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Supporting Students During an Economic Downturn

The vision of the Arts and Sciences Center for Career and Professional Success (Career Success) is to galvanize a community of engaged professional champions so that every student is prepared to design their lifetime of opportunity. As the hub for professional connections, Career Success provides students with a competitive edge. We do this by empowering them to make meaning of their liberal arts and sciences education and how it, in addition to their holistic experiences, impacts the world. This year was unique and required us to elevate access to career education, both in-person and virtually. Guided by our strategic plan, four important hallmarks emerged: diversity, equity, and inclusion; enhanced career engagement; competency-based education; and integrating professional champions into student development initiatives. We also launched several significant engagements to support faculty, students, and employers including:

• **Equalizing Opportunities in a Declining Job Market** – Building a career in the face of COVID-19 provided a platform to be creative and responsive to employers who would benefit from hiring liberal arts and sciences talent. This resulted in various new outlets for information to be shared including a summer career connections series, a virtual networking week, and establishment of the Getting Ahead with Career Success podcast. While the pandemic created new challenges for in-person connectivity, Career Success continued to bring the most external community connections to the College.

• **Department Student Success Grants** – In collaboration with departments representing all three ASC divisions, we committed human, technological, and funding resources to help academic departments who were interested in promoting student outcomes and integrating readiness competencies into curricular/non-curricular experiences.

• **Virtual Support in and Outside of the Classroom** – In addition to launching technologies that give greater access to students needing 24/7 career support, we established Career Success in the Classroom, which allowed many faculty to bring Career Coaches into the classroom either virtually or in person to help students understand how academic experiences relate to professional aspirations.

• **Career Accelerator Fund** – A program that provided financial support to students who participate in transformational experiences that are commonly unpaid or minimally paid yet invaluable to their professional trajectory.

While this report illustrates the College’s student support achievements in 2019-2020, we know the future can be shaped and constructed, even during this turbulent time in our history. To remain responsive to our constituents, Career Success is committed to strengthening efforts that address racial justice, graduate student professional development, and the scaling of our award-winning mentor program through innovative technologies.

Brian Guerrero
Senior Director
Center for Career and Professional Success
guerrero.75@osu.edu
85% of job seeking graduates experienced a change in their job situation*

The following represents the ways in which COVID-19 impacted recent graduates job situation (could select more than one):

62.8% Had to restart or alter job search
31.1% Lost a previously held job
19.4% Lost a job offer

25% of graduates pursuing further education experienced changes in their plans*

The following represents the ways in which COVID-19 impacted recent graduates further education plans (could select more than one):

28.8% Postponed attending graduate or professional school
16.4% Had to restart or alter graduate or professional school search
2.7% Will still be attending but have lost funding

*All data from 2019-2020 Academic Year at time of graduation.
23% of graduates were more likely to consider graduate or professional school because of the COVID-19 pandemic.*
The Future of Liberal Arts and Sciences Students

How well did Ohio State prepare you for the market?
68.2% with accepted job offers felt Ohio State prepared them very well or generally well.

How well has Career Success helped you prepare for life after college?
57.6% of recent graduates felt Career Success helped very well or generally well (62.6% of recent graduates who completed the graduation survey indicated they engaged with Career Success programs or services).

Are you planning to live in Ohio after graduation?
72.5% plan for Ohio employment.

What are your future education plans?
44.4% Master’s degree
21.2% Doctoral degree
7.9% Medical degree
7.8% Law degree

Average salary of graduating class that accepted full-time offers
Average salary for those graduates who accepted a full-time position was $49,488.
63% of students reported a post-graduation destination at the time of graduation

Primary Post Graduation Plans

- 54.1% Reported employment as their primary plan post-graduation
- 33.8% Reported graduate or professional school as their primary plan post-graduation
- 12.1% Reported other post-graduation plans

Graduate/Professional School Placement

39.8%
Planning to attend graduate or professional school post-graduation had reported schools in which they had been accepted

Employment Placement

48.3%
Graduates seeking employment post-graduation had received a job offer

Internship Conversion

46.9%
The internship conversion rate for graduates who accepted a job offer

Ohio State Support Services and Employment

44.4%
Graduates reported having found their job with the assistance of various Ohio State Support Services

*All data from 2019-2020 Academic Year at time of graduation.*
Career Communities Ranked by Student Interest

Career Communities allow students to explore professional paths outside of their typical field, and expose them to opportunities that they may never have considered.

- Science & Research
- Healthcare & Wellness
- Education, Non-Profit & Social Services
- Technology, Data & Analytics
- Government, International Affairs & Public Policy
- Visual, Written & Performing Arts
- Marketing, Advertising & Public Relations
- Journalism, Sports, Entertainment & Production
- Finance, Consulting, Management & Sales
- Entrepreneurship

Meghan Shea
Chemistry, ‘20

Consulting isn’t something that scientists are typically exposed to. I saw this Development Academy as an opportunity to look into a potentially different career path.
My junior year, the year I worked as a peer career coach (PCC), was the most transformative year in college. The extent I stepped out of my comfort zone and learned from my PCC position was tremendously rewarding... I am proud to be a former PCC and contribute to [Career Success] and our students.

Conan Cao

*Served as a Peer Career Coach and loved having the opportunity to serve his peers while bolstering his own resume with experience and through what he learned while working.*
CAREER ENGAGEMENT

Student Career Engagement increased by 50.4% between the 2018/19 and 2019/20 Academic Years

Top 5 Reasons
Students Schedule Career Coaching Appointments

1. Writing a stronger resume
2. Searching for internships or other resume builders
3. Job search strategies
4. Career exploration
5. Setting career goals

Student Application by Position Type

A. **54.7%** Paid Internships
B. **35.0%** Full-Time Jobs
C. **4.3%** On-Campus Student Employment
D. **2.4%** Cooperative Education
E. **2.3%** Unpaid Internships
F. **0.8%** Other
G. **0.5%** Part-Time Jobs

BY THE NUMBERS STUDENT OUTCOMES
MAJOR ≠ CAREER

Communication major
Linguistics major
Physics major
Industrial Design major

Art Education major
Criminology major
English major
Evolution & Ecology major
A Dance major met with a coach and shared the following:

“Just the encouragement alone from my coach was really beneficial. It’s easy to think you’re the only one completely overwhelmed by all of the options and I really felt like my coach was there to simplify things, and also just to be helpful for me in general.”

A student after participating in the SP20 Women in Male Dominated Fields Development Academy:

“The biases and obstacles that women face in the workplace were addressed in a trusting and respectable environment.”

Neuroscience major after meeting with a coach:

“I went in today at 2:30 for help on preparing for the Scarlet and Gray Financial Coach interview. I just want to say thank you again for your help. A lot of the questions we practiced were asked during the actual interview. The questions to ask during the interview page was also very helpful! Next week I will be able to find out if I’m accepted! Thank you again for all your help.”

A Life Beyond Degree attendee shared:

“I really appreciated being able to meet with alumni in small groups! I felt like I learned a lot about their backgrounds and current work that way. Thank you for the opportunity!”

QUALITATIVE DATA STUDENTS
Over 600 employers were engaged in 2019-2020

A 14.2% were new relationships
Relationships with employers we had not previously worked with.

B 4.2% were revitalized relationships
Relationships with employers we had not worked with in the past 12 months.

Employer Engagement in Signature Programming
These are some of the ways we connected them with students throughout the year, despite having to cancel many events due to the COVID-19 Pandemic:

- 37 Information Sessions and Office Hours
- 24 Coffee Chats and Executive Coffee Chats
- 10 Career Treks and Job Shadowing
- 10 Career Connections events
- 4 Development Academies
- 4 Career Fairs and Career Expos
As industry evolves and companies turn toward the use of technology, in a greater capacity than before, Career Success remained nimble as it built relationships with employers looking to connect with students in majors which align with the ever-changing world. Programs such as Data Analytics and Computer and Information Science, for example, have students in high demand. Career Success was able to capitalize on this demand by increasing both the number and strength of relationships it has with employers who fall under the Technology, Data and Analytics career community. Of note, particularly, was the strengthening of relationships with financial institutions like JPMorgan Chase, Key Bank, and Fifth Third Bank as well as newer, technology-centered, companies like Root Insurance, Infoverity and Vertiv. This culminated, in the fall of 2019, with Career Success's first ever Quantitative and Data Career Expo. This event saw 40+ organizations and 350 students come together in an overflowing room within the newly-renovated Pomerene Hall, which now houses the Data Analytics department.

The Industry Connections team is building a large network throughout Ohio and across the Nation, but also has a strong focus on local Central Ohio industry partners. To continue to build strong new relationships with companies popping up all over Columbus, the team has connected with Chambers of Commerce and Economic Development offices.

One such relationship with the City of Dublin’s Economic Development office led to a connection with a wonderful startup company, LEVEL D&I Solutions. After meeting with one of their co-founders (and OSU Alumna), the company connected with Ohio State on Handshake and posted 3 internships. That was a start, but the relationship grew. Both co-founders not only recruited at OSU, but they also got involved in the Spring 2020 Development Academy series focused on Women in Male-Dominated Fields, leading 3 of the 7 sessions!
Career Success serves all levels of industry from large corporations to small startups. For example, the
Industry Connections team consulted with a local startup company, ExonanoRNA, to provide them with
exemplars and best practices for writing job descriptions.

This led to at least 5 new internship and entry-level positions being posted on Handshake, providing
several of our science students with the opportunity to get real-world experience, or their first career-track
job right of college.

Networking is a key factor in opening unknown possibilities for Arts and Sciences students. During the 2019-
2020 academic year the Industry Connections team was contacted by the Ohio State Postdoctoral Association to
discuss building and managing a career fair.

This meeting turned into the first-ever Industry Mix & Mingle event for Postdocs and PhDs in Autumn 2019.
The event brought in 10 industry partners focused on recruiting STEM disciplines and over 70 Postdocs and Ph.D.s.
Arts & Sciences alumnus Ratmir Timashev MS ’96 made a generous commitment to student success, specifically in supporting liberal arts and sciences students who have an interest in technology and entrepreneurship. As a result of he and his wife’s (Angela Timashev) generosity, the college now offers a new artificial intelligence platform, named VMock. In its inaugural year, students who needed a resume review could gain service 24 hours a day, seven days a week. Outside of supporting student success programming and initiatives, funding will help support infrastructure needs of the department, including technologies that advance virtual connectivity, specifically increased interviewing activity through modern video conferencing. Overall, the support is a catalyst in bridging student ambition and meaningful work.

MENTOR/MENTEE INTERACTIONS

During the 2019-2020 academic year, Career Success saw a substantial increase in the ASC Match Mentor Program. In only the second full year of the program there was an increase from 50 mentor/mentee pairings (year one) to over 120 mentor/mentee pairings (year two). The success of the program comes, in part, from the passion of our alumni who were able to recruit additional mentors and organically grow the program. As an example of this passion, Dean Gibson (Sociology, ’74) personally recruited nearly a dozen new alumni to mentor students. This type of enthusiasm will not only allow the program to grow but also thrive in the future!

CHAMPIONS OF STUDENT SUCCESS VOLUNTEERS

Kiana Rattliff & Steve Chappalear, Match Mentor pair
VOLUNTEER SHOWCASE

Career Success continued to build our relationship with Arts and Sciences graduates during the 2019-2020 academic year. Many of our signature programs rely on the volunteer efforts of our alumni, and we are thrilled to see so many of them volunteering for multiple events.

One shining example of these efforts is Laura Wall (English, ’92) of Syneos Health. Laura took part in three different Career Success programs during 2019-2020: she was the featured speaker for an event in our Coffee Chat series; she conducted practices interviews during Interview with a Buckeye; and she also was a presenter for a Development Academy session during our Women In Male Dominated Fields event.

Examples like Laura’s are numerous and allow Career Success programming to continue to flourish each year.

“The biggest value of my arts and sciences degree is how it taught me to interact with others, combined with the work ethic of being able to research for hours and hours... when you get out into the world... you have to be able to investigate and transfer back the information you took in.”

“My professors at Ohio State did a great job of giving real life experiences and information, allowing me to find the career opportunity that best suited my skills, setting me up for long term success.”
Academic Liaison Model

Renamed “Career Success Affiliate” in AY2020/21

The Academic Liaison model is our intentional effort to better engage with the academic departments, listening to what their students need, connecting with their alumni, and making sure faculty and staff are aware of the programming and opportunity Career Success provides to their students. For the most current list of pairings, please visit http://go.osu.edu/CareerSuccessAffiliates

Regardless of a student’s chosen discipline, they can explore multiple Career Communities and attend events across industries. They’ll develop a great network for future opportunities and learn about the career paths available to ASC students.

WAYS WE PARTNER WITH YOU

Career Communities Unit Led by Stephanie Ford
• Courses and curricular integration
• Student professional development
• Career Readiness Competencies
• Career Coaching best practices
• Student organization partnerships

Industry Connections Unit Led by Scott Kustis
• Industry outreach and consultation
• Internship and job development
• Best practices in recruiting
• Alumni integration into hiring
• Mentoring and job shadowing

BY THE NUMBERS DEPARTMENTS
During the 2019/20 academic year, Career Success offered the first-ever Student Success Grant. This grant seeks to enhance collaboration with Arts and Sciences academic departments and centers to provide unique, innovative, and targeted student support in the area of career development and expose students to varied career pathways that shape their personal and professional growth towards a meaningful and fulfilling life. Several innovative ideas were submitted through the application process such as the Department of Linguistics who desired to film alumni success stories to post on their website to promote career discovery.

Congratulations to the recipients of the inaugural year of this grant.

DEPARTMENT OF COMPARATIVE STUDIES

DEPARTMENT OF LINGUISTICS

DEPARTMENT OF PSYCHOLOGY

DEPARTMENT OF ENGLISH
MINOR IN PROFESSIONAL WRITING
Students from the College of Arts and Sciences were admitted to graduate programs at over 160 institutions.

Academic Programs to which College of Arts and Sciences graduates were admitted

- Applied Developmental Psychology, Master’s
- Applied Economics, Master’s
- Architecture, Master’s
- Art Therapy, Master’s
- Arts Management, Master’s
- Astronomy, PhD
- Atmospheric Sciences, Master’s
- Audiology, Doctorate
- Biochemistry, PhD
- Bioethics, Master’s
- Biological Sciences, PhD
- Biophysics, PhD
- Biostatistics, Master’s
- Chemistry, PhD
- Clinical Psychology, PhD
- Computer Science, Master’s
- Data Science, Master’s
- Dentistry, DDS
- Design-Digital Animation & Interactive Media, Master’s
- East Asian Languages and Literatures, Master’s
- Economics, Master’s
- Economics, PhD
- Education, Master’s
- Education, Master’s
- Emerging Media Studies, Master’s
- English, PhD
- Entomology, Master’s
- Environmental Science, Master’s
- Forensic Psychology, Master’s
- Geography, Master’s
- Higher Education, Master’s
- International Commerce and Policy, Master’s
- Law, J.D
- Library Sciences, Master’s
- Linguistics, PhD
- Marine Conservation, Master’s
- Marketing Communication Research, Master’s
- Math, PhD
- Mathematics, Master’s
- Media, Culture and Communication, Master’s
- Medicine, MD
- Ministry, Master’s
- Molecular Genetics, PhD
- Motion Media Design, Master’s
- Museum Studies, Master’s
- Music, Master’s
- Neuroscience, Master’s
- Neuroscience, PhD
- Nursing, Master’s
- Optometry, OD
- Performing Arts, Master’s
- Pharmaceutical Science, Master’s
- Pharmaceutical Sciences, PhD
- Physics, Master’s
- Physics, PhD
- Physiology, Master’s
- Policy Economics, Master’s
- Political Science, Master’s
- Psychology, PhD
- Public and International Affairs, Master’s
- Public Health, Master’s
- Public Policy, Master’s
- Regulatory Biology, Doctorate
- Slavic Studies, Master’s
- Social Work, Master’s
- Sociology, PhD
- Speech Pathology, Master’s
- Speech-Language Pathology, Master’s
- Statistics, PhD
- Student Affairs in Higher Education, Master’s
- Translation and Interpretation, Master’s
- Veterinary, DVM
Graduate schools who accepted 2 or more 2020 graduates

American Academy of Dramatic Arts-New York  Pennsylvania State University
Arizona State University  Saint Louis University
Aveda Institute  Savannah College of Art and Design
Boston University  Stony Brook University
Bowling Green State University  The Ohio State University
Brown University  The University of Alabama
Capital University  The University of Tennessee
Carnegie Mellon University  University of Akron
Case Western Reserve University  University of California-Berkeley
Central Georgia Technical College  University of Cincinnati
City University of New York  University of Colorado Boulder
Cleveland State University  University of Dayton
Columbia University in the City of New York  University of Denver
Cornell University  University of Illinois at Urbana-Champaign
Duke University  University of Massachusetts-Amherst
Emory University  University of Michigan-Ann Arbor
Florida State University  University of Minnesota-Twin Cities
Franklin University  University of North Carolina at Chapel Hill
George Washington University  University of Oregon
Georgetown University  University of Pittsburgh
Hofstra University  University of South Florida
Indiana University  University of Southern California
John Carroll University  University of Toledo
Johns Hopkins University  University of Washington-Seattle Campus
Kent State University  University of Wisconsin-Madison
Loyola University Chicago  Ursuline College
Michigan State University  Vanderbilt University
Midwestern University  Wright State University
Northeastern University  Xavier University
Northwestern University  Yale University
Ohio Dominican University

Organizations who hired 2 or more 2020 Graduates

Abercrombie & Fitch  Erie Insurance Group  Oracle
Accenture  Federal Bureau of Investigation  PetSmart
Amazon  Franklin County  PPD
Bank of America  Fulbright Program  Quantum Health
Bark and Co.  Hilton Hotels and Resorts  Spaulding Ridge
Battelle Memorial Institute  Huntington Bank  Starbucks
Capital One  I Am Boundless, Inc.  State Farm
Cardinal Health  J.P. Morgan Chase & Co.  State of Ohio
Cincinnati Insurance Company  KeyBank  Target Corporation
Colliers International  Nations Lending  Teach For America
Cru  Nationwide Children’s Hospital  The Ohio State University
CVS Pharmacy  Nationwide Mutual Insurance Company  The Ohio State Wexner Medical Center
Dell Technologies  Northrop Grumman Corporation  Walt Disney World
Eli Lilly  Encova Insurance  The Fulbright Program
Epic Systems Corporation  Federal Bureau of Investigation  Florida Financial

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Our vision is to galvanize a community of engaged professional champions so that every student is prepared to design their lifetime of opportunity.

ABOUT THE CENTER FOR CAREER AND PROFESSIONAL SUCCESS

Our mission is to prepare and provide students with opportunities to discover professional communities and connections, and to achieve success by applying the power of their arts and sciences education.

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