



Career Services Annual Report

2010-11

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The University of Rhode Island Career Services thanks the following for their continued support:

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Office of the President

Dr. Tom Dougan, Vice President Student Affairs

CAREER SERVICES CURRENT STAFF

Numbers in parentheses denote years of service to State of Rhode Island

Full-Time

Kate Chroust, M.A., Career Advisor (2 yrs)
Steve Gagnon, Technical Support (29 years)
Joan Hernandez, Sr. Word Processing Typist (24 years)
Bobbi Koppel, Ph.D., Director (25 years)
Patrick Lennahan, MCDP, GCDF, Career Advisor (6 years)
Audrey Tessier, M.S., Manager, Employer Services/Career Advisor (19 years)
Carolyn Thomas, M.Ed., MAT, Assistant Director (14 years)

Part-Time

Lisa Ferns, M.S., Internship Coordinator/Career Advisor (13 years)
Daniel Ustick, M.Ed., CAGS, Career Advisor (6 years)
Marie Geary, M.A., Alumni Career Advisor (co-report to Alumni Relations)
Karen Rubano, M.S., Alumni Career Advisor (co-report to Alumni Relations)
Stephanie Grejtak, Graduate Intern

Part-Time Volunteer

Susan Ogle, M.A., OGLE Training & Consulting

Professional Association Participation and Memberships

NACE, the National Association of Colleges and Employers.
EACE, the Eastern Association of Colleges and Employers
NEACEFE, the New England Association for Cooperative Education and Field Experience
National Career Development Association
Rhode Island Career Counselors Association
American Counseling Association

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Background

Students attend the University of Rhode Island expecting significant opportunities for employment both during and after their academic tenure here. The goal of Career Services is to educate students and alumni so they will be better prepared for their next career step.

Career Services serves as a clearinghouse for recruitment opportunities, career resources and career events at the University of Rhode Island. Shareholders include students, faculty, parents, employers, alumni and the public.

Critical initiatives of retention and persistence are supported by Career Services. By assisting students to search, apply for and obtain part-time jobs and internships, students are able to gain job skills as well as offset tuition costs.

By managing and disseminating the University's **Post-Graduation Survey**, Career Services provides outcome information concerning the value of a University of Rhode Island education. Survey details, reported by URI's Institutional Research Office, are available at the URI website at http://www.uri.edu/ir/uriinfobank/grad_survey.html

The following services are key components offered through Career Services:

- Professional and confidential career counseling and career testing and assessment to undergraduates, seniors, graduate students and alumni. This includes confidential meetings with counselees, career and interest assessment and evaluation, job search preparation and assistance, and follow-up. Career Assessment Services including the Strong (online administration), Myers-Briggs, and Type-Focus (online administration).
- Student preparation for the workforce and increasing the opportunities for work experience, including paid and for-credit internships, summer jobs and part-time employment.
- Specific skills training to enable students to obtain appropriate employment: resume and cover letter services, mock interviews, preparation for professional and graduate school
- Providing state of the art technology through 24/7 access to career information and contacts, job and internship postings, interview sign-ups and career mentors
- Connecting students to potential employers through job fairs, on-campus interviews, job postings and networking events.
- Support of the University's EEOC guidelines, ensuring all appropriate candidates, regardless of gender, ethnicity, ability, national origin, or sexual orientation have equal access to job and internship opportunities. Through URI's RhodyNet career management

tool and website, powered by CSO Research, all students and alumni may equitably and confidentially view opportunities sent to the Career Services office and access employer contact information.

RhodyNet is a web-based career management program accessed by students through their 9 digit Peoplesoft ID# , by alumni and faculty/staff through provided access codes, by employers seeking to recruit candidates, and by alumni mentors. RhodyNet offers users local, national and international job and internship postings, employer contacts, the ability to apply for jobs through the system, and improvements outlined above.

RhodyNet is powered by CSO Research of Austin Texas which offers such service to nearly 800 institutions nationwide. For more information concerning RhodyNet, visit

http://career.uri.edu/FAQ_RhodyNet.shtml

A. Not Just for Seniors Anymore! Career Services and Undergraduates

Career Services is no longer a “placement” agency. Career Services staff members offer a bridge between the student and the employer, ensuring that student’s employer and organization contacts are professional and successful from day one. For that reason, the majority of staff members are “career advisors”, degreed professionals trained to assist university students whether they are engaged in self-assessment or ready to research and contact potential employers.

As career educators, staff members are dedicated to helping students and alumni no matter where they are in the career journey. In a survey by the National Association for Colleges and Employers, results showed “students who used Career Services extensively fared better in the job market than their peers who didn’t use the career center or used it in a limited way.” (*NACE Student Survey*, 2009). Career Services staff members work hard to engage, advise, and educate students starting early in their University experience.

This year, 55% of the 1483 current student career advising appointments and 244 career advising walk-in slots were filled by freshmen, sophomores and juniors. This is up from 45% last year. Indeed, the percentage of sophomore traffic, the critical “drop-out” year, went from up 2%, with a 9% increase in walk-in traffic alone.

In total, student career advising appointments increased by almost 100% over the previous year. The increase may be due to several factors: one of the part-time counselors became full-time; an online appointment scheduling system was launched; general career workshops were not scheduled, as they had not been well attended. This left more time for career advising appointments.

That more of Career Services’ clientele were undergraduates (rather than seniors) sends an important message to faculty, staff, parents, employers and students:

Career Services plays a crucial role at the University in assisting freshmen, sophomores and juniors to gain insight into the value of their academic work through appropriate work experience. Career advisors help students identify their career interests, explore opportunities for part-time employment, identify and apply for internships, gain career-related skills, and make contact with employers and organizations.

The following activities by Career Services staff, plus aggressive marketing efforts, could be credited with the 10% increase in freshmen, sophomore and student traffic.

- For the first time, to further introduce Career Services to first year students, created and provided URI 101 Group presentations in fun, “game show” format.
- Collaborated with University College to introduce first year students to Career Services and RhodyNet. Offered presentations to over 800 Parents and Families of incoming students. Created rotating slideshow about Career Services for freshmen to watch while waiting to see academic advisors in Roosevelt Hall.
- Provided 64 in-class or student organization programs, including Freshmen Seminar URI 101, attended by 3,152 student participants.
- Continued collaboration with Office of Internships and Experiential Education to ensure seamless service to students seeking internships both paid and for credit. Internship opportunities managed through OIEE continue to be posted centrally on the RhodyNet system. Managed training and provided support for transition of these offices to Internship Module on RhodyNet.
- Participation in the University’s Experiential Education Task Force, the goal of which is to highlight and increase experiential education through the University. This task force is still in progress through the Faculty Senate.
- Utilizing a professional email marketing tool, sent weekly newsletters to all students, with particular emphasis on articles and websites that would be of interest to undergraduates (information on resumes and internships were high on the list). Completed Re-Branding of Career Services Website, publications, presentations, newsletter, handouts and other materials to reflect University’s “Think Big, We Do” Campaign.
- Actively updated website at career.uri.edu that includes “What Can I do with This Major” as well as diversity career sites. Pictures, resources and information are geared to undergraduate students but also intended to provide information to seniors, graduate students, alumni, employers, faculty, and families

B. Career Advising and Assessment for all Students and Alumni

Seniors, graduate students, alumni and undergraduates benefit from confidential and professional

guidance concerning choosing a major, major to career connections, job and internship search skills, and interpersonal communication used in resumes, cover letters and interviews. Supporting the assistance students receive from faculty members, parents, and alumni, Career Services advisors provide a “neutral,” confidential and experienced perspective based on continuous and timely knowledge of the job market, specific employers, and industries.

In November 2010, added one additional part-time Alumni Career Advisor. Two part-time individuals now are able to provide both on-campus and remote appointments as well as presentations to one-year out alumni seeking career change, job search and resume assistance, and career assessment. With funding from the Alumni Association, service is offered free of charge! (First year out alumni continue to be served by current Career Services staff).

Four different career assessment tools are provided to clients, including the Strong Interest Inventory, the Campbell Interest and Skill Inventory, the Myers-Briggs Type Indicator and TypeFocus. With the exception of TypeFocus, these assessment instruments are available only to clients who meet with a career advisor. It is strongly encouraged that TypeFocus users do the same.

Career Advisors administered and evaluated 211 Strong Interest Inventories; 2566 users benefitted from TypeFocus. These instruments assist users to identify personality traits, occupational skills and values, and help them select potential fields and industries for career exploration. They are therefore, particularly helpful for undeclared undergraduate students or those considering change in major, although also used with seniors, graduate students and alumni.

It is the philosophy of the Student Affairs Division that students and alumni should NOT be charged a fee for utilizing assessment instruments. The purchase of assessment instruments continues to rise with increased users. Career Services pays out over \$4000 per year to provide this free service to students and alumni.

C. Job and Internship opportunities and Employer Contacts

Career Services is most often the department of first employer, organization and agency contact. Most employers assume that a University’s Career Services office provides the entrée to recruitment of undergraduate, graduating and alumni candidates and contact Career Services to request participation in career events, job and internship postings, and most important, relationship with the University. Career Services staff members educate employers, organizations, and agencies about the best way to recruit specific students as well as strive to maintain superb relationships with them. Information and departmental contacts, as well as referral to specific University programs, is also provided.

Employers, organizations and agencies posted 2089 jobs and internships. 440 companies and organizations (sending 1 to 10 recruiters each) visited campus or participated in URI co-sponsored events.

Major URI Career Services Events 2010 – 2011

Career Services continues to host major career events to connect employers, organizations and agencies with students and faculty.

Events included:

- Engineering & Technology Job Fair (collaboration with College of Engineering)
- Fall Internship and Job Fair
- Nursing Job Fair (collaboration with College of Nursing)
- Accounting Night (collaboration with College of Business Administration)
- Pharmacy Interview Day (collaboration with College of Pharmacy)
- Graduate School Fair
- Summer & Internship Job Fair
- RICE Careers in Education Fair (co-sponsor with other RI institutions)
- Spring Internship & Job Fair
- On-Campus Recruitment Program
- Second Annual Career Summit: Careers in Government (co-sponsors were College of Business Administration and College of Arts & Sciences)
- International Career Day (Collaboration with College of Environment and Life Sciences and Office of International Education)
- Government Career Fair (co-sponsor with other RI institutions)
- WPRI Eyewitness Job Fair
- Providence Business Expo

Additional Special programs included:

- Guest Mock Interview Program
- Workforce Recruitment Program: for students with disabilities
- Raytheon Special Recruitment Program

Table: Major Career Events Attendance

Program	Date	Location	2010-11 Attendees	2010-11 Companies	2009-10 Attendees	2009-10 Companies
Freshman Feud: URI 101 group presentations	10/5/2010		308	NA	New for 2010-11	
Graduate School Fair	10/5/2010	Memorial Union	182	48	186	50
Accounting Night	10/5/2010	Memorial Union	170	13	300	13
Engineering & Technology Job Fair	10/20/2010	Ryan Center	455	41	405	39
Government Career Fair*	11/5/2010	J&W Harborside	102	46		
Fall Internship & Job Fair	11/9/2010	Memorial Union	380	41	New for 2010-11: combined Internship and Fall Career Fair	
Nursing Job Fair	11/19/2010	White Hall	91	14	108	20
Summer & Internship Job Fair	3/2/2011	Memorial Union	423	47	213	28
Raytheon Recruitment Event	3/9/2011	University club	71	1	New for 2010-11	
Spring Internship and Job Fair	4/6/2011	The Ryan Center	599	97	433	81
RICE Careers in Education Fair*	4/19/2011	Crowne Plaza	40	32	63	41
International Career Day	4/27/2011	CELS Building	30	8	New for 2010-11	
Career Summit: Careers in Government	3/9/2011	Edwards	80	NA- speaker	65	5 panelists
Salary Negotiation Speaker	2/24/2011	Swan	74	NA - speaker	New for 2010-11	

* Collaborative Event with other RI colleges/universities. Numbers represent URI attendance.

D. Technology Improvements

The Career Staff keeps current on all technical enhancements for their work and participated in a variety of professional development webinars on topics including using social media and other technologies to assist students in career development. The following is an overview of technological improvements during the year.

- Offered an improved RhodyNet for enhanced usability and service. For example, students can now email job postings to their friends through RhodyNet, make career

advising appointments online, subscribe for free to the national database Internships.com, and peruse helpful career advice targeted to “Career Rookies”. Students can also now receive text message reminders of major career events and job fairs. In addition, a RhodyNet “app” will be available in July of 2011.

Now in its fourth year of operation, RhodyNet was improved this year in the following ways:

- Launched online career advising appointment system module through RhodyNet, resulting in 134% increase in the number of student appointments.
 - User registration: students now access RhodyNet through their 9 digit student ID# and password of Rams. Basic information is pre-loaded into the system so users do not need to spend time registering.
 - Full utilization of Calendar component to alert registrants of on and off campus career events
- Ensured that the Career mailbox was monitored daily and on weekends for quick response to student and employer inquiries;
 - Purchased Wi-Fi enabled Netbook for the office to ensure seamless communication with employers, organizations, agencies and students no matter where the career staff member was located.
 - The Career Services website is frequently updated and offers specific information to a variety of audiences, including alumni, parents, faculty, students and graduate students. is optimized for viewing on mobile devices.
 - In late summer of 2011, Career Services will participate in the University’s pilot program in rolling out a new and improved University Calendaring system.
 - Maintains Twitter and Facebook accounts to provide additional exposure for the career office.
 - Created online career workshops available 24/7 on the Career Services website.
 - Microsoft Exchange Server installed. All staff now using Microsoft Exchange Server which enables staff members to access their calendars online. Also established was a shared staff calendar which enables staff members to easily ascertain free and busy times of their colleagues within Career Services.

E. Diversity Commitment

Career Services as a department plays a highly visible role in the University’s Diversity initiatives. Continued Diversity involvement and commitment includes:

- Participation in Student Affairs Diversity Committee: assisted in establishment of Diversity Website Calendar
- Participation in University's new Bias Response Team
- With collaboration from the Office of Disability Services, assisted students with disabilities to recruit through the National Workforce Recruitment Program
- Co-supervised student intern to enhance connectivity between Career Services and the Office of Disability Services and to engage students with disabilities in utilizing Career Services as well as the Workforce Recruitment Program
- Intentional and consistent dissemination of career opportunities, events, seminars and conferences targeting diverse audiences. Membership in Campus Veterans Support Group
- Participation in URI Work-Life Balance Committee
- Outreach and Presentations to Multicultural Center and student groups, such as GLBT and NSBE

F. Challenges

Placement Data: Gathering and Dissemination. **Changes to the Higher Education Act mandate educational institutions to make a “good faith effort” to obtain placement information and make that information available to “any enrolled student or prospective student through appropriate publications, mailings, or electronic media”** (source: NACE Spotlight, February 2011.) Career Services has been administering and managing a Post-Graduation survey for five years. Alumni are surveyed by email 6 months after graduation. Surveys are managed through Survey Monkey which is available at a cost of less than \$200.

(A point-of-graduation quick survey was also conducted in 2011 to ascertain the percentage of seniors who prior to graduation had already obtained firm commitments to employment or graduate/professional school. In addition, employers were surveyed to ascertain if their job postings resulted in student offers or hires. That data has not been vetted as to statistical significance and therefore has been used primarily by the Career Services staff members.)

Gary Boden, of Institutional Research, has interpreted survey findings from the Post-Graduation Surveys and reported them at http://www.uri.edu/ir/uriinfobank/grad_survey.html .

The Career Services staff, Alumni Relations, and Institutional Planning, concerned at the low rate of return (15-20%), met to develop strategies to increase the return rate and therefore enhance the accuracy and usability of the findings.

While Career Services feels that managing and disseminating an institutional - wide Post-Graduation Survey is critical to our institution, and critical to our institution meeting its legal obligations, only minimal staff hours at Career Services are available for this project. In

addition, some colleges and departments survey their own students and alumni. Career Services has no Graduate Assistantships and no Statistician to assist.

Staffing. Career Services employs 1/2 the staff of our peer institutions. Despite continuous requests for additional staff to meet rising demands for career education and employment opportunities, there has been no net increase to the career staff over the last 10 years. We are very concerned that the support for students engaging in internships will increase dramatically and the concomitant need student advising and preparation will increase with it. (*Career Services has proposed a minimum of 1.5 and best case proposal 3.0 new staff members to address increasing student demand, particularly from undergraduates.*)

Positions staffed at peer institutions are not budgeted here at URI. For example: Associate Director, Fiscal Officer/business Manager, Program Manager, Marketing Manager; Diversity Outreach Coordinator; Resource Manager; Recruitment Assistant; Administrative Assistant; Graduate Assistant.

Graduate Assistantships. Career Services has no funding to hire graduate assistants, thereby decreasing the “pipeline” of students interested in future career services careers. In addition, this greatly reduces the staff’s ability to engage in research projects. Unpaid graduate interns are hard to recruit!

Facilities: Roosevelt Hall as a facility offers numerous challenges. Power outages, steam problems, insufficient heat (or too much), no central air conditioning, an elevator that frequently does not operate, men’s and women’s bathroom facilities in deplorable condition, ladybugs, bees, and cockroaches, windows with broken panes needing replacement, and outdated appearance, contribute to the challenge of the facility.

For example, the Assistant Director’s office had a visit from a squirrel that resulted in its eating away the frame of the air conditioner unit. There is now part of an old job fair sign in the window to keep out the rain and additional critters. While we have put in a work order to repair the window, the window is still “waiting” and not only unattractive, but unsecured and vulnerable to the elements.

In addition, the “long hall” of the facility makes it difficult to attract, as well as to interact with visitors. They can enter anywhere: there is a reception office but visitors have trouble finding it. The offices were originally dorm rooms and bathrooms. It is to be noted that during recent renovation processes to Roosevelt Hall--when Enrollment Services vacated Roosevelt Hall and University College was enhanced, the first, third and fourth floor of Roosevelt were renovated. Unfortunately, the second floor, home to Career Services and the Counseling Center, were left “as is.”

An even more problematic issue resulting from the peculiar configuration of the hall is the inability to ensure accurate visitor data: as visitors may enter from different locations, and when no student employees are present to “count” them (student employment budget was decreased from 11 to 3 students), it is difficult to record and monitor visitor traffic. This is both an administrative and a security problem.

Budget

The Operating Budget for 2010-11 was cut from \$29,556 to 25,456. To put that in perspective, “Operating” includes all expenditures, such as computers, computer supplies, printers and copiers and supplies, paper, printing, telephone, repairs, and licenses, such as the nearly \$5000 a year for RhodyNet. Because we are in an older building, our department is also charged for purchase and installation of air conditioning units (there is no “central” air), additions of electrical outlets, painting, and changing of locks when needed. We have also had to purchase space heaters to provide a comfortable climate for employers and interviewees in recruiting rooms, particularly those facing north.

Because budgets are based on previous years, we estimate that we will be short approximately \$4000-\$5000 in 2011-12 just to carry on business as usual.

Visibility: Signage continues to perplex the staff. The only sign in front of Roosevelt Hall says “Roosevelt Hall.” There is no way that students or visitors (such as interviewing employers) can identify the facility as housing the Career Services suite.

Parking: Parking for on-campus recruiters and job fair employers is difficult at best. During job fairs held at the Memorial Union, Career Services has had to hire a limosine service to shuttle employers and their materials from the Ryan Center Parking Lot to the venue.

Outreach: Increasing demand on the part of employers and the more complex nature of how to educate and reach potential student candidates necessitates more people resources in the recruitment area and in the career counseling area. Outreach, customer service, technical management, record-keeping and marketing must be at an exceptional level to ensure customer satisfaction and to appropriately connect students to employers.

Marketing: Many colleagues wonder why, given the poor economic outlook, Career Services needs to market its services. Marketing efforts are key components in informing and educating students, faculty, staff, employers, parents, and alumni about the importance of career education and the services provided by Career Services. For example, some think that Career Services does not advise students concerning graduate school. Some think Career Services only advises business students. Students need to be “wood” to use Career Services. Why? Here are some of the thought processes of many students:

I don’t need Career Services until after I graduate.

It’s too scary to think about jobs.

No one will hire my major.

I don’t really need advice, I know exactly what I want to do.

I have friends who are already graduated and don’t have a job, so there is no hope.

I’m going to graduate school to avoid the bad job market.

I’m moving back home to xyz state, and “Career Services doesn’t have anything for me.”

I’m going to stay at my internship until I find something else.

Career Services sends approximately 30,000 emails per week to students, and employers, maintains an active website, and utilizing any low cost means to get out the word about services and events. (See enclosed “rack cards.”)

Career Services also utilizes social media in order to inform and engage student audiences. Twitter, Facebook, and LinkedIn are used to enhance marketing efforts.

The high level of sophistication and need for enhanced marketing materials for all of our constituencies—**including current students and current and potential employers**--carries cost with it. Many Career Services offices employ a marketing coordinator to maintain a systematic level of outreach to shareholders, including students, alumni, faculty and employers. Without that staff position, and without enough budget, marketing is a tremendous challenge.

For example, it is extremely important to send print information to companies, organizations and agencies recruiting—or interested in recruiting—at URI and to speak on the phone with contacts. Contacts in Human Resources change frequently, and often an email is dead on arrival. Print information can get passed around or sent to the appropriate current contact.

In the past, Career Services sent thousands of postcards to potential employers informing them of recruitment events and opportunities and to juniors going into their senior year. However, as recently as this year, the minimal budget already existing for Career Services was cut by \$2000. That may seem small, but it further lessened Career Services ability to communicate either by print or phone. We estimate next year, based on our current minimal expenditures, we will be \$1000 short in print funds and \$1100 short in telephone budget. That affects our customer service!

Technology: Career Services currently manages and finances RhodyNet and TypeFOCUS, an online self-assessment instrument and other assessment instruments used by all students. These programs cost over \$7000 each year which comes out of the Career Services budget. As Career Services expands its repertoire of assessment tools and technology tools, the costs will increase.

G. Future Initiatives and Enhancements

Exploration of Moving Career Services to Fogarty Hall. As indicated above, the facilities at Roosevelt Hall do not reflect the professionalism of Career Services. We have therefore begun a process to investigate other potential venues.

Enhancement to RhodyNet: Strong Assessment tool will be accessed by users through RhodyNet beginning September 2011. This will add value to RhodyNet, particularly for undergraduates and alumni career changers.

Pilot Career Advisor Liaison Program. Career Services would like to be in a position to enhance connectivity between our career advisors and specific academic colleges. Although there is insufficient staff to create such a liaison process with all colleges, we have begun a pilot

program with one career advisor acting as the point person for a specific college. Kate Chroust, one of our career advisors, is meeting with faculty and administrators in the College of the Environment and Life Sciences to enhance collaboration. In addition, we are looking forward to this liaison program supporting new internship initiatives within colleges.

Continuation and Enhancement of Employer Sponsorships: Amica will be sponsoring a Fall 2011 program centered on “College to Career” transitions, which will include a major speaker and programming for students. Walgreens will be providing funding for a student “elevator speech contest” where students will create videos telling employers about themselves.

Production of URI Alumni Career Videos: Career Services has hired a student to edit videos we have taken of URI alumni discussing their careers. Several alumni videos are scheduled to be placed on the Career Services website during the next academic year. We are looking forward to enhancing this program.

Continuation and refinement of new career programs. This year will be the second year of Career Services collaboration with CELS for the Green Industry Day and an International Career Day (co-sponsored with Office of International Education).

Companies, Organizations, and Graduate Schools Recruiting at URI or at co-sponsored Career Events 2010-11

Please note: many of these organizations attended more than one event but are listed only once. This list does NOT include the thousands of companies, organizations, and agencies that posted internship and job opportunities on RhodyNet.

AAA Southern New England
Abercrombie & Fitch
Achievement First
Adaptive Methods
Aetna Bridge Company
Amazing Charts, Inc.
Amego, Inc.
American Cancer Society, New England Division
American International College
Amica Mutual Insurance Company
Applied Radar Inc.
Astro-Med, Inc.
ATG Group Inc.
Atlantis Charter School
Atrion Networking Corporation
AVID Technical Resources
Bankers Life and Casualty
Barnum Financial Group
Batchelor, Frechette, McCrory, Michael & Co.
Becker Professional Education
BETA Group Inc.
Big Fish Promotions, LLC
Blackstone Valley Prep-A RI Mayoral Academy
Blue Cross & Blue Shield of Rhode Island
BMW Manufacturing Co., LLC
Boston College Graduate School of Arts & Sciences
Boston Partners Financial Group, LLC
Boston University-MHCBM Program
Bridge Technical Solutions
Bridgeport, CT Public Schools
Brockton, MA Public Schools
Brokers' Service Marketing Group
Brooks Automation
Brown University - Education Department
Brown University, Education Department
Bryant University Graduate School
CA Technologies
Camp Horizons, Inc.
Cathleen Naughton Associates

CBIZ Tofias
 Charles County, MD Public Schools
 Child & Family
 City Year
 Clean Water Action & Clean Water Fund
 College Pro
 College Pro Painters
 Columbia University- School of Nursing
 Commonwealth of Massachusetts
 ConMed Corporation
 Connecticut Business Systems, LLC
 Consolidated School District of New Britain, CT
 Customs and Border Protection
 CVS Caremark
 Darlington Fabrics
 Day Kimball Healthcare
 Defense Contract Audit Agency
 Defense Contract Management Agency (DCMA)
 Democracy Prep Public Schools
 Department of Labor and Training
 DiSanto, Priest & Company
 Disney College Program
 Disney English
 Dream Careers
 Eagle Hill School
 Eaton Aerospace
 Efficax Data Systems
 EMC Corporation
 Emerson College Graduate Admissions
 Endicott College Graduate School
 enLabel Global Services
 Enterprise Rent-A-Car
 Ernst & Young LLP
 Experian QAS
 Fairfield University Graduate School of Education and Allied Professions
 Fall River, MA Public Schools
 Fastenal Company
 Federal Bureau of Investigation
 Federal Bureau of Prisons
 Federal Deposit Insurance Corporation
 Federal Highway Administration
 Fellowship Health Resources Inc.
 Fidelity Investments - Smithfield
 First Home Mortgage Corporation
 FLEXcon Company, Inc.
 FM Global
 Focused Fitness
 Fort Adams Trust
 Foxwoods Resort & Casino
 Frito-Lay, Inc.
 Fuss & O'Neill Inc.

Gateway Healthcare, Inc
 General Dynamics Electric Boat
 Genesis Rehab Service
 Global Health through Education, Training, and Service
 Greystone, Inc
 Groton Public Schools
 GZA Geo Environmental
 Hannaford Bros. Co.
 Hartford Hospital
 Hartford, CT School System
 Hertz Corporation
 Hexagon Metrology, Inc.
 Hipotronics, Inc.
 Horizons, Inc.
 Horton Interpreting Services, Inc
 Hospital of Saint Raphael
 Hyatt Regency Newport
 I Care Pharmacy
 IBM
 IDC Inc - The Newport Experience
 Immigration & Customs Enforcement
 Insight Global, Inc
 Internal Revenue Service - Criminal Investigation
 International Yacht Restoration School, Inc.
 J. Arthur Trudeau Memorial Center
 J.H. Lynch & Sons
 JobsInRI.com
 Kahn, Litwin, Renza & Co., Ltd.
 Kaplan Test Prep and Admissions
 Key Program, Inc.
 Khadarlis for Sierra Leone
 KPMG LLP
 Lab Support, a division of On Assignment
 Lawrence and Memorial Hospital
 LearningWorks for Kids
 Lefkowitz, Garfinkel, Champi & DeRienzo PC
 Lifespan
 Longitude
 Manson Construction Co.
 Marist College
 Massachusetts Department of Environmental Protection
 Massachusetts Department of Correction
 Massachusetts Department of Transportation
 Massachusetts Division of Banks
 Massachusetts School of Law
 Materion Technical Materials
 Maxim Healthcare Services
 Meadowridge Behavioral Health Center
 Medical Information Technology, Inc. (MEDITECH)
 Medix Staffing Solutions
 Meister Abrasives USA

Metcalf Institute for Marine and Environmental Reporting
 Middlebridge School
 National College Advising Corps at Brown University
 National Grid
 Natural Resources Conservation Service
 Naval Facilities Engineering Command
 Naval Undersea Warfare Center
 Naval Undersea Warfare Center Division, Newport
 NAVSEA - Portsmouth Naval Shipyard & SUBMEPP
 New York Institute of Technology
 New York Life
 Northeastern University
 Northeastern University Graduate School of Arts & Sciences
 Northeastern University, College of Computer and Information Science
 Northrop Grumman
 Northwestern Mutual Financial Network - The Southern New England Group
 Ocean State Community Resources, Inc.
 Ocean State Job Lot
 ON Semiconductor
 Pare Corporation
 Paul Cuffee School
 Peace Corps
 Piccerelli, Gilstein and Company LLP
 Plan USA
 Plymouth, MA Public Schools
 Pratt & Whitney
 Pricewaterhouse Coopers
 Providence College Graduate Studies
 Providence College ROTC
 Providence Police Department (Academy)
 Providence, RI School Department
 Prudential
 Quinnipiac University
 Quinnipiac University School of Law
 Randolph, MA Public Schools
 Raquette Lake Camps
 Raytheon Company
 Restivo Monacelli LLP
 Retiree Benefit Solutions, Inc.
 Rhode Island Broadcasters Association
 Rhode Island Campus Compact
 Rhode Island Hospital
 Rhode Island Rams- Athletic Marketing
 RI Air National Guard
 RI Department of Environmental Management
 RI Department of Labor & Training
 RI Small Business Development Center
 RI State Government Internship Program
 Rite Aid Corporation
 Rite Aid Pharmacy
 Roger Williams University

Roger Williams University School of Law
 Ross University School of Medicine/School of Veterinary Medicine
 Sacred Heart University
 Saint Francis Hospital and Medical Center
 Salem State College School of Graduate Studies
 Salve Regina University
 Sansiveri, Kimball & Co., L.L.P.
 Save The Bay
 Schneider Electric
 SchoolSpring Inc.
 Securities and Exchange Commission
 Sensata Technologies
 Serve Rhode Island
 Seton Hall University Law School
 Shaw's Osco
 Simmons College
 Social Security Administration - MA
 Social Security Administration - RI
 Sociologists for Women in Society
 Sonalysts, Inc.
 South Bay Mental Health
 South Bay Mental Health Center
 Southern RI Newspapers
 Southwestern
 Springfield College
 St. George's University
 St. John's University
 State of Rhode Island - Human Resources Outreach & Diversity Office
 State of Rhode Island - Office of Personnel Administration - Merit Selection
 State Street Corporation
 Stevens Treatment Program
 Stevens Treatment Programs
 Stop And Shop Supermarket Company
 Suffolk University Graduate Admissions
 Sullivan & Company CPAs LLP
 Sun Products Corporation
 Target Corporation
 Taunton, MA Public Schools
 Teachers-Teachers.com
 TEKsystems
 Textron Inc
 The Childrens Workshop
 The Choice Program
 The Groden Network
 The Home Depot
 The Lee Company
 The MATCH Corps
 The Met - A Big Picture Learning School
 The Met Center
 The New England Center for Children
 The Samaritans of Rhode Island

The Search Agency
 The Washington Center for Internships and Academic Seminars
 The William W. Backus Hospital
 Thielsch Engineering
 Thundermist Health Center
 Toray Plastics (America), Inc.
 Town of Narragansett
 Triumvirate Environmental
 U.S. Air Force - Electronic Systems Center
 U.S. Air Force Reserve
 U.S. Army/Army Reserves
 U.S. Department of Agriculture National Agricultural Statistics Service - New England Field Office
 U.S. Department of Agriculture Natural Resources Conservation Service
 U.S. Department of Health & Human Services - Office of Inspector General, Office of Investigations
 U.S. Department of State Diplomatic Security
 U.S. Drug Enforcement Administration
 U.S. Marine Corps Officer Programs
 U.S. Navy Officer Recruiting Command
 U.S. Secret Service
 U.S. Small Business Administration
 Union School Haiti
 United States Marine Corps Officer Programs
 United States Navy
 Universidad Autonoma de Guadalajara
 University of Bridgeport
 University of Massachusetts Dartmouth
 University of Medicine and Health Sciences
 University of New Haven
 University of Rhode Island Graduate School
 URI Army ROTC
 URI Career Services
 URI College of Engineering
 URI Department of Housing and Residential Life
 URI Dept of Psychology Graduate Programs
 URI Early Intervention Recruitment & Retention
 URI Feinstein Center for a Hunger Free America
 URI Graduate School
 URI Graduate School of Library and Information Science
 URI MBA Programs
 URI NUWC Student Service Center
 URI Office of Internships & Experiential Education
 US Air Force
 US Internal Revenue Service Criminal Investigations
 US Navy
 VA Boston Healthcare System
 Verizon Wireless
 Vermont State Police
 Veterans Affairs Regional Office - RI
 Visiting Nurse Services of Newport and Bristol Counties
 Walgreens
 Wal-Mart Stores, Inc.

Walt Disney World College Program
Washington Trust Company
Waterbury Hospital
Weston Public Schools
Wheelock College
William Paterson University
Worcester Polytechnic Institute
Worcester, MA Public Schools
Workforce Recruitment Program
Yale New Haven Health System
Yardney Technical Products, Inc.
Yeshiva University
YMCA of Greater Providence
YouSchools
Yushin America, Inc.
Zebra Technologies

Testimonials

Faculty Member:

I've utilized Career Services now for 9 years and have received presentations from two outstanding presenters. The students take a lot out of their presentations because they are well presented and are usable in the real world of job search, grad school applications, etc. Thank you for having a great program for all URI students.

Graduating Student, Class of 2011:

Your guidance was a large component of why I chose this field and if I remember correctly, you were the one who first introduced me to the possibility of becoming an actuary. I truly do feel that this is the right path for me and I am so happy to be following it.

Graduate Student, Class of 2010:

The mock interview went SO well. The Career Advisor was very helpful, especially in helping me feel totally confident before going to my real interviews.

Graduating Student, Class of 2010:

I am pleased to inform you that I will be accepting an offer to pursue a Ph.D. at the University of Illinois in Urbana Champaign. I would like to thank you both for your assistance in preparing me for the interview, your advice was invaluable, the interview went very well.

Employer:

We have a number of wonderful University of Rhode Island students working with us right now, and one of the things that we pride ourselves in is our ability to offer them entrepreneurial skills that they will benefit from for years to come, regardless of their chosen profession.

Employer:

The assistance of URI Career Services and the College of Engineering in promoting these information sessions and providing the logistics support was an important part of their success. All who participated were very pleased with the program and we look forward to receiving applications from the students who attended. We certainly believe the sessions were mutually beneficial.

Alumni:

The advisor has assisted me in creating my own unique resume with templates from her experience. For example, she taught me how to use the sample resume, cover letter, and reference list. She guided me through the steps to make it emphasize my skills. She used her experience and knowledge in helping me find a career that is best fit for me. She went above and beyond from what was expected to help me reach the path that will make me grow into a unique individual. With all that said, it had landed me a volunteer position that will lead to my future goals.

Thank You for putting on this program. I found it informative – I learned new ideas and also was reassured that what I am doing is on target. The mix of the different industries added depth to the information because we may always think about some of the ‘invisible’ parts of industry when we look for careers.

Diversity organization member:

The feedback from most of the students was very positive, and I think they were actually surprised of your services offered and what you could help them with. I hope students continue to use Career Services as a resource

Data Points 2010-11

2077 total new Job Postings on RhodyNet. This is higher than last year, with 1361 new job postings. Job postings can and often do have multiple position types.

The current 1765 job opportunities breakdown as follows:

1263 Fulltime
588 Internships
556 Part-time
259 Summer
116 Volunteer
12 Co-op

440 organizations recruited through interviews and job fairs
2,600 students and alumni participated job fairs and interviewing events
64 in-class or student organization programs, including Freshmen Seminar URI 101, attended by 3,152 student participants.

211 Strong Interest Inventories Assessment instrument;
2566 users of TypeFocus Assessment instrument
1483 current student confidential career advising appointments
244 career advising walk-ins

This year, 55% of the 1483 current student career advising appointments and 244 career advising walk-in slots were filled by freshmen, sophomores and juniors. This is up from 45% filled by freshmen, sophomores and juniors last year. Indeed, the percentage of sophomore traffic, the critical “drop-out” year, went from up 2%, with a 9% increase in walk-in traffic alone.

Staff: 1 Support Staff, Reception, Full-time
1 Support Staff, Technical, Full-time
1 Assistant Director, Full-time
1 Director, Full-time
1 Career Advisor/Manager of Employer Services, Full-time
2 Career Advisors, Full-time
2 Career Advisors, Part-time
2 Alumni Career Advisors, Part-time (funded by Alumni Association)