

## Career Center Annual Report 2009-2010

*Submitted by Patricia Counihan, Director June 30, 2010*

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### Executive Summary

This year has been a challenging one for the Career Center. The economy and the job market have been weak and our numbers reflect the lower participation and hiring by employers and the greater participation of students and alumni seeking our services.

In comparison to last year, we experienced a 46% drop in job listings; a 17% drop in on-campus recruiting activity; a 23% drop in companies attending the Engineering Job Fair and a 15% drop in employers attending the all-majors Career Fair.

In contrast, we found that while fewer employers were posting jobs and recruiting on campus, greater numbers of students utilized our services. This year we saw a 9% increase in the number of students meeting with a counselor for career counseling; a 15% increase in students meeting with a staff member for a resume critique, a 28% increase in students registering for career services and a 6% increase (60,463) in “hits” by students accessing career information through the Career Center website.

As we look ahead to 2010-2011, we remain committed to providing quality career services and collaborating with colleagues within Student Affairs and throughout the campus community to reach as many students as possible to help them explore, experience, decide and reach their career goals. And, we hope that the economy picks up so that our students will have more opportunities in the coming year!

### Career Center staff:

Patricia Counihan, Director  
 Sherry Treworgy, Associate Director  
 Paul Gagnon, Assistant Director  
 Cathy Marquez, Assistant Director  
 Cindy Trimm, Technology Specialist

Crisanne Blackie, Health and Legal Professions  
 Career Specialist  
 Janice Madore, Administrative Associate  
 Haley Labbe, Graduate Assistant  
 Kristen Healy, Graduate Intern

## Event Highlights

**Engineering Job Fair**, October 2009

•809 students, 61 employers, 6 employer sponsors, co-sponsored with the College of Engineering

**Career Fair**, January 2010

•819 students, 96 employers, 8 employer sponsors

**Health Professions Career Day**, April 2010

**Participation in Student Affairs events, committees, and programs:** Residence Life training and hall programming; club advising and delivery of customized programs; participation in division retreats, events, committees and programs. *See attached list for complete listing of contributions/participation in Student Affairs activities.*

**Collaborative programs/workshops with Academic Affairs, including academic classes, honor societies and student associations:** Explorations, Honors College, International Programs, English, Maine Business School, Sociology, Journalism, Nursing, Pi Beta Phi, American Marketing Association, Communication Sciences & Disorders, Mechanical Engineering Technology, First year seminars and senior seminars for all five Colleges. *See attached list for complete listing of program delivery to academic classes and groups.*

## Services

	<b>FY10</b>	<b>change from FY09</b>
•Career Counseling	1,064 students	(+101)
•Resume Critiques	907 students	(+147)
•Mock Interviews	119 students	(+5)
•Class presentations	3,422 students	(-187)
•Maine Mentor referrals	92 students	(+20)
•Student registrations	1,623 students	(+461)
•Employer registrations	2,203 employers	(+413)
•Webpage “hits”	60,463 “hits”	(+3,591)
•Career Fair	96 employers 819 students	(-16) (-271)
•Engineering Job Fair	61 employers 809 students	(-18) (+144)
•On-campus recruiting	46 employers	(-9)
•Unique OCR student interviews	495 interviews	(-240)
•Jobs posted to UMaine only	990 jobs	(-825)
•Medical School activity	19 applied; 13 invited for interviews; 10 accepted, 2 waitlisted, 5 not accepted, 3 did not report back	
•Dental School activity	9 applied; 5 accepted, 1 waitlisted, 3 not accepted	

## Sponsorships/Outside Funding

Engineering Job Fair advertisers	\$9,000	6 employer ads
Career Fair advertisers	\$11,000	8 employer ads
UMaine Alumni Association	\$0	
Health Professions Career Day sponsors	\$1,200	
AHEC Maine Medical Mission support	\$8,000	
<b>TOTAL</b>	<b>\$29,200</b>	

### Selected Accomplishments, 2009-2010

- Launched GoinGlobal, a comprehensive internet-based resource that offers access to international career resources including world-wide job openings, internship listings, industry profiles, and country-specific career information.
- Delivered all career development workshops for the Academic Recovery Program utilizing FOCUS and Facts on File to assist students at academic risk with their career exploration and decision-making.
- Changed the format for the third annual Health Professions Career Day to include professional school recruiter visits along with a keynote speaker, round table discussion opportunities with healthcare providers and a closing tea. The tea is a new event which received very positive reviews by students and professionals.
- Provided more opportunities for UMaine health professions students to experience hands-on learning through various programs: job shadowing health care providers, providing educational programs to migrant and seasonal farm workers, delivering dental health programs to elementary and preschool children, and offering participatory activities such as a suture lab, field trips to hospitals/research facilities, and hearing from guest speakers representing various medical specialties.
- Established recruiting relationships with new companies such as Boston Financial Data Services and Athenahealth.
- Established strong relationships with departments within the College of Liberal Arts and Sciences by offering customized programs (ex: Careers for English majors) and by collaborating in the delivery of career development modules for academic courses (ex: Human Development Senior Capstone course).
- Collaborated with the School for Policy and International Affairs to develop and deliver a successful program on International Careers with 4 distinguished guest panelists.
- Over 85% of medical school applicants secured interviews for the sixth year in a row.

### Career Center Contributions to Student Affairs, 2009-10

#### Key:

PC=Patty Counihan  
PG=Paul Gagnon  
CB=Crisanne Blackie

ST=Sherry Treworgy  
CM=Cathy Marquez  
KH=Kristen Healy

HL=Haley Labbe  
JM=Janice Madore  
CT=Cindy Trimm

#### PROGRAMMING

- The Career Center presented major campus-wide events for all students: the Engineering Job Fair, the Career Fair, Walk-in Resume Critique Days, the Health Professions Career Day, the Federal Careers Workshop, the Applying to Graduate School program, and the International Careers program.
- CM, ST, PG, HL, PC and CB delivered presentations to these student organizations:
 

Health Professions club	Study Abroad: Re-entry students
Student chapter, American Marketing Association	Alpha Kappa Psi business fraternity
Pi Beta Phi sorority	Pi Kappa Alpha (PIKE) fraternity
Non-Traditional & Commuter Students	Sigma Phi Epsilon (Sig Ep) fraternity
Kappa Delta Pi honor society (Education)	Pi Kappa Phi sorority
- CM, HL, PC and PG delivered career programs to the following Residence Halls:
 

DTAV	Oxford
Colvin (Honors)	Hancock
- HL assisted in presenting with other Student Affairs offices in the "Room to Room" residence hall program, informing first-year students about services each office offers.

- PG presented “Job Search Strategies for International Students” in collaboration with the International Programs office for 40+ students.

### **TRAINING & PROFESSIONAL DEVELOPMENT**

- PC co-led, with April Boulier, a semester-long weekly career seminar for the doctoral interns at the Counseling Center.
- ST presented on the Myers-Briggs Type Indicator for the Counseling Center doctoral interns career seminar.
- PC and HL delivered two CareerLink presentations to RAs as part of their RA College training program.
- ST coordinated RA and ACC visits to the Career Center as part of their fall orientation. ST and HL also participated in the RA Fall and Spring Resource Fairs.
- PG attended the Military Community Partner conference.
- ST, PC and HL attended the Maine Counseling Association annual spring conference.
- ST, PG, CT, CB, and JM attended webinars on FERPA, Fire Safety, the CLEARY Act and ADA updates.
- ST and PC attended a webinar on Veterans and Mental Health.
- PC and CB attended a certification program by the Red Cross on Disaster Mental Health training.

### **STUDENT AFFAIRS COMMITTEES**

- PC and CB served on the Student Affairs Advisory Roundtable (STAR).
- PC served on the MELMAC Committee and the Programming Committee.
- CT served on the IT and Marketing Team.
- PG served on Veterans Committee.
- CB served on the Grants and Entrepreneurship Committee and the Admissions Recruitment Committee.
- CB chaired the Health Professions Committee and served on the Gilbert Loan Committee (with Financial Aid).
- CM served on the CASE search committee.

### **STUDENT CLUBS AND ORGANIZATIONS**

- CB served as advisor for the Health Professions Club, the Women in Science Club and the Law & Society Club.
- CM served as an unofficial advisor for the student American Marketing Association.

### **COLLABORATIVE EFFORTS**

- CB, PC, ST, PG and CM participated in the Summer Orientation Information Fairs and CB delivered Health Professions workshops and Pre-Law workshops at all New Student Orientation programs.
- CB delivered Health Professions workshops at all Admission Open House programs and PC staffed the Career Center table during the information fairs.

## COMMUNITY OUTREACH

- CB and HL coordinated dental outreach programs to schools and daycares in Penobscot and Aroostook Counties— providing UMaine students with exposure to rural and underserved populations.
- CB and HL coordinated the training and supervised students participating in the Medical Outreach Maine program in Aroostook County, providing health care services for migrant workers.
- CB provided and/or coordinated outreach efforts to Maine high schools (Brewer, Caribou, Presque Isle, Maine School of Sciences and Mathematics and Limestone Job Corps).
- CB has supported the Health Professions Club in partnering with Old Town High School to help with the start of a Health Professions Club and a Women in Science and Engineering club.
- PG served as the Career Center representative for the CCAUE campaign.

## RECOGNITION and GRANTS

- CB obtained 100% funding for the Health Professions Career Day from health-related vendors.
- CB wrote a grant, “The Women in Medicine Mentoring Program” and submitted it to the Women in Leadership and Philanthropy group. Unfortunately it did not get funded.

## NETWORKING/RELATIONSHIP BUILDING

- All staff participated in Maine Day activities, including marching in the parade and winning first prize for our float representing the Pirate theme.
- All staff participated in Student Affairs retreats and gatherings, including the fall and spring town meetings, Division-wide gatherings, and the Holiday celebration.
- PC, CM and PG participated in the Healthy High 420 5K event.
- PC, ST, CM, PG, HL and CB participated in Maine Hello and the President’s BBQ on the Mall.
- All staff participated in staff meetings with invited guests from other SA offices throughout the year.
- CM, PC, PG and CB attended a variety of student performances and events on campus.

## Career Center Contributions to Academic Affairs, 2009-2010

### TEACHING

- PC was the Instructor for **INT196**, Academic and Career Explorations Internship, and collaborated with faculty to assist students with advising, developing learning contracts, and evaluation for this experiential course.
- PC taught a 3 credit graduate course, **CEC559**, Counseling for Career Development in both the fall and spring semesters for the Counselor Education program.
- CB taught a 4 credit undergraduate course, **INT 200**, Introduction to Health Professions in the spring semester. Team-taught this course with Dr. Janice Pelletier and Mary Tedesco Schneck, FNP.
- PC served as an Adjunct Trainer for the **APA-accredited doctoral intern program** offered through the Counseling Center; she and April Boulier co-led a 15 week seminar on career counseling for the three doctoral interns in the Fall.
- PC supervised and evaluated a graduate intern for **HED690**, Higher Education Internship, a graduate student completing an independent study project for **HED697**: Career Services for International Students, and an undergraduate student intern enrolled in **POS493**.

**PRESENTATIONS TO ACADEMIC CLASSES**

- CB, CM, PG and ST coordinated classroom presentations by bringing in professionals as guest speakers for faculty and students in the College of Natural Sciences, Forestry and Agriculture, the College of Engineering, the Maine Business School and the College of Liberal Arts and Sciences.
- CB delivered two presentations at each Admissions Open House, and met individually with families and students during each session.
- PC, ST, PG, CB and HL delivered career presentations to all sections of the Explorations and Academic Recovery classes and nearly all sections of the NSFA First-year Seminars, Engineering First-year Seminars and Education First-year Seminars.
- CB and PC organized and attended academic presentations delivered by graduate and professional school representatives for juniors and seniors exploring their options after graduation.
- ST, PG, PC, CB, HL and CM delivered **133 career-related presentations to the following academic classes and honor societies:**

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| <ul style="list-style-type: none"> <li>• Academic Recovery Program</li> <li>• Alpha Kappa Psi, business honor society</li> <li>• American Marketing Association</li> <li>• Animal and Veterinary Science</li> <li>• Biochemistry/Microbiology/Molecular Biology</li> <li>• Biological Sciences and Ecology</li> <li>• Biological and Chemical Engineering</li> <li>• Business/Finance</li> <li>• Business/Marketing</li> <li>• Chemistry</li> <li>• Child Development and Family Relations</li> <li>• Civil Engineering</li> <li>• College Success Programs/Onward Program</li> <li>• Communications/Advertising</li> <li>• Communication Sciences and Disorders</li> <li>• Construction Management Technology</li> <li>• Counseling Center Doctoral Intern seminar</li> <li>• Counselor Education</li> <li>• Education: Senior and MAT seminars</li> <li>• Electrical and Computer Engineering</li> <li>• Electrical Engineering Technology</li> <li>• Engineering first-year seminar</li> <li>• English</li> </ul> | <ul style="list-style-type: none"> <li>• Food Science and Nutrition</li> <li>• Honors Program</li> <li>• Human Development</li> <li>• Institute for Management and Accounting (IMA)</li> <li>• International Programs</li> <li>• Journalism and Mass Communications</li> <li>• Kappa Delta Pi, education honor society</li> <li>• Mechanical Engineering Technology</li> <li>• Multicultural Programs</li> <li>• Music</li> <li>• New Media</li> <li>• Nursing</li> <li>• Phi Sigma Pi, national honor fraternity</li> <li>• Physics and Astronomy</li> <li>• Pi Beta Phi</li> <li>• Pi Kappa Alpha</li> <li>• Political Science</li> <li>• Social Work</li> <li>• Sociology</li> <li>• Studio Art</li> <li>• Transitions Program</li> <li>• Undecided majors (ACE 198)</li> </ul> |
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**ACADEMIC ADVISORY COMMITTEES and SEARCH COMMITTEES**

- CB chaired the Health Professions Committee, a 12-member committee that includes Deans, faculty, and staff. PG served on this committee.
- PC served on the Academic Deans and Directors Committee (AD&D).
- PC served on the GLBTA Advisory Council.
- CB coordinated the Health Professions Scholarship Committee awarding over \$60,000 in scholarship money to Health Professions students.
- CM served on the search committee for the Director of Campus Activities and Student Engagement.

**ACADEMIC PRESENTATIONS: SEMINARS & WORKSHOPS**

- PC was an invited speaker for the College of Engineering/Woodard & Curran Open House at Wells Conference Center in the fall.

- Career Center professional staff offered 12+ in-house workshops throughout the year on job search related topics: Resume Writing, Interviewing Techniques, Finding Internships and Job Search Strategies.

**ACADEMIC SEMINARS, COURSES and MEETINGS**

- CB and PC completed a certificate course, Foundations of Disaster Mental Health, offered by the American Red Cross.

- PC, ST, CM and PG attended statewide meetings of the Maine College Career Consortium and participated in best practices discussions.

**Diversity Initiatives**

- ST presented on career services for non-traditional students and provided informal discussion time to answer questions and encourage follow-up participation.

- ST promoted and provided workshops on GoinGlobal, an invaluable electronic resource for international students who may want to work in the U.S. or in another country. Collaborated with the International Programs Office to get the word out to international students.

- ST, PG, CM, CB, HL and PC provided individual services to first generation college students, non-traditional students, international students, Native American students, students of color and GLBTQ students.

- All staff participated in a staff meeting featuring Judi Martin who shared her perspectives on the needs of minority students, particularly the needs of students of color at UMaine.

- PG conducted individual career counseling sessions with over 70 international students. Many of these students returned for multiple follow-up appointments.

- PG offered our annual “Getting the Job” workshop, in collaboration with the Office of International Programs, geared toward international students.

- Two staff members attended “French Table” meetings (at MLC Dept.), a social forum where French-speaking students, faculty and staff are invited to participate in luncheon discussions using and improving French conversational skills.

- PG served as the Career Center representative twice weekly at the Multicultural Programs Office during the second half of the spring semester. This “itinerant point” presence helped underscore the Career Center’s commitment to addressing campus diversity needs.

- CT and HL improved and updated our diversity resources section on the Career Center website.

CM attended a presentation on the role of women in Islam sponsored by the Muslim Student Association.

PC and CM attended Culturefest.

CM publicized multiple recruiting and scholarship opportunities to appropriate outreach staff on campus (Ann Smith, Judi Martin, Angel Lored, Brandi Rideout).

PC planned and delivered the International Careers Panel in collaboration with the School of Policy and International Affairs.

CM gave two presentations as part of the Re-Entry Program for UMaine students returning from Study Abroad.

CB partnered with Admissions, Athletics and the Multicultural Center to recruit and work with students who are interested in pursuing a career in medicine or law.

## **University of Maine Career Center Goals for 2010-2011**

1. Contribute to the initiatives of the Office of Multicultural Programs, the Office of International Programs and the Office of First and Second Year Programs by collaborating on programs and services targeted to these populations.
2. Establish relationships with additional faculty members for ease of communication with students.
3. Offer outreach activities in residence halls and other student venues.
4. Continue strong working relationships with other members of the Division of Student Affairs for the purposes of delivering excellent programs and services within a collaborative model.
5. Organize and implement large events for students including but not limited to: the Engineering Job Fair, the Career Fair, Resume Walk-In Days, Etiquette programs, Federal Careers programs, and a Health Professions Career Day.
6. Seek financial sponsorship from employers and grant funding opportunities to augment the Career Center budget and provide funding for services and staffing not covered by the base budget, including rural health outreach initiatives.
7. Continue to implement the use of technology to provide expanded services through the use of social media outlets: Facebook, Twitter, LinkedIn, YouTube and text messaging.
8. Gather more information and documentation for the importance of life balance and share this knowledge with students and colleagues in a variety of ways.
9. Work closely with the Office of Veterans Services to deliver career services for student veterans.

## **Annual Report for the Health and Legal Professions Office, 2009-2010**

*Submitted by Crisanne Blackie, Health & Legal Professions Career Specialist*

This year, the Health and Legal Professions Office focused on streamlining services. With an additional 325 student contacts this year in comparison to 2008-2009 and when compared to 2006-2007, this is a an increase in 500 student contacts, something needed to change, so change happened. With the implementation of Walk-In Wednesdays, better utilization of our graduate assistant and the streamlining of clubs the level of service to students has not changed. In fact, it may have improved.

Many pre-medical students experienced a change in their application experience with the elimination of the Access to Medical Education reserved seats. This change eliminates reserved seats for Maine residents at the University of Vermont, Dartmouth Medical and the University of New England College of Osteopathic Medicine. In its place, new legislation was implemented called Doctors for Maine's Future. This program creates a substantial scholarship for medical students who are accepted to a medical school affiliated with Maine. These include Tufts Maine Track Program and University of New England College of Osteopathic Medicine. With this shift in legislation, our students are now competing in the national applicant pool for UVM and Dartmouth. This resulted in a lower acceptance rate than in the past. We continue to work closely with UNECOM and Tufts Maine Track to assist with the application process and to make sure that our students are viable applicants. In addition, nationally more students are applying to graduate school due to the economy so the competition is greater. The 3.6 GPA student who in the past was a likely accept to dental school is now waitlisted.

We continue to have success with the Tufts Maine Track Early Assurance Program. In 2008-2009, 4 sophomores applied and 2 were accepted. This year, 6 applied, 4 interviewed and we are waiting to hear regarding acceptance. We were also successful with students being accepted into the Mini-Med School program associated with Maine Medical Center.

Our students continued to participate in the Medical Outreach Maine program (MOM). Our student contingency, headed to Aroostook County for the last week of August. During that week, they were able to meet with high school students regarding college aspirations, delivered dental outreach programs and met with migrant workers at the migrant health clinics. This program was completely funded through outside sources. Approximately \$8000 was available to fun this program which included resources and laptops that are dedicated to the delivery of programs during this week and throughout the academic year.

Additional funding was secured for our Health Professions Career Day, thus completely funding this program as well. Approximately \$1100 was donated from the Maine Primary Care Association, Eastern Maine AHEC (Area Health Education Coalition), UMaine Student Government and Kaplan Test Prep to offset the cost of this event.

Several of our faculty members from the Health Professions Committee agreed to complete an extensive curriculum survey in regards to the upcoming revisions of the MCAT (Medical College Admissions Test). As a result of their participation, we received a gift box of MCAT review books to be distributed to students. The value of this gift is approximately \$500.

This year has continued to bring with it emotional struggles for students primarily around finances. Economic woes create a climate where students are working more to pay for their education, accruing more debt, and having to balance more emotional needs than in the past. Some students react by delaying their application to professional schools others react by applying to graduate school. The result of the latter is an increase in the

number of students and alumni who are applying to professional school. We continued to have about 50% of the medical school applicant pool be alumni and 2/3 of the students applying to law school are alumni.

The dental careers continue to be a statewide concern. There is great effort to create “pipeline to practice programs”. I receive continual invites to speak at programs encouraging dental careers and other health professions as career options. Our students have taken this measure one step further by partnering with Old Town High School to help with the start of a Health Professions Club and a Women in Science and Engineering club.

Our on campus clubs have evolved. The Health Professions Club is still very active and strong. The Pre-Law Club was placed on a sunset status with student government due to lack of participation and the Women In Science Club was also placed on a sunset status per students’ request. As a result, Pre-Law services will be taking on a new look this year. The website has been updated to include podcasts and videos along with general information, a Pre-Law folder has been established within the Career Center folder and a Pre-Law newsletter is being published 4 times per year.

### **Application Statistics for applicants, entering professional school in 2008**

#### ***Medical***

- 19 students applied to medical school
- 13 were invited for interviews, 2 did not notify my office of their status
- 10 of these students were accepted, 2 are on a waiting list, 5 were not accepted and 3 did not report back to me.
- Averaged combined GPA = 3.67, very similar to last year’s applicant group.
- Average combined MCAT = 25.6, almost 2 points lower than last year which likely impacted acceptance rates.

I am expecting an increase in the number of applicants this year. Currently 31 applicants on my list. Some of the students who were not accepted this year will apply for acceptance in 2011. As students begin the application process and take their MCATs several will not apply so I am anticipating approximately 24 applicants. This year we continued to participate in the Virtual Evaluation System where composite letters of recommendation are uploaded into the evaluation system and downloaded by the medical schools. This is an excellent time and financial savings program for this office.

#### ***Dental***

- 9 students applied to dental school ( an increase of 2 applicants from last year)
- 5 have been accepted, 1 on a wait list and 3 were not accepted

#### ***Optometry***

- 2 students applied to optometry school. 1 was accepted and 1 was not

#### ***Pharmacy***

- 4 students applied to pharmacy school this year, all 4 were accepted

#### ***Other Health Professions Programs***

We also had students apply to programs in chiropractic, pharmacy, veterinary medicine, public health and as physician assistants.

Overall, our students continue to compete well with 85% of those who were invited to interviews being accepted. This may be attributable to students participating in our mock interview program at the Career Center.

***Gilbert Loan***

Medical, dental and veterinary students are able to take advantage of our Gilbert Loan program. Due to having less money to lend, students received smaller loan awards. However, we will see an increase in awards for 2010-2011.

***Test Prep Courses***

We contracted with a new vendor this year, Kaplan Test Prep. The review courses are available at discounted rates for all graduate school tests. The courses are live and online with a multitude of course start times. This program is a huge cost savings to our students. Everyone who takes a test prep course with Kaplan receives at minimum a \$300 discount with our pre-med students receiving a \$400 discount. The Gilbert Loan fund continues to be able to pay \$500 per MCAT prep course which lowers the MCAT prep course to the equivalent of all others, approximately \$1000.

***Outreach***

- The Health Professions Career Day combined career exploration along with recruiter visits. These included Logan Chiropractic, UNECOM, and New England College of Optometry. Other campus visits were made by Mass. College of Pharmacy and Health Sciences, Dalhousie Dental, Royal Dicks Veterinary College and Ross University.
- I was able to meet with students in many places including small group meetings, classrooms, through club meetings, open houses and orientation. Students referring students continues to be the best way to “get the word out”. I meet regularly with faculty to provide them with information that is helpful to share when working with students.
- The INT 200, “Introduction to Health Professions” course was taught in the spring by Janice Pelletier, MD and me. Eighteen students took the class which provides students with an overview of the health care field and assists them with their career decision making. This course has been an excellent experience for students and many were able to assess their career options.
- The Maine Mentor Program has been utilized by many students this year. Paul Gagnon was able to partner with St. Joseph’s Hospital which will increase mentoring opportunities for health professions students. We continue to network with the legal community to increase the number of mentors available to pre-law students.

***Income Generation/ Cost Savings***

- The Gilbert Loan program offsets the cost of the MCAT Review Course for our students. This fund contributes \$500 per MCAT student. This year we were also able to award over \$800,000 in Gilbert Loan money to students
- Sponsorship for the Health Professions Career Day of \$1200.
- AHEC has subsidized the Maine Outreach Maine program and has contributed approximately \$8000 to this program which includes a full week program in Aroostook County (lodging, food, travel expenses, t-shirts etc.), lap tops and funding for local year round outreach programs
- MCAT review books valued at \$500.

***AHEC Partnership***

This past summer, we continued partnership with the Acadia Health Education Coalition (AHEC) and Maine Migrant Health Program to offer our students an opportunity to work with underserved and rural populations. This multi-tiered program gave our students the following opportunities:

- Delivering a dental health education program for pre-k – 2<sup>nd</sup> grade students in both Aroostook and Penobscot Counties.
- Migrant Health Program: Students went to Aroostook County in August to shadow health care providers in the mobile medical clinics that serve our migrant and seasonal farm worker populations.

They provided dental, optometry and sun protection health education materials to this population. While in Aroostook County, our students visited several local high schools to talk about their experiences at UM and their aspirations to attend professional school.

- This year, our outreach program continued to include communities in the Presque Isle area and the St. John Valley.

### **Health Professions Scholarships**

Our Health Professions Committee continues to advocate for this office and our students. This year Barbara Cole, Alan Rosenwasser and I awarded over \$40,000 in scholarships to health profession students.

### **Health Professions Club**

The Health Professions Club continued to be active and is a strong student led organization.

### **Pre-Law Program**

The pre-law program continues to build; I believe that our patience and steady progress will pay off in the long run.

- Pre-law students have been meeting with me and have been referred to me by other pre-law students. This population continues to be a challenge as 2/3 of the law school applicants are alumni. Therefore, many appointments are over the phone.
- I have met with members of the Business Department regarding the MBA/JD joint degree program and we planned some Breakfast Bar programs together
- We will be offering an LSAT review course through Kaplan Test Prep.
- Continued to work with the Pre-Law Society
- Started a quarterly Pre-Law Newsletter and established a pre-law folder on first class

### **Goals**

- Create a greater presence of Pre-law services
- Work with Alumni Relations to jump start an Alumni Affiliation Network for Health Professions
- Continue Life Balance work
- Work with Pre-Med Marketing group to establish a website page that links to all pre-med options for students
- Work with Cindy to update websites

## **Annual Report: Maine Mentor Program and Alumni Career Services, 2009-10**

*Submitted by Paul R. Gagnon, Assistant Director*

### **Maine Mentor Program**

This year, utilization of the MMP increased approximately 20% in terms of program appointments compared to 08-09, but even better, a 94% uptick occurred when comparing the number of Mentors to whom students were referred. Contrary to the preceding year, more multi-referral appointments took place. Multi-referrals tend to happen more typically when alumni request to be referred to several fellow alum mentors. Perhaps due to the continuing anemic hiring activity for much of the year, a significant number of students, likewise, chose to be referred to two or more Mentors. Significant numbers of pre-med students continued to request referrals to health industry Mentors for purposes of job shadowing. This population alone accounted for 19% of mentor appointments and 29% of total mentor referrals, substantial numbers that constitute a trend when looking at recent preceding years.

With respect to recruitment and deactivation activity this year, 12 new Mentors volunteered for the program and 12 were deactivated. As before, additional deactivations are pending based on recent updates and, in some cases, the serious lack of updates, historically speaking. A helpful adjunct to the MMP this year has been LinkedIn, an online professional networking site that features more than 2000 UMaine alumni who constitute a sub-group of LinkedIn. A cross-referencing project so far has identified 150 Maine Mentors who have LinkedIn accounts. A field on Mentors' profiles in the MMP Database has been designated and identifies Mentors who are in LinkedIn. This allows students (and others) to potentially self-connect with "in-network" LinkedIn members if the student likewise has a LinkedIn account. This gives students more networking choices but it remains conjecture as to how substantive this additional networking opportunity is or will become.

A side benefit of LinkedIn is that it is useful in the updating process of Maine Mentor contact information, when alums belong to both networks. Thus far, about a third (50) of the cross-referenced Mentors have been so updated in the database.

MMP ads were disseminated electronically during the year, four in the fall semester and two this spring. Judging by the readership history, hundreds of students opened these First Class messages. It is very difficult to measure any accurate cause and effect relationship between the ads distribution and program usage in numerical terms. Anecdotally, my conclusion is that the publicity indeed helps increase program utilization and should continue at a higher frequency. Generating more graphically attractive ads could further assist this effort.

Although solicited, feedback from MMP users remains limited. Comments from students are generally positive and sometimes even laudatory. Examples are: "Overall it was a great meeting." "She has been the most helpful person in this field and a real inspiration for me." "The mentoring has really solidified my desire to become a doctor." Similarly, feedback from Mentors is sparse but usually favorable. A common concern remains lack of execution on the part of some student referrals and what might be described as follow-through fizzle by some Mentors.

### **Marketing/Publicity/Advocacy**

- Generated ads promoting greater program use, which in fact resulted when compared to preceding year.
- Cross-referenced Mentors' records as LinkedIn members and noted action in newsletter.
- Referred 24 pre-med track students to Maine Mentors. Most of these required a formal written letter while a few were completed electronically.
- Completed agreement with St. Joseph Hospital in Bangor arranging for pre-med students to have mentoring/job shadowing experiences there as they do at Eastern Maine Medical Center.
- Continued to manage Maine Mentor Program and Database.
- Published 16<sup>th</sup> annual MMP Newsletter.

### **Maine Mentor Program Activity Summary:**

Total MMP appointments = 92; Student referrals to Mentors = 176

## Alumni Career Services

During 09-10, Alumni Career Services became stagnant due to cessation of traditional funding from the Alumni Association and uncertainty about continued program viability. In view of the prolonged tough labor market conditions, the timing of this development was quite unfortunate. Service period expired for the seven fee-paid ACS registrants active as of August 31, 2009. However, access to CareerLink continued to be provided and, currently, 31 alumni are registered.

Services provided during the year to ACS registrants included notification of the College & Career Resource Fair for Displaced Workers that took place in November in Bangor. In December, registrants were reminded about the array of services available to them including the Maine Mentor Program, our annual Career Fair, InCircle, and other job-hunting resources, namely, the Riley Guide, “What Color Is Your Parachute?” career manual, usnpl.com website, and a web-link answering the “Five Most Important Career Questions People Ask.” In January, our 2010 Career Fair flyer was sent to all registered alums and in February, notice of a U.S. Intelligence Community Virtual Career Fair was forwarded to all registrants. All of these communications were submitted electronically.

Given the proliferation of Internet tools available to all job hunters, it can be assumed that many job-seeking alumni have found ways of capitalizing on several of these resources. One example is LinkedIn, a huge professional networking site which includes a University of Maine Alumni group that has more than 2000 UMainers. Alumni are likely deriving assistance and learning of opportunities either directly or indirectly through this network although there is no practical way of gauging this activity in terms of job-related usefulness or from a numerical standpoint. Of course, an online search of job resources for mature job seekers/experienced workers predictably lists scores of available resources. The Career Center’s own “Internet Job Searching” site has some very good links worth checking out.

As noted in previous program summaries, “one-time service” requests continue to be made by alumni. When not addressed fully by phone or e-mail, such inquiries are usually handled effectively through a single complimentary appointment. Electronic and telephonic service statistics are not documented. It also bears repeating that less-than-one-year-out graduates continue to have free full services for a year following degree completion. Again, no separate appointment statistics are maintained for these alums but we know it is a significant number and “dozens” may be an understatement. Typically, these are recent graduates who made little if any use of career services as enrolled students and have encountered difficulty relatively soon after pursuing or starting competitive employment.

### Operational Activities/Outreach

- Submitted e-messages to alum registrants informing them about career-related resources and events
- Provided various career services electronically, by phone, and in-person including resume and cover letter critiques, job-search strategizing, and networking
- Kept aware of alumni-related issues through contacts with Maine Mentors and by personally connecting with over 40 UMaine alums on LinkedIn.

### Alumni Career Services Activity Summary (totals don’t include e-mail and telephone exchanges with alumni and CareerLink registrations)

Alumni appointments at Career Center	14
Career Counseling/Job Search Strategies	12
Resume/Cover Letter Critiques	10
Alums referred to Maine Mentors	13
Total alumni registered during year	6

## **Employer Relations/Recruitment Report 2009-2010**

*Submitted by Cathy Marquez, Assistant Director, Employer Relations*

As we are all well aware, the number of job openings dropped significantly during this past academic year, with many employers eliminating on-campus information sessions and recruitment, suspending internship programs (ex : Hannaford) and laying off valuable Human Resource contacts which had been carefully developed over the past 6 years of my current employment as Assistant Director for Employer Relations. A comparison of CareerLink statistics between AY 2008-09 and 2009-10 demonstrates this change. (See Cindy's graph and statistical report from CareerLink data).

While on campus recruiting is the most visible of our job development efforts and the one showing the most decline, job listings specifically directed to the UMaine Career Center also decreased. Active outreach did little to make a positive change; a Google search and outreach by email and follow-up phone calls only netted one job listing for a Portland area accounting firm new to recruiting at UMaine. Firms who have recruited with us for years in this field still came to campus but had fewer openings and in one case, have since laid off their new hires (Baker Newman & Noyes). Internships for the tax season were still available and we did add an additional firm in the Ellsworth area who hired a tax season intern.

Engineering firms continued to have a strong interest in meeting with our students at the Engineering Job Fair and the Career Fair but were unable to speak concretely about actual hiring plans. This spring, however, there was a flurry of new engineering listings in CareerLink and three last minute; on campus interview schedules were arranged for engineering employers.

There were job postings in banking, insurance, insurance sales, financial planning, retail, but much less of a campus presence for most employers in these fields.

Active outreach was conducted with Bank of America (their Belfast location), Athenahealth, a health information management firm, based in Boston and new to Maine and Boston Financial, also with new offices in Rockland.

Steady demand continued for new graduates with degrees in computer science and skills in management information systems; unfortunately, the numbers of graduates in COS are very low and the Maine Business School discontinued their concentration in MIS two years ago.

We partnered with NESCOM to help our students connect with Carnival Cruise Lines, a firm that has long recruited at NESCOM. Five of our students submitted resumes and were given interview slots and three received job offers.

The one bright spot in an otherwise difficult hiring climate has been an increase in the number of internship listings with small mostly Maine firms, as a result of the Maine Business School's Alumni newsletter, promoting the opportunity to hire a UMaine student for an internship via connecting with the UMaine Career Center. The summer internships ranged from an internship in a museum setting, working remotely for a small start up hedge fund, based in Washington DC, developing marketing strategies for an organic milk cooperative and helping with business development for a small import company and shop located in Bangor.









