of all UNH students, regardless of college division or major and as early as possible, and alumni, wishing to change careers, with the career development process. It helps students and alumni identify the interests, skills and opportunities necessary to their desired career path. The Center achieves these goals through one-on-one coaching, assessments, classroom presentations, workshops, career and internship fairs and other proactive career and graduate school events.

Career Counseling Standards

The Career Center aligns its mission and goals with the National Association of Colleges and Employers (NACE) Standards for College and University Career Centers:

College and University Career Centers must have the following in their service delivery:

- Career services must support the mission, academic and experiential programs, and advancement of the institution to promote student learning and student development. Within this context, the primary purpose of career services is to assist students and other designated clients in developing, evaluating, and/or implementing career, education, and employment decisions and plans.
- Career services must consider the needs of all students of the institution when designing the program and delivering services.
- Career services must incorporate student learning and student development in its mission.
- The institution must provide career advising/counseling to assist students and other designated clients at any stage of their career development.
- Career services must help students and other designated clients make career choices based on accurate self-knowledge and information about the world of work.
- Career services must provide resources to help students and other designated clients assess and relate their interests, competencies, needs, expectations, education, experience, personal background, and desired lifestyle to the employment market.
About the UNH Career Center

The Career Center, part of the University Advising and Career Center (UACC), is centrally located at Hood House. The UACC also provides academic advising to undeclared students in the College of Liberal Arts and provisional English and psychology majors. Pre-health and pre-law students are advised through the UACC’s Pre-Law and Pre-Professional Health Advising Committees.

The Center collaborates closely with other UNH career support professionals, including those in the Alumni Association, College of Engineering and Physical Sciences, Peter T. Paul College of Business and Economics, and UNH-Manchester.

Meet the Staff

Judy Spiller
Associate Provost of Academic Achievement & Support

Krystal Hicks
Director of Career Services

Jason Whitney
Internship Coordinator

Benjamin Pastor
Employer Relations

Raina Sarvaisya
Employer Relations

Beth Williams
Career Counselor

Riannon Nute
Career Counselor

Audra Cyr
Program Support & Event Management
Post-Graduation Outcomes

Increasingly, colleges are asked to document post-graduation employment outcomes. UNH has struggled in this area as have other colleges. The following includes first destination data from students who completed their degree between July 1, 2013 and June 30, 2014, as NACE guidelines state. Data was collected for six-months.

Class of 2014 First Destination Outcomes

Out of 2,996 undergraduates who were surveyed, 2,151 (72%) responded. Of those 72% who responded, 70% of respondents reported that they were either working full-time jobs, enrolled in graduate school, engaged in service or the military, or completing a post-graduate internship. Of the students working, 60% responded to the job satisfaction question, with 89% indicating they were either “very satisfied” or “satisfied” with their employment. When asked if their jobs were related to their major, 70% responded, and 87% confirmed their job was either directly or somewhat related. Ninety-three percent (93%) indicated they were working full time. Twenty-five percent (25%) of students who responded to the survey said they were still actively seeking employment at the time they filled it out.

One of our priorities was to begin tracking how many of our graduates remain in New Hampshire after graduation. Out of 2,151 survey respondents, 79% responded to the question, “Do you plan to stay in NH after graduation?” Forty-one percent (41%) answered no, 36% answered yes, and 23% were still unsure.

Employment Status by School of Graduation (2,151)

<table>
<thead>
<tr>
<th>School of Graduation (# Surveyed)</th>
<th>Employed*</th>
<th>Seeking Employment</th>
<th>Graduate School**</th>
<th>Travel, Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEPS (390)</td>
<td>47%</td>
<td>29%</td>
<td>20%</td>
<td>4%</td>
</tr>
<tr>
<td>CHHS (456)</td>
<td>34%</td>
<td>28%</td>
<td>34%</td>
<td>4%</td>
</tr>
<tr>
<td>COLA (912)</td>
<td>41%</td>
<td>31%</td>
<td>21%</td>
<td>7%</td>
</tr>
<tr>
<td>COLSA (491)</td>
<td>48%</td>
<td>29%</td>
<td>18%</td>
<td>5%</td>
</tr>
<tr>
<td>PAUL (415)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TSAS (116)</td>
<td>55%</td>
<td>26%</td>
<td>16%</td>
<td>3%</td>
</tr>
<tr>
<td>UNHM (216)</td>
<td>71%</td>
<td>23%</td>
<td></td>
<td>5%</td>
</tr>
</tbody>
</table>

*Has Job, Internship, Military, Year of Service

**Applied or Enrolled
Website Usage Analytics

Website hits give us a measure of interest and activity on Center pages. In the last year, we have seen significant growth in activity.

UACC/Career Center Site Visits

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Pageviews</td>
<td>206,407</td>
<td>206,214</td>
<td>254,296</td>
<td>362,578</td>
<td>470,800</td>
</tr>
<tr>
<td>Sessions</td>
<td>70,243</td>
<td>75,804</td>
<td>102,001</td>
<td>158,606</td>
<td>211,138</td>
</tr>
<tr>
<td>Pageviews per Session</td>
<td>2.94</td>
<td>2.72</td>
<td>2.49</td>
<td>2.29</td>
<td>2.23</td>
</tr>
<tr>
<td>Avg. Session Duration</td>
<td>2:47</td>
<td>5:40</td>
<td>5:18</td>
<td>4:09</td>
<td>2:54</td>
</tr>
</tbody>
</table>

How Students Accessed Site

- Desktop: 73%
- Mobile: 22%
- Tablet: 5%

Wildcat Careers Site Visits

<table>
<thead>
<tr>
<th>Wildcat Careers</th>
<th>2013-14</th>
<th>2014-15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Pageviews</td>
<td>754,329</td>
<td>1,178,012</td>
</tr>
<tr>
<td>Sessions</td>
<td>71,326</td>
<td>113,475</td>
</tr>
<tr>
<td>Pageviews per Session</td>
<td>10.57</td>
<td>10.39</td>
</tr>
<tr>
<td>Avg. Session Duration</td>
<td>7:16</td>
<td>7:30</td>
</tr>
</tbody>
</table>
Student Services

Career Advising Appointments

The Center offers one-on-one appointments with a career professional on a daily basis throughout the year. This year, Career Center staff met one-on-one with 1,714* students and alumni, totaling 2,667 individual career appointments. The following data represents counseling appointments completed from July 1, 2014 to June 30, 2015.

*Center staff met with an additional 53 alumni who scheduled outside of our tracking system.

Appointment topics based in the individual student’s needs include:

- Skills/Interest Assessment
- Major to Career Exploration
- Career Identification and Exploration
- Graduate School Advising
- Internship Support
- Career and Job Search Support
- Interview Practice and Preparation
- Career Fair Preparation
- Resume/Cover Letter Review
- First-Year Student Career Advising
- Networking/LinkedIn

Reason for Appointment*

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Resume/Cover Letter</td>
<td>311</td>
<td>365</td>
<td>516</td>
<td>741</td>
<td>27.8%</td>
</tr>
<tr>
<td>Internships</td>
<td>332</td>
<td>295</td>
<td>361</td>
<td>480</td>
<td>18.0%</td>
</tr>
<tr>
<td>Career &amp; Job Search Skills</td>
<td>315</td>
<td>324</td>
<td>348</td>
<td>518</td>
<td>19.4%</td>
</tr>
<tr>
<td>Major-Career Exploration</td>
<td>225</td>
<td>238</td>
<td>304</td>
<td>352</td>
<td>13.2%</td>
</tr>
<tr>
<td>Interest Assessments</td>
<td>140</td>
<td>191</td>
<td>275</td>
<td>275</td>
<td>10.3%</td>
</tr>
<tr>
<td>Interview Skills</td>
<td>109</td>
<td>180</td>
<td>121</td>
<td>143</td>
<td>5.4%</td>
</tr>
<tr>
<td>Graduate School Advising</td>
<td>47</td>
<td>60</td>
<td>73</td>
<td>71</td>
<td>2.7%</td>
</tr>
<tr>
<td>Networking/LinkedIn</td>
<td>N/A</td>
<td>N/A</td>
<td>36</td>
<td>57</td>
<td>2.1%</td>
</tr>
<tr>
<td>Unknown/No Topic Selected</td>
<td>8</td>
<td>15</td>
<td>N/A</td>
<td>5</td>
<td>0.2%</td>
</tr>
<tr>
<td>Total</td>
<td>1,487</td>
<td>1,668</td>
<td>2,034</td>
<td>2,667</td>
<td>100%</td>
</tr>
</tbody>
</table>
### Appointments By College

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>CEPS</td>
<td>197</td>
<td>212</td>
<td>254</td>
<td>323</td>
<td>12.1%</td>
</tr>
<tr>
<td>CHHS</td>
<td>106</td>
<td>147</td>
<td>185</td>
<td>311</td>
<td>11.7%</td>
</tr>
<tr>
<td>COLA</td>
<td>623</td>
<td>684</td>
<td>888</td>
<td>1,053</td>
<td>39.5%</td>
</tr>
<tr>
<td>COLSA</td>
<td>243</td>
<td>282</td>
<td>412</td>
<td>547</td>
<td>20.5%</td>
</tr>
<tr>
<td>PAUL</td>
<td>287</td>
<td>282</td>
<td>255</td>
<td>392</td>
<td>14.7%</td>
</tr>
<tr>
<td>TSAS</td>
<td>24</td>
<td>36</td>
<td>40</td>
<td>19</td>
<td>0.7%</td>
</tr>
<tr>
<td>UNH-M</td>
<td>7</td>
<td>25</td>
<td>0</td>
<td>5</td>
<td>0.2%</td>
</tr>
<tr>
<td>Graduate School</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>8</td>
<td>0.3%</td>
</tr>
<tr>
<td>Other (Special Programs)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>9</td>
<td>0.3%</td>
</tr>
<tr>
<td>Total</td>
<td>1,487</td>
<td>1,668</td>
<td>2,034</td>
<td>2,667</td>
<td>100%</td>
</tr>
</tbody>
</table>

### Appointments By Year

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior</td>
<td>695</td>
<td>660</td>
<td>732</td>
<td>959</td>
<td>36.0%</td>
</tr>
<tr>
<td>Junior</td>
<td>234</td>
<td>285</td>
<td>343</td>
<td>558</td>
<td>20.9%</td>
</tr>
<tr>
<td>Sophomore</td>
<td>279</td>
<td>298</td>
<td>390</td>
<td>432</td>
<td>16.2%</td>
</tr>
<tr>
<td>First Year</td>
<td>153</td>
<td>247</td>
<td>309</td>
<td>330</td>
<td>12.4%</td>
</tr>
<tr>
<td>Grad Student</td>
<td>126</td>
<td>178</td>
<td>143</td>
<td>196</td>
<td>7.3%</td>
</tr>
<tr>
<td>Alumni</td>
<td>N/A</td>
<td>N/A</td>
<td>117</td>
<td>192</td>
<td>7.2%</td>
</tr>
<tr>
<td>Total</td>
<td>1,487</td>
<td>1,668</td>
<td>2,034</td>
<td>2,667</td>
<td>100%</td>
</tr>
</tbody>
</table>

### Career Advising Satisfaction Survey

Students, following their career appointments during the academic year, are sent a brief satisfaction survey through Wildcat Careers. Students and alumni with multiple appointments were sent only one survey. Twenty-three percent (23%) responded. Respondents reported strong satisfaction with our services and our staff, with 56% ranking their experience with perfect score.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The appointment met my goals</td>
<td>58%</td>
<td>28%</td>
<td>11%</td>
<td>2%</td>
<td>&lt;1%</td>
<td>4.4</td>
</tr>
<tr>
<td>My advisor was knowledgeable</td>
<td>76%</td>
<td>17%</td>
<td>6%</td>
<td>1%</td>
<td>&lt;1%</td>
<td>4.7</td>
</tr>
<tr>
<td>My advisor was respectful</td>
<td>86%</td>
<td>9%</td>
<td>5%</td>
<td>&lt;1%</td>
<td>0%</td>
<td>4.8</td>
</tr>
</tbody>
</table>
INTERNSHIPS

Successful internships allow students to apply classroom learning to work situations and gain valuable work experience. They frequently lead to post-graduation employment. Well-placed and well-paid opportunities give students a strategic advantage.

The Center’s internship program is led by a coordinator, who advises students on opportunities; credit versus non-credit internships; and the value of paid internships. The coordinator also informs employers on the internship process best practices, including employer advantages of a paid versus non-paid placement and the need for NH Department of Labor’s (DOL) approval for unpaid internships.

The Center’s internship program is partially supported through a Federal Job Locator Grant. That grant covers part of the salary of the full-time internship coordinator and related program expenses.

Of the 1,051 internships (up from 894 last year) posted in Wildcat Careers (excluding Paul Careers), 79% were paid and 66% were located in New Hampshire.

<table>
<thead>
<tr>
<th>Number of internship placements tracked through Career Center</th>
<th>2012-2013</th>
<th>2013-2014</th>
<th>2014-2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>426</td>
<td>572</td>
<td>782</td>
</tr>
</tbody>
</table>

| Value* generated by paid internships                          | $563,857   | $1,189,600 | $1,765,718 |

* Estimated gross based on student survey reported hourly wages and research on average hourly intern wages from Glassdoor.com

WALK-IN RESUME REVIEWS

The Career Center offers daily walk-in resume review through its “Enterprise Career Peer Program,” funded by Enterprise Rent-A-Car and supplemented by career staff. Each year, three to five undergraduate career peers, trained by the career staff, serve in this role. This year, 447 students used this service. (Fall: 202; Spring: 245)

By Class Year

- **Alumni**: 12
- **Graduate Student**: 25
- **Senior**: 178
- **Junior**: 119
- **Sophomore**: 81
- **First Year**: 32

By College

- **CEPS, 70**
- **CHHS, 72**
- **COLA, 117**
- **COLSA, 104**
- **PAUL, 80**
- **TSAS, 2**
- **Other, 2**
Daily Walk-in Workshops

In an effort to provide more services to students, outside of the one-on-one appointments, the Center launched a daily walk-in workshop series. Each day, excluding event-days, a different topic was covered. Students could view the full calendar of offerings online in advance. In its first year, 144 students took advantage.

By Topic

<table>
<thead>
<tr>
<th>Topic</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Networking/LinkedIn</td>
<td>35</td>
</tr>
<tr>
<td>Interview Skills</td>
<td>10</td>
</tr>
<tr>
<td>Career and Job Search Skills</td>
<td>32</td>
</tr>
<tr>
<td>Internships</td>
<td>14</td>
</tr>
<tr>
<td>Resume/Cover Letter</td>
<td>31</td>
</tr>
<tr>
<td>Other*</td>
<td>22</td>
</tr>
</tbody>
</table>

By Class Year

- **First Year**: 79
- **Sophomore**: 21
- **Junior**: 15
- **Senior**: 19
- **Graduate Student**: 7
- **Alumni**: 3

On-Campus Interviews (OCIs)

Thirty-five (35) employers participated in on-campus interviews this year, recruiting for 51 positions. For these 51 positions, 229 students were interviewed. The completion of the Paul College building in 2013 with its state of the art interview rooms proved more attractive to employers, leading to a dip in the Center’s OCI requests. While The Career Center has only designated three interview rooms, an additional effort was made in 2014 to find additional spaces that enabled employers to still utilize Hood House for interviewing. Further, the Hood House facility is decrepit with periodic insect and rodent infestation. Some employers will not interview in the facility, and others faced with the opportunity of using the Paul facility, continue to do so.

<table>
<thead>
<tr>
<th>Year</th>
<th># of Employers</th>
<th># of Opportunities</th>
<th># of Interviews</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-2015</td>
<td>35</td>
<td>51</td>
<td>229</td>
</tr>
<tr>
<td>2013-2014</td>
<td>19</td>
<td>36</td>
<td>114</td>
</tr>
<tr>
<td>2012-2013</td>
<td>56</td>
<td>83</td>
<td>496</td>
</tr>
<tr>
<td>2011-2012</td>
<td>63</td>
<td>71</td>
<td>297</td>
</tr>
</tbody>
</table>

Companies conducting on-campus interviews through the Career Center this year included:

- ADP (Automatic Data Processing)
- Altria Group Distribution Company
- Anheuser-Busch LLC
- Around Campus Group
- Boston Partners Financial Group, LLC
- Camp Cody
- Cianbro
- Easter Seals, NH
- Eliot Community Human Services
- EMC Corporation
- EnginPro
- Enterprise Rent A Car
- Ethos Group
- General Dynamics Advanced Information Systems
- Gorton’s Inc.
- Grassroots Campaigns, Inc.
- Great Lakes Dredge & Dock Company
- GreenPages Technology Solutions
- Hannaford/Delhaize America
- Hanscom AFB
- IBM Microelectronics
- Insight Global
- John Galt Staffing
- Liberty Mutual Insurance
- Lindt & Sprungli USA
- Maine Drilling & Blasting
- Newport Hotel Group
- NH Department of Transportation
- Prescott Park Arts Festival
- Putnam Investments
- Ruger Firearms
- South Bay Mental Health
- TEKsystems
- The Hershey Company
- VMWare
Wildcat Careers
Wildcat Careers is UNH’s job and internship posting board. Wildcat Careers is available to current UNH students and graduates up to three years after graduation. Paul College hosts its own version through its Paul Career Center.

### Number of Postings

<table>
<thead>
<tr>
<th>Position Type</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time Employment</td>
<td>3,120</td>
</tr>
<tr>
<td>Internship</td>
<td>1,144*</td>
</tr>
<tr>
<td>Part Time Employment</td>
<td>606</td>
</tr>
<tr>
<td>Work Study/Student Hourly</td>
<td>180</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>5,050</strong></td>
</tr>
</tbody>
</table>

*Of the 1,144 Internship postings, 77% of them were paid opportunities

### Top 20 Employers*

<table>
<thead>
<tr>
<th>Organization Name</th>
<th># of Postings</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Hampshire Judicial Branch</td>
<td>69</td>
</tr>
<tr>
<td>Woodard &amp; Curran</td>
<td>58</td>
</tr>
<tr>
<td>Community Partners</td>
<td>54</td>
</tr>
<tr>
<td>DEKA Research and Development</td>
<td>47</td>
</tr>
<tr>
<td>Liberty Mutual Insurance</td>
<td>46</td>
</tr>
<tr>
<td>Service Credit Union</td>
<td>41</td>
</tr>
<tr>
<td>EMC Corporation</td>
<td>36</td>
</tr>
<tr>
<td>WestBridge Community Services</td>
<td>35</td>
</tr>
<tr>
<td>Child &amp; Family Services of NH</td>
<td>31</td>
</tr>
<tr>
<td>NH Catholic Charities</td>
<td>31</td>
</tr>
<tr>
<td>Camp Cody</td>
<td>30</td>
</tr>
<tr>
<td>Fastenal</td>
<td>28</td>
</tr>
<tr>
<td>Fidelity Investments</td>
<td>28</td>
</tr>
<tr>
<td>HarbourVest Partners</td>
<td>26</td>
</tr>
<tr>
<td>TXT International</td>
<td>26</td>
</tr>
<tr>
<td>Highland Mountain Bike Park</td>
<td>25</td>
</tr>
<tr>
<td>Antra Inc</td>
<td>23</td>
</tr>
<tr>
<td>Vermont Youth Tomorrow</td>
<td>23</td>
</tr>
<tr>
<td>AmeriCorps VISTA Program</td>
<td>23</td>
</tr>
<tr>
<td>GEICO</td>
<td>22</td>
</tr>
<tr>
<td>Lincoln Financial Group</td>
<td>22</td>
</tr>
</tbody>
</table>

*Based on # of jobs posted

### Top 10 Job Functions Recruited For

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering</td>
<td>474</td>
</tr>
<tr>
<td>Other</td>
<td>471</td>
</tr>
<tr>
<td>Marketing-Sales</td>
<td>361</td>
</tr>
<tr>
<td>Computer Science/Information Technology</td>
<td>305</td>
</tr>
<tr>
<td>Financial Services/Accounting</td>
<td>295</td>
</tr>
<tr>
<td>Education/Teaching</td>
<td>233</td>
</tr>
<tr>
<td>Administrative</td>
<td>197</td>
</tr>
<tr>
<td>Social Services</td>
<td>194</td>
</tr>
<tr>
<td>Hospitality/Travel</td>
<td>124</td>
</tr>
<tr>
<td>Agriculture/Natural Resources/Environment</td>
<td>109</td>
</tr>
<tr>
<td>Marketing-PR/Branding</td>
<td>109</td>
</tr>
</tbody>
</table>
Career Support for Diverse Student Populations

The Career Center staff also assists diversity-related student groups with specific programming and support. The Center also hosts the Liberty Mutual-funded Diversity Network Program (DNP) which provides networking opportunities for students from traditionally-underrepresented groups and a career fair just for veterans.

Programming for specific groups include:

- Veteran students wishing to “civilianize” their resumes and find military-friendly employers
- International students with visa and sponsorship questions/challenges
- Students with disabilities with questions on disclosure and handling interviews or questions regarding their disability
- LGBTQ students seeking diversity-friendly employers
- Low income, first generation help with networking
- Students seeking companies with a commitment to inclusion
Employer Relations

The Career Center employer relations team (4 professional staff* supported by a marketing and program assistant) meets on-site with New Hampshire, Maine, and Massachusetts employers to promote employment of UNH students through internships, job postings, and on-campus recruiting. Site visits also allow the team to stay current with the competencies prospective employers seek and their assessment of the quality of UNH graduates they have hired. This year, the staff conducted 95 site visits to employers, attended more than 60 networking events, and completed more than 230 additional outreach calls to companies seeking UNH students.

In addition, team members also meet one-one-one with upper-class students to assist with career and internships search strategies. They also present on campus to classes, student organizations, and they organize career events to bring employers on campus.

Below is a list of some companies the staff visited in the last year:

- A Safe Place
- Agios Pharmaceuticals
- Air National Guard (on campus)
- ALKU
- American Renal Associates
- Anchor QEA
- Anthem BCBS
- Arcadia Healthcare
- Avery Insurance
- Axis Communications
- BAE
- Boston Celtics
- Boston Red Sox
- Brodeur Partners
- Brown and Brown Insurance
- Community Partners
- Concord Hospital
- Core Medical Group
- DEKA Research & Dev.
- Demandware
- Direct Capital
- Easter Seals
- Edward Jones
- Elbit
- Envirosystems
- ESPN New Hampshire
- Fastenal
- Fidelity Investments
- Global Sign
- Global Technical Talent
- Greater Nashua Animal Hospital
- Greater Nashua Mental Health
- Heinemann Publishing
- Hermit Woods Winery
- Hire Alliance
- Hitchiner Manufacturing
- Hubspot
- IAPP
- Iheartdining.com
- JobSpring/Workbridge
- KBACE
- Legacy Global Sports
- Liberty Mutual Insurance
- LONZA
- Love Affair/Wedding Belle
- M5 Communications
- Mint Printworks
- Morgan Stanley
- Namtek
- Nashua Boys & Girls Club
- Nashua Telegraph
- NCS Global
- New Hampshire Magazine
- Newforma
- NH Dept. of Labor
- NH D.R.E.D.
- NH Wire Technologies
- Normandeau Environmental
- PC Connection
- Portsmouth Historical Society
- PSNH/NE Energy
- Redhook Brewery
- Resource Options
- RKM Research
- Senior Financial Resource Inc.
- Sig Sauer
- Sprague Energy
- SVI Systems
- Timberland
- Town of Exeter Economic Dev.
- Treeno Software
- UNUM
- Vapotherm
- VMTurbo
- Waddell & Reed
- Wediko Children Services
- Wentworth-Douglas Hospital
- WMUR
- Yankee Thermal Imaging
- YWCA
The Center hosts career and internship fairs each fall and spring. The Spring 2013 Fair was moved to the Whittemore Center is able to accommodate more companies.

Career & Internship Fair Attendance:
- Fall 2014 & Spring 2015: 325 employers; 2,656 students and alumni
- Fall 2013 & Spring 2014: 283 employers; 2,265 students and alumni
- Fall 2012 & Spring 2013: 230 employers; 2,074 students and alumni

<table>
<thead>
<tr>
<th>Attendance by College</th>
<th>Fall 2014</th>
<th>Spring 2015</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEPS</td>
<td>430</td>
<td>406</td>
<td>836</td>
<td>31.5%</td>
</tr>
<tr>
<td>CHHS</td>
<td>41</td>
<td>87</td>
<td>128</td>
<td>4.8%</td>
</tr>
<tr>
<td>COLA</td>
<td>208</td>
<td>251</td>
<td>459</td>
<td>17.3%</td>
</tr>
<tr>
<td>COLSA</td>
<td>80</td>
<td>135</td>
<td>215</td>
<td>8.1%</td>
</tr>
<tr>
<td>PAUL</td>
<td>456</td>
<td>420</td>
<td>876</td>
<td>33.0%</td>
</tr>
<tr>
<td>TSAS</td>
<td>41</td>
<td>6</td>
<td>47</td>
<td>1.8%</td>
</tr>
<tr>
<td>UNH-M</td>
<td>33</td>
<td>41</td>
<td>74</td>
<td>2.8%</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>20</td>
<td>21</td>
<td>0.8%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,290</strong></td>
<td><strong>1,366</strong></td>
<td><strong>2,656</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Attendance by Class Year</th>
<th>Fall 2014</th>
<th>Fall 2015</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior</td>
<td>514</td>
<td>633</td>
<td>1,147</td>
<td>43.2%</td>
</tr>
<tr>
<td>Junior</td>
<td>304</td>
<td>347</td>
<td>651</td>
<td>24.5%</td>
</tr>
<tr>
<td>Sophomore</td>
<td>171</td>
<td>222</td>
<td>393</td>
<td>14.8%</td>
</tr>
<tr>
<td>First Year</td>
<td>184</td>
<td>73</td>
<td>257</td>
<td>9.7%</td>
</tr>
<tr>
<td>Grad Student</td>
<td>87</td>
<td>64</td>
<td>151</td>
<td>5.7%</td>
</tr>
<tr>
<td>Alumni/nae</td>
<td>25</td>
<td>8</td>
<td>33</td>
<td>1.2%</td>
</tr>
<tr>
<td>Other</td>
<td>5</td>
<td>16</td>
<td>21</td>
<td>0.8%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,290</strong></td>
<td><strong>1,366</strong></td>
<td><strong>2,656</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>
Resume Review Days
Resume Review Day invited 15-20 employers to campus each semester just before the Career and Internship Fair. This afternoon event invites recruiters from various industries to participate in one-on-one resume reviews with students. Many employers request copies of resumes from students; it is common to hear about students landing internships and jobs from this event.

Resume Review Day Student Attendance*

<table>
<thead>
<tr>
<th>Season/Year</th>
<th># of Students</th>
<th># of Resumes Reviewed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring 2015</td>
<td>98</td>
<td>198</td>
</tr>
<tr>
<td>Fall 2014</td>
<td>103</td>
<td>221</td>
</tr>
<tr>
<td>Spring 2014</td>
<td>185</td>
<td>306</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>70</td>
<td>154</td>
</tr>
</tbody>
</table>

*Some students sit for multiple time with different employers

Below are some of the companies that attended Resume Review Days this year:

- AECOM
- ALKU
- BAE Systems
- Brodeur Partners
- Calypso Communications
- City Year
- Colwen Hotel Management
- Dover Chamber of Commerce
- Edward Jones
- EMD Millipore
- Enterprise
- Families in Transition
- Fidelity Investments
- Gateways Community Services
- Heinemann Publishing
- Liberty Mutual
- Liquid Wireless
- Market Street Talent
- NH Dept. of Resources & Economic Dev.
- Portsmouth Naval Shipyard
- Service Credit Union
- Sig Sauer
- Student Conservation Association
- Target
- TD Bank
- TEKsystems
- Thermofisher Scientific
- Triumvirate Environmental
- Tyco International
- Wright Pierce

Graduate and Professional School Fair
The annual Graduate and Professional School Fair, held each fall, attracts various graduate and professional schools.
This three-hour event was held for the first time in Fall 2014 and offered students the chance to attend up to 3 “power-hour” sessions on workshops of their choice. Out of 12 total sessions (4 rooms X 3 sessions per hour in each), 9 different topics were offered. Out of the 98 total students who attended, 64 chose to attend three sessions, 15 attended two, and 19 attended one.

### Topic Session 1 Session 2 Session 3 Total
Interview 26 18 44
Job Search 10 27 37
Internship 13 20 33
Recruiters 33 33
Networking 31 31
Resumes 17 7 2 26
Career Fair 12 5 17
Grad School 14 14
First Year 6 6
Total 74 84 83 241

### College CEPS CHHS COLA COLSA PAUL Other Total
# of Students 26 7 26 19 15 5 98

### Class Year SR JR SO FY GRAD ALUM Other Total
# of Students 26 28 21 12 6 1 4 98

**Other Campus Recruiting Opportunities**

The Career Center reserves individual rooms on campus for employers who wish to hold private information sessions regarding their company and opportunities. The Center also reserves tables in the Memorial Union Building (MUB) for companies wishing to reach students in a more informal way.

- BAE Systems
- Anheuser-Busch LLC
- Brigham and Women's Hospital
- Pratt & Whitney
- EMC Corporation
- Peace Corps
- Eliot Community Human Services
- Student Conservation Association, SCA
- Northwestern Mutual- Stamford
- Adventures Cross-Country
- Fund for the Public Interest
- City Year
- Baylis Medical
- Medworks Staffing
- United States Navy
- Edward Jones
- RGIS Inventory Specialists
- Skechers USA
- Planet Fitness
- YouthBuild USA - VISTA Program
**Campus Relations**

The UNH Career Center works closely with the following campus departments:

- Admissions
- Advancement
- Alumni Association
- Athletics
- Center for Academic Resources
- Center for International Education/Study Abroad
- Corporate Relations Team
- First Year Programs/orientation
- Office of Community Service and Learning
- Office of Multicultural Student Affairs
- President’s Commissions
- Residential Life
- UNH’s college divisions
- Veteran Services

**Alumni Outreach**

**Engaging Alumni in Career Events**

While our primary population is current students, the Career Center also provides full services after graduation and supports alumni exploring new careers. Center staff engages the employer relations team and works to connect UNH alumni with local professional organizations and LinkedIn groups, including the UNH Alumni Association (Official) group.

The Center also partnered with the Alumni Association for “Career Networking Night,” which was held online using Brazen Careerist, and a Biotech Alumni Networking night in Cambridge, MA.

**Pathways Mentoring Program**

The Center also hosts Pathways, an alumni-student mentoring program, with the Alumni Association. The program connects students of a specific major with an alumna/us in their field. Mentors and mentees attend two formal events on campus and communicate the rest of the year through phone, email, Skype, and setting up their own in-person meetings. The program, in its 11th year, includes a kick-off event each fall and an end of the year banquet in late April.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td># of Pairs</td>
<td>42</td>
<td>47</td>
<td>78</td>
<td>98</td>
</tr>
</tbody>
</table>

**Testimonial:**

“I had the pleasure of having Michelle Rowan as my Pathways mentor for 2014-2015 school year. I had thought about doing Pathways earlier in my time at UNH, but waited until I was a senior to apply. It was one of the best decisions I made at UNH. My mentor has been instrumental in preparations for the Undergraduate Research Conference, and beyond. I would not feel as ready for the post-grad world if it wasn’t for her. If I could give advice to any underclassmen it would be to apply, and take full advantage of mentoring program.”

- Lucy McGinty, Hospitality Management, Class of 2015
Social Media and Marketing

Use of Social Media

The Career Center aggressively markets its programming through social media. It has Twitter and Facebook groups and individual profiles. It posts jobs and internships using the specific #WildcatCareers hashtag. The Career Center has also worked to increase its presence and branding by starting specific UNH Career Center LinkedIn groups and a YouTube channel where we post a range of videos and tutorials from interviewing to preparing for career fairs.

<table>
<thead>
<tr>
<th>Facebook</th>
<th>LinkedIn</th>
<th>Twitter</th>
<th>YouTube</th>
<th>Instagram</th>
</tr>
</thead>
<tbody>
<tr>
<td>The UNH Career Center</td>
<td>UNH Career Center</td>
<td>@UNHCareerCenter</td>
<td>UNH Advising &amp; Career Center</td>
<td>@UNHCareerCenter</td>
</tr>
</tbody>
</table>

Additional social media campaigns were kicked off this year, such as “Wildcats@Work,” a Twitter Takeover by UNH alumni in their new jobs, and “Interns on Instagram” where current summer interns could share their photos for a chance to win a $200 Amazon gift card generously donated by Direct Capital, a valued UNH employer and partner.

The Career Center Media Coverage

The Career Center was featured in several news articles this year, highlighting its efforts and accomplishments in helping students plan for the future.

NH Business Review; April 2015
• “Will they stay or will they go? Real effort to keep young people will cost NH” by Liisa Rajala

Seacoast Online; May 2015
• “Best job market in years for Class of 2015” by Morgan Palmer
2014-2015 Strategic Goals

- Develop a life cycle approach to career outreach and identify competencies and outcomes for each stage
- Expand alliances with key academic departments with the College of Liberal Arts, for example history and psychology
- Strengthen relations among campus career officers
- Expand use of social media to share student career success stories
- Increase student attendance at major Career Center events
- Continue to use digital approaches to work with students

2015-2016 Strategic Goals

- Partner with colleges and create specific career course content for early contact and engagement with students
- Continue to work with the professional success task force initiated by the President Huddleston to further organize the future structure and model of career services at UNH
- Create a strategic employer outreach plan and work with the colleges to ensure every sector is covered, without overlap and duplication of efforts
- Reassess career events on campus to determine the most effective way to coordinate career fairs and on-campus recruiting given the increase in online platforms, on-ground logistics challenges, and employer preferences for specialized events