

Louisiana State University Career Services
Annual Report 2005-06

Table of Contents

I.	Introduction	1
II.	Career Decision Making	2
III.	Experiential Education	5
IV.	Job Search	10
V.	Employment Services	14
VI.	Administration	17
VII.	Staff Activities	21
VIII.	Appendices	
	A. Statistics for Three Years: Services	
	B. Statistics for Three Years: On-campus Interviews	
	C. Budget Analysis: Distribution of Monetary and Staffing Resources	
	D. Analyses of Historical Data	
	1. <i>Employer participation at LSU Career Fairs, 1986-2006</i>	
	2. <i>Student participation at LSU Career Fairs, 1986-2006</i>	
	3. <i>Employers interviewing on campus, 1985-2006</i>	
	4. <i>Interviews conducted on campus, 1985-2006</i>	
	5. <i>Job vacancies posted, 1985-2006</i>	
	6. <i>Résumé referrals, 1987-2006</i>	
	7. <i>Career Services registrants, by classification, 1985-2006</i>	
	8. <i>Individual appointments by function, 1991-2006</i>	
	9. <i>Career Services Workshops and presentations, 1993-2006</i>	

I. Introduction

With Hurricane Katrina hitting land one week after the start of classes, and Hurricane Rita soon following, nature disrupted the fall schedule and ultimately made for an unusual, challenging year. The Career & Graduate School Expo, which drew excellent employer and student participation despite being scheduled soon after Katrina and on the day that Houston evacuated for Rita, was held in the LSU Union because the Maravich Assembly Center was being used as a triage center. The staff quickly canceled or rescheduled events planned for early in the school year and began offering services to displaced friends and family of LSU students, faculty and staff, as well as to students transferring to LSU from affected universities and colleges.

Even with the challenges created by the hurricanes, Career Services maintained and, in some cases, expanded its delivery of some services. New this year was Career Services' involvement in Call to Serve, an initiative for which LSU was one of six pilot schools nationwide. The office hosted and co-hosted a range of activities aimed at educating students about career opportunities in federal public service. This involvement will continue and grow in the second year of the pilot program.

In its second year the liaison program was strengthened by new, tailored programming hosted by and in conjunction with Career Services. Among the new programming introduced was a three-part workshop series for students in Art & Design; English Career Month; Health Professions Career Fair; and an employer fair held during Ag Week.

The inaugural Employer Drive-In Workshop was offered in August, drawing more than 30 representatives from organizations that recruit at LSU. The workshop, to become an annual offering, was well-received by attendees and provided an opportunity for both education and relationship building.

Career Services is increasingly seeing a need to adapt to the needs and wants of the millennial students served by the office. Programming and methods of service delivery aimed at meeting students where they are (e.g., in classrooms, online, at organization meetings) are continually in development.

Measurement of student learning outcomes, service usage, student participation in experiential education activities, and hiring information was explored in-depth. Many of the office's existing assessment tools have been honed to more accurately gather data, and methods for distribution have been carefully outlined. Growth in this area will continue in 2006-07.

The 2004-05 year, though challenging, was one of growth. Career Services must continue to explore ways of generating revenue through donations, grants and increased employer participation in office events so the quality of services will not be negatively impacted by recent budget cuts. The following annual report details the efforts made to fulfill Career Services' mission to assist students and alumni in choosing careers, obtaining career-related work experiences while in school, developing job search skills, and securing employment or admission to graduate or professional school.

II. Career Decision Making

Introduction

Career Decision Making assists students and alumni in making decisions about careers and academic majors. Services include providing individual career counseling sessions, assessments and workshops; career-related information in books, pamphlets, brochures and online; and access to a mini computer lab in the Career Information Center.

In 2005-06, the Career Decision Making staff was composed of two full-time career counselors and an associate director, with assistance from the Coates administrative coordinator. In the spring semester, one counselor intern from the Southern University counseling graduate program completed her internship hours by working in this area. During the summer semester, the Career Decision Making and Job Search staffs were joined by a Student Affairs intern from University of Georgia.

Statistics

Career Decision Making was host to 796 scheduled individual appointments, a 5.6 percent increase. E-mail correspondence totaled 259 e-mails, a 114 percent increase.

Staff administered 616 career assessments (197 Strong Interest Inventory, 201 Myers-Briggs Type Indicator, and 218 Career Occupational Preference System assessments), a 3.4 percent decrease. Use of online computer-assisted guidance assessments decreased 19.4 percent, with most clients (1,367) opting for the Type Focus assessment, a component of the Career Discovery online workshop. Use of SIGI³ decreased 40.4 percent, with 698 students and alumni using these assessments.

Students received career decision-making information during individual appointments, classes, workshops, student organization meetings and staff visits to residence halls and Greek houses. Students were also served during phone calls, via e-mail and through Web sites suggested by the staff.

Budget

The 2005-06 budget for Career Decision Making was \$103,897.74, with \$93,587.54 allocated for salaries and \$10,310.20 allocated for nonsalaried expenses.

Highlights

- The following full-time staff members and interns joined Career Decision Making: Sola Kippers, Ph.D., associate director, joined the staff in the fall; Gwanette Johnson, counselor, also joined the staff in the fall; Katrice Lipscomb, counseling student intern, worked in the spring; and Brooke Leblanc, student affairs intern, worked in the summer.
- Career Decision Making counselors collaborated with University College counselors to plan and implement the first-ever Scheduling Prep Workshop series. The purpose of the workshop series was to inform students about how to build a schedule and how their career plans can affect the scheduling process. Ninety students attended; the workshop series will be offered again during the 2006-07 academic year.

- There was a significant increase in the number of students utilizing the Strong Interest Inventory online career assessment. In 2005-06, 197 students took the assessment.
- Career Decision Making counselors collaborated with the Career Services liaison for College of Arts & Sciences to design and implement a workshop for students majoring in General Studies. The purpose of the workshop was to inform students about the educational and career opportunities available to people with degrees in General Studies. The workshop series will be offered again during the 2006-07 academic year.
- The Career Decision Making staff and Mary Feduccia, Ph.D., developed and presented a series of MBTI team-building workshops for 54 staff members in the National Center for Biomedical Research and Training.
- The English 1002 outreach project was a tremendous success, with several Career Services staff members presenting overviews of the office to 611 students.
- The Career Decision Making and Job Search staffs held four Displaced Workers Seminars/Training Sessions for individuals affected by Hurricane Katrina.
- The Career Decision Making staff facilitated a Myers-Briggs Team Building Workshop for all Career Services staff members.

Strategic Objectives

OBJECTIVE 1: Improve the quality and use of career decision-making services.

1. Tiger Network brochures were mailed and handed out to parents of new freshmen at the Office of Orientation Summer Information Fairs. Additionally, a letter requesting new Tiger Network Mentors was added to the parents section of the University Center for Freshman Year Web site.
2. Tiger Network Mentor participation was evaluated in April 2005 and again in May 2006. Approximately 167 mentors were added to the Tiger Mentor Network between April 2005 and April 2006.

OBJECTIVE 2: Promote and ensure the efficiency of the computer-based career assessments.

1. A Career Decision Making Counselor consulted with a CPP, Inc., representative, to discuss current payment procedures and gather suggestions. The Career Decision Making staff and the Coates administrative coordinator coordinated and implemented a new payment procedure that increased the efficiency of tracking payments and printing online assessments prior to interpretation appointments.
2. Testing information was disseminated to academic advisors in University College, via e-newsletters to students and testing cards handed out at orientation information fairs, and during classroom presentations. As a result of these efforts, use of online career assessments increased.

OBJECTIVE 3: Increase student learning outcomes achieved through assessment interpretation and encourage students to continue in the career decision-making and career planning process.

1. Data from the pre- and post-appointment assessments for this service area was not received until June 2006. The response rate for post-assessments was poor, so data may not be valid.
2. Preliminary review of the pre- and post-appointment responses for all Career Decision Making staff members indicates an increase in student learning outcomes across all services provided. Career Decision Making staff members will conduct a thorough analysis in the coming year.

OBJECTIVE 4: Work with all Career Services liaisons to determine the specific career decision-making needs of their populations.

1. The Career Decision Making staff reviewed the needs assessment results for University College and met with counselors from University Center for Freshman Year and University Center for Advising and Counseling to discuss programming ideas. As a result of these meetings, the Scheduling Prep Workshop was developed and implemented in the fall and spring semesters.
2. Additionally, other workshops for these liaison populations are in the planning stages for implementation during 2006-07.
3. The Career Decision Making staff conducted e-mail outreach to all Career Services staff members with an invitation to provide services to their liaison populations.

Objective 5: Demonstrate value to stakeholders by providing career-related services and information, particularly by educating parents about the career development processes of their students and their role in those processes.

1. "Career Resources for New Students," a one-page handout, was created and disseminated to new freshmen and their parents at several Orientation Information Fairs.
2. The information was also made available in the Career Information Center.

Challenges

- Post-administration procedures for the COPS assessment posed a challenge to the Career Decision Making staff. Current internal and external post-administration procedures will be evaluated, and changes will be made as necessary.
- The Career Decision Making staff was challenged by a lack of student participation in workshops. Workshops will continue to be offered, and the staff will collaborate with the communications manager to ensure that they are well publicized.
- "No show" appointments continue to limit counselors' ability to provide services to students. E-mails were not consistently sent to "no shows" to remind students of the importance of keeping scheduled meetings. Additionally, e-mails to students reminding them of their scheduled appointment were not sent on a consistent basis. Career Decision Making staff will discuss and reinforce the importance of consistency in sending reminder e-mails for appointments and "no shows."
- The following tasks are continuing challenges that will be resolved as resources permit: maintaining current materials in the Career Information Center; providing culturally-sensitive career assessments; and ensuring comfortable testing conditions in the Career Services classroom.

III. Experiential Education

Introduction

Experiential Education assists students in obtaining work experience through volunteer opportunities and part-time, internship, summer and cooperative education positions. In 2005-06, the staff was composed of an associate director, an assistant director and a coordinator, with support from a graduate assistant and several student workers.

A. Part-time Jobs

Bulk mailings and e-mails are sent four times annually, and contacts are made by phone, in person by the coordinator, and during employers' visits to campus to encourage local employers to submit job listings.

Employers usually mail, fax or e-mail job vacancy listings to the administrative coordinator 4 and Experiential Education, where they are forwarded for posting on TigerTRAK, Career Services' online database for jobs and on-campus interviewing. Qualified students can apply by following employers' instructions; in many cases, students can e-mail their résumés directly to employers. Employer information files are available for students seeking internship or summer camp positions. To monitor the status of posted positions, including whether a student(s) has been hired, employers are e-mailed one month after they post positions.

The staff promotes its services through informational literature, contact with academic departments, workshops, special programs and events, and Career Services' Web site.

Statistics

In 2005-06, 3,591 part-time jobs were posted, an 83.4 percent increase. Both the number of students placed (1,006) and the projected earnings (\$2,736,909) marked increases from the previous year.

B. Internships, Summer Jobs and Cooperative Education

Internships are typically one-time work experiences for which a student works in a professional setting under the supervision of one or more professionals. Internships may be paid or unpaid; in the United States or overseas; completed at any stage of a student's academic career; and awarded academic credit or not. Employers determine internship options; students may obtain academic credit for internships with the approval of their academic departments. The staff helps students identify courses through which internship credit may be received. Information is also posted on the Career Services Web site.

Summer jobs allow students to gain work experience, earn money and, sometimes, experience different regions or cultures. Employers seeking to hire summer employees post job vacancies on TigerTRAK and/or attend the Summer Jobs Fair, held on campus each spring. Thirty-three employers and 621 students participated in the 2006 Summer Jobs Fair; most employers represented summer camps and resorts from throughout the United States.

The Cooperative Education Program helps students obtain in-depth, career-related work experiences prior to graduation. Students may complete two or more work terms in an alternating semester rotation, or they may work in a parallel arrangement that allows them to work *and* attend school for two or more semesters. Employers agree to provide career-related work experiences at an ever-increasing level of responsibility.

The staff discusses the Co-op and Internship programs in-depth during individual appointments with students. Additionally, this service area disseminates information about available job opportunities, refers students to employers, and helps students select appropriate opportunities. Students who participate in the Co-op and Internship programs remain registered with the University while they work. Academic progress is monitored through documentation on a student's transcript; work progress is monitored through employer and student work evaluations that assess the impact of student work assignments on the student's career plans.

Statistics

Career Services posted 941 internship and co-op positions directly on MonsterTRAK, an increase of 104 postings. There were 1,682 internship/co-op total positions posted on MonsterTRAK. This figure includes positions posted by employers and represents a 79.1 percent increase, or 743 more positions.

Experiential education opportunities are also offered to students through one-day programs and the On-Campus Interviewing Program:

- Career & Graduate School Expo: The fall event was attended by 139 employers, with 56 indicating interest in internships, 16 indicating interest in co-ops, 11 indicating interest in summer jobs, and 14 indicating interest in part-time jobs. The spring event was attended by 125 employers, with 46 indicating interest in internships, 15 indicating interest in co-ops, 20 indicating interest in summer jobs, and 14 indicating an interest in part-time jobs.
- Construction Recruitment Day: At the fall event, 11 of the 26 employers recruited for internships, and five recruited for co-op positions. At the spring event, 11 of the 38 employers recruited for internships, and five recruited for co-op positions.
- Art & Design Recruitment Day: Twenty-four of the 45 employers that recruited for internships, and five interviewed for co-op positions.
- Media & Business Communication Recruitment Day: Of the 16 employers that recruited, nine employers recruited for internships and two recruited for part-time positions.
- Summer Jobs Fair: Six hundred twenty-one students and 33 organizations connected to discuss summer jobs, part time jobs and volunteer experiences. This was an increase of one hundred twenty-five students, even though seven fewer employers participated. Two reasons for the decrease is that employers, summer camps in particular, report that they recruit heavily online and, since they have been coming to LSU for 14 years, have developed a successful network for LSU student referrals.
- On-Campus Interviewing Program: Fifty-one of the 313 participating employers interviewed students for internships, 10 interviewed students for co-ops, and three interviewed for part-time positions.

- Internship and Co-op Fair: The first Internship & Co-op Fair was held during the spring semester. Thirty employers seeking students for summer internships and co-op positions visited with 839 students.

C. Volunteer Opportunities

In the spirit of LSU's Commitment to Community and Quality Enhancement Plan, Experiential Education is a resource and referral source for students seeking community volunteer opportunities. Volunteer opportunities enable LSU students to become involved in the community, gain career-related experience, develop a network of professionals and, often, determine career direction. This service area continues to disseminate information about various opportunities: opportunities are posted on TigerTRAK; literature is available in the Coates Hall office; and information is posted on an in-office bulletin board.

The Student Volunteer Fair is an annual one-day event that brings local nonprofit agencies and organizations to campus, where they display information and recruit LSU students to volunteer. Thirty-three agencies and organizations and 300 students participated last year. Feedback from nonprofit agencies and organizations indicates that agencies are better utilizing TigerTRAK to continuously recruit students, lessening their need to attend the Student Volunteer Fair.

Statistics

Experiential Education was host to 698 appointments last year, a 23.1 percent decrease, and sent 516 emails. The decrease in appointments is because Experiential Education was the walk-in office for any student seeking a part-time job, internship, co-op position or volunteer opportunity during 2004-05; that was not the case in 2005-06. The staff delivered 34 workshops that were attended by 1,385 students. The Experiential Education coordinator's 338 employer contacts included visits, phone calls, lunches and dinners, as well as e-mail correspondence and presentations for the purpose of promoting and developing part-time, internship, co-op, volunteer and summer job positions.

Analysis of Service Area

Budget

The 2005-06 budget for Experiential Education was \$105,730.21, with \$94,459.00 allocated for salaries and \$11,271.21 allocated for nonsalaried expenses.

The Job Location and Development Grant, awarded as part of the University's grant for the Federal Work-Study Program, provided \$54,062 in financial support to this service area. The Experiential Education coordinator was paid from the grant funds, with the remaining allocation applied to operating expenses and to partial funding of the graduate assistant's salary. Grant monies totaling \$1,106 were spent from a grant issued to the College of Engineering by Halliburton Company.

Highlights

- An Internship/Co-op Prep Workshop was created to provide students with information and tips to better prepare them for working in major-related positions during summer 2006.
- In collaboration with the Employment Services' Service area staff, a newly created Internship & Co-op Fair was held in March 2006.
- With funding provided by the New York Metro Area LSU Alumni Association, a New York Metro Area Internship Scholarship was established during spring 2006. The purpose of this award is to provide funding to supplement expenses for an LSU student to participate in an internship opportunity in the New York, NY, metro area (New York, New Jersey, and Connecticut). The Experiential Education staff developed procedural guidelines, application criteria and an interview process, and one student was selected to receive the scholarship for summer 2006.
- Experiential Education hired its first graduate assistant. The graduate assistant assisted staff in completing numerous tasks and activities, including the creation of an online Internship Leads Database and an online Internship Resources directory; coordinating student worker assignments and tasks for one-day events; presenting Experiential Education information to classes and student organizations; and assisting students seeking internships and co-ops.
- An Internship Leads Database was created to provide students with an online, accessible information resource for local, regional, national and international employers hiring students for internship and cooperative education positions. As new employer information and opportunities are received, the database will continue to expand.
- The creation of the position of associate director of Career Decision Making and Experiential Education supplements this service area by providing an additional staff member who offers fresh ideas, guidance and student support services.
- The assistant director of Experiential Education met with Department of Mechanical Engineering faculty/staff to formulate strategies to enhance internship opportunities for that major. The assistant director has also met with members of the Mechanical Engineering Advisory Board and engineers from ExxonMobil regarding intern/co-op opportunities with the company.
- The assistant director and coordinator continued to establish new and rekindle former relationships with employers and agencies to develop internship/co-op opportunities.
- LSU is one of the top two schools in recruiting students for the Walt Disney World College Program. Disney has been recruiting at LSU since 1988.
- The staff collaborated with community nonprofit agencies to provide volunteer and internship opportunities for students, including training workshops to better prepare students for the work they will do (e.g., a full-day training with Hospice of Baton Rouge).

Strategic Objectives

Objective 1: Design and implement a peer mentorship system for internships, cooperative education and volunteer opportunities.

The Experiential Education staff held several meetings wherein the elements of the design and implementation of the peer mentorship program were discussed with the communications manager and operations manager (in conjunction with Computing Services). Due to the addition of several new components for further consideration prior to finalization of a design and implementation, this objective will be pursued further during the next fiscal year.

Objective 2: Continue holding career panels for specific career fields and specific colleges.

Twelve career panels were coordinated and facilitated by Career Services staff in the following areas: Construction Management (fall and spring semesters); English; Teaching English; Federal Careers; Forensic Science; Kinesiology (fall, spring and summer semesters); Education (fall and spring semesters); and Theatre. Additionally, an information panel was coordinated for students interning in the Washington, D.C., area as part of the Call to Serve initiative. A total of 936 students attended the panels.

Objective 3: Explore the possibility of holding 2 separate job fairs, one for camps and one for internships and other summer jobs, during the Spring 2006 semester.

A decision was made to hold two separate fairs during the spring 2006 semester. The Summer Jobs Fair was held Wednesday, March 15, with 33 campus and 621 students in attendance. The Internship and Co-op Fair was held Wednesday, March 22, with 30 employers and 839 students in attendance.

Objective 4: Collaborate with Job Search staff to develop internship/co-op preparation workshop to assist students in preparing for work experience.

With input from the Job Search staff, an Internship/Co-op Prep Workshop was created and held for students with confirmed summer internships. Fifteen students attended the workshop.

Workshop topics included the purpose of an internship; maintaining a positive, success-oriented attitude; how to dress for the position; effective communication; the value of good people skills and networking; leadership opportunities; the first day on the job; making the transition from student to employee; and handling problems that arise.

Objective 5: Demonstrate value to stakeholders by providing experiential education-related services and information.

This goal continues into the next year; the entire Experiential Education service area portal of the Career Services Web site is in the process of being improved. Currently, the family portal on the Web site contains frequently asked questions, but the information available to parents and families needs to be enhanced. An Experiential Education brochure was developed and updated with information to provide guidance for parents/families as they assist their student(s).

Challenges

- Developing and promoting global internship opportunities includes factors such as establishing a viable procedure to help U.S. students working abroad maintain full-time student status to retain scholarships, insurance, grants and loans. Other challenges include verifying the legitimacy of work opportunities; assisting students in finding housing; understanding international work guidelines; and helping students understand the cultural acclimation process.
- With an increasing number of employers (both nationally and internationally) requiring students to have major-related work experience prior to graduation, there will be a need for additional staff to provide enhanced experiential education services to students.
- The lack of a formal system for collecting data campus-wide regarding the number, quality and types of internships obtained by students creates a challenge when employers, donors and other interested persons request statistical information. Information about internship salaries is also frequently requested and not readily available.

IV. Job Search

Introduction

Job Search aids students and alumni in their individual job searches. Research shows that most students will not retire from their first jobs, but will instead have an average of eight to ten jobs over the span of their lives. Career consultants in this service area focus on preparing students for the professional job search, instilling what will become lifelong skills.

LSU Career Services offers the following resources to assist students and alumni in their job search development: an updated, user-friendly Web site; a comprehensive placement manual; workshops that focus on résumé writing, cover letters and interviewing; individual appointments; and books and other job search resources.

Statistics

Job Search achieved notable success in several different areas, the most noteworthy of these successes being the unprecedented increase in the use of the TigerTRAK and InterviewTRAK services. TigerTRAK is a one-stop shop for job search services. A portion of TigerTRAK is InterviewTRAK, Career Services on-campus interviewing system. All alumni who register with Career Services have access to TigerTRAK, and all students are able to become TigerTRAK members through their PAWS accounts. Although total registrants for this service is up by 153 percent, freshmen, sophomores and juniors increased use of this on-campus interviewing service by 257 percent, or 3,758 more students than last year.

With the economy strengthening, more seniors and graduate students are searching for jobs. Seniors and graduate students increased their exploration of TigerTRAK by 127 percent (5,492 this year versus 2,423 from the previous year). Alumni decreased their use of this assistance by 40 percent, or 178 fewer alumni. Prior to the start of the 2005-06 fiscal year, the TigerTRAK system was purged to allow all students registered with Career Services to provide electronic signatures in compliance with the Family Education Rights and Privacy Act. Currently, 10,972 students are registered.

The Job Search staff offers individual appointments concerning the stakeholder's job search. Use of this service decreased by 4 percent (51 appointments), bringing the total for job search appointments to 1,215. Although the Job Search staff saw a slight decrease in face-to-face appointments, individual contacts made by e-mail increased 1.8 percent. Topics of these appointments included résumé writing, cover letter writing, mock interviews, résumé quick checks and mock interviews. Appointments for the office as a whole decreased 9.9 percent, with 4,037 face-to-face and e-mail appointments held.

In addition to individual appointments, this service area delivers various workshops and presentations centered on topics such as résumé writing, cover letter writing, the job search, On-Campus Interviewing Program and interviewing. The number of workshops offered decreased 37.3 percent, or 28 fewer workshops, primarily because the decision was made at the beginning of the year to discontinue regularly scheduled workshops. However, the number of class presentations increased 13.9 percent. Other presentations, such as those to student organizations, decreased 27.6 percent, with 44 fewer

presentations. As expected, attendance at workshops and presentations decreased 31.5 percent, by 4,287 attendees.

Outreach has been a priority for the Job Search staff this year. A communications manager was hired to assist in marketing outreach efforts, which include reaching stakeholders through individual appointments, workshops, presentations and e-mail contact. Other stakeholders who are connected with Job Search include all other students, faculty and staff, and the community.

Budget

The 2005-06 budget for Job Search was \$138,399.17, with \$119,963.60 allocated for salaries and \$18,435.56 allocated for nonsalaried expenses.

Highlights

- New programming initiatives, such as a three-part workshop series for the College of Art & Design, “Ethics in Interviewing,” and continued efforts to integrate employers into presentations, were creative ways to reach students by specifically targeting their needs. With the millennial generation wanting information only pertinent to them, creative targeted programming was a focus.
- Job Search continues to focus on obtaining and expanding its selection of resources available to students and alumni. In the past year, Perfect Interview, a computer program that simulates an interview via Web cam, was purchased to help students polish their interviewing skills. In addition, resource sheets were created for various populations: international students, students with disabilities, graduate students, student-athletes, multicultural students and GLBTQ students to provide increased and more tailored job search resources for these populations.
- Career Kickoffs (formerly “Early Bird,” or “Career Prep,” workshops) were held in the second and third weeks of the fall and spring semesters. They offered students in each targeted college or school information about their specific job search needs.
- Job Search co-hosted the third annual Business Etiquette Dinner for the Athletic Department’s CHAMPS program; the first annual Business Etiquette Dinner for the MBA Program; and the inaugural Business Etiquette Dinner for the Manship School of Mass Communication.
- The directive “dress for success” supports the idea that dressing professionally assists students during the interview process. With help from Target, Job Search created a display that illustrates “dress for success” on a budget. Target Corporation donated two suits that are displayed in the CEBA location.

Strategic Objectives

OBJECTIVE 1: Improve the quality of job search services and increase the use of online job search services.

Job Search area continued to work on improving the quality and increasing the use of services by students and alumni. The most significant action taken was consolidating Job Search services to the Coates Hall location just prior to the start of the 2005-06 fiscal year. With this major change to the Career Services office, students now identify Coates Hall as “Student Services” and CEBA as “Employment Services.” This change has been effective and embraced by students and alumni.

With the idea of improving quality of offerings, continued professional development was key. The Job Search staff received professional development about graduate and potential graduate students, Mass

Communication students, GLBTQ students and international students. Such development has helped the staff better serve these students. In addition, all of Job Search's tutorials are now accessible on the Career Services Web site. Online resources were been continually added to the Job Search section of the Web site to assist students throughout their job searches.

OBJECTIVE 2: Implement and evaluate assessment tools used to improve the quality of services, to ascertain student learning outcomes and to measure the effectiveness of job search services.

Assessment of student learning outcomes is a priority to Job Search. A pre-assessment was given to each student who visited Career Services for a Job Search appointment; a post-assessment of the appointment was sent to the student two weeks after the appointment. The response rate of the post-assessment was very low, making this a so-far ineffective measure of services. In the 2006-07 year, assessment administration will be revamped. As the response rate of post-assessments grows, this information will be compared to pre-assessment responses.

OBJECTIVE 3: Develop creative Job Search programming based on assessment results and evaluation of monthly reports.

Last year, several different programs targeting underserved populations were created in an effort to serve the millennial generation. In fall 2005, a three-part workshop series was created for the College of Art & Design; topics were résumé writing, interviewing and portfolio design. In spring 2006, a targeted classroom presentation about ethics in interviewing, specifically as they relate to the On-Campus Interviewing Program, was created and delivered to all graduating students majoring in business. This program was offered in effort to curtail "no shows" for on-campus interviews.

Additionally, several population-specific résumés have been created; among them are résumés specifically for students in Construction Management, Art & Design, Mass Communication and Education. More résumés addressing various majors and fields are being created.

OBJECTIVE 4: Increase quality of services offered to potential graduate students and current graduate students.

With the LSU Flagship Agenda bringing attention to the goal of increasing enrollment of and opportunities for graduate students, Job Search has increased its service offerings and knowledge base to assist graduate students and potential graduate students in the job search and/or the process of applying to graduate school.

A resource sheet for graduate students seeking academic and non-academic positions was compiled, as were online resources to guide potential graduate students during the application process. Mock interviews were customized for students interviewing with graduate or professional schools, as well as for those graduate students engaged in the job search. The assistant dean of the College of Arts & Sciences provided professional development to help the Job Search staff better understand the job search process for graduate students and the application processes for graduate and professional school.

OBJECTIVE 5: Demonstrate value to stakeholders by providing Job Search related services and information.

The new communications manager has publicized all Job Search activities, and student testimonials continue to be collected for posting on the Career Services Web site and use in other outreach efforts. Providing data to faculty and staff in the various liaison colleges has helped show faculty and staff how their students use Career Services.

Additionally, employers have been invited to participate in Job Search services over the past year. In spring 2006, Target donated business professional clothing for a “dress for success on a budget” display in CEBA. Overall, employers, faculty, staff, students and alumni were provided information on the Job Search division over the 2005-06 year in an effort to demonstrate the value of these services.

Challenges

- Student apathy in regard to Job Search services continues, and is evidenced by decreasing attendance at Career Services events. In response, Job Search makes in-class presentations and offers targeted programming to students.
- Job search underwent several staff and organizational changes. Job Search now reports to the newly named associate director of Job Search and Employment Services, Don Howard. Reporting lines for this service area are now clearer.
- Hurricane Katrina affected the budget and student attendance at appointments and presentations, and some presentations and programming were cancelled after the storm.

V. Employment Services

Introduction

Employment Services helps students and alumni develop employer contacts to find full-time employment. The office facilitates these relationships by offering on-campus interviewing during each fall and spring semester; through specialized one-day recruiting programs; by posting vacancies in the Career Information Center and on TigerTRAK (powered by MonsterTRAK.com); and by referring candidates who match certain job postings to employers. Additionally, students and alumni can choose to have credentials files managed by Career Services or Interfolio.

Employer outreach through contact in-person, during site visits and at local and state organization meetings, as well as by phone, e-mail or letter, is an important function of Employment Services. Individual career-related appointments are also offered.

Managing all of the activities is divided among several staff members, with the director assuming primary responsibility. The associate director is responsible for external alumni and employer outreach efforts; the assistant director (Operations) coordinates the logistics of all recruitment events and generates reports related to employment for faculty, staff and other stakeholders who request them; the assistant director (Job Search) oversees one-day recruitment programs; and the administrative coordinator 4 maintains the job posting and referral systems. The recruiting coordinator is primarily responsible for the On-Campus Interviewing Program, organizing employer evening presentations and table sits, and the new employer educational session, the Employer Drive-In Workshop. The coordinator for Job Search and Employment Services assists with employer outreach and provides support in other areas.

Statistics

On-campus recruiting encompasses the 10-week On-Campus Interviewing Program, held in the fall and spring, and one-day recruitment programs held for specific student populations. Employer participation in both areas increased for most programs. With 313 employers participating in the On-Campus Interviewing Program throughout the year, a 6.8 percent increase, the program is steadily rebounding from 2003-04, when participation was at its lowest level ever.

One-day programs continue to produce relatively strong recruitment numbers:

- Art & Design Recruitment Day: Employer participation increased by 12.5 percent, to 45 employers; the number of schedules increased by 16 percent, to 50 schedules. However, student participation decreased by 4 percent, to 79 students who participated in 332 interviews.
- Construction Recruitment Day: Employer participation in the fall event decreased 4 percent, to 27 employers; student participation increased 8 percent, to 93 students participating in 392 interviews. Employer participation in the spring event increased 50 percent, to 42 employers; student participation increased 35 percent, to 112 students.
- Media & Business Communication Recruitment Day: Employer participation increased 68 percent, to 15 employers. Student participation increased 183 percent, to 68 students who participated in 110 interviews. Despite this increase, faculty and staff leaders have expressed an interest in modifying this activity to have a network focus.

- Teacher Recruitment Day: One hundred twenty-four students participated in 324 interviews during the fall event. The spring event drew 90 employers who conducted an all-time low 667 interviews with 171 students.
- Career & Graduate School Expo: In comparison to the fall 2004 event, the number of employers participating in the fall 2005 Career & Graduate School Expo (185) marked a 14.2 percent increase. Student participation fell 13.5 percent, to 1,578 attendees. Employer participation increased in the spring, with 13.5 percent (160) more employers; student participation again dropped, this time by 26.6 percent to 1,027 attendees. Increased employer participation may reflect a strengthened economy. Decreased student participation may reflect the numbers of students who indicate they are pursuing graduate programs as a next step after graduation, and those who identify job and graduate school opportunities early.

The number of full-time job postings received increased 155 percent, to 21,319 postings. Due to Hurricanes Katrina and Rita and budgetary constraints, many employers were unable to come to campus for the Career & Graduate School Expo and for on-campus interviewing, but were able to reach students online. Résumé referrals increased slightly (8 percent) to 14,893 résumés requested for 236 positions.

The staff made 4,414 contacts with employers. Considerable time was devoted to contacting employers who have routinely visited campus, but who have been absent from campus during the down-turned economy. Emphasis was placed on developing relationships with Louisiana organizations that do not currently recruit at LSU. Active participation in Baton Rouge Chamber events, Louisiana Department of Economic Development, and Greater Baton Rouge Society of Human Resources also fostered relationships. The overall contact numbers include 160 personal visits; 708 phone calls; 90 lunch and dinner meetings; 3,243 e-mails; and 206 direct-mail contacts.

Budget

The 2004-05 budget for Employment Services was \$169,099.42, with \$150,807.28 allocated for salaries and \$18,292.14 allocated for nonsalaried expenses.

Highlights

- Participation in the STAR Employer Program was strong.
- The staff met with prospective employers in Washington, D.C.; Pittsburgh, Pa.; Baton Rouge; and New Orleans.
- The first annual Employer Drive-In Workshop was planned and hosted.
- An employer survey assessing LSU students' preparation for and performance in the workforce was conducted at the request of Provost Palm. The survey was sent to 1,584 employers who have hired LSU students in the past five years.
- The staff added 1,588 new employer prospects to the databases for Construction Recruitment Day, Media & Business Communication Recruitment Day, Art & Design Recruitment Day, on-campus recruiting and the Career & Graduate School Expo.

Strategic Objectives

Objective 1: Improve the quality and use of Employment Services by students.

In past years, students have been required to physically report to Career Services to sign an agreement or attend a workshop to be granted access to InterviewTRAK. The InterviewTRAK registration process has been updated to incorporate electronic signatures that are accepted online, replacing the need for agreement cards. All graduating students in the College of Business were informed about the On-Campus Recruiting Policy in an effort to reduce no shows and late cancellations. In collaboration with Job Search, the feedback from recruiter evaluations is shared with students to enhance student learning.

Objective 2: Improve the quality and use of Employment Services by employers.

This objective was achieved by holding the inaugural Employer Drive-In workshop in the fall semester. This was a chance to discuss employers' recruiting strategies before the recruiting year began. In addition, employers were invited to present to students during workshops and other events; Shell, Schwann's and the Louisiana Department of Wildlife and Fisheries presented to students at the spring Career Kickoffs. Additionally, evening presentations held by employers were entered into InterviewTRAK for all students to view as "Networking Events," building student attendance.

Objective 3: Create a Comprehensive Employer Outreach Plan.

An effort to create a comprehensive employer outreach plan was launched. This objective was not achieved and will be a goal for the upcoming year. Many employer outreach activities were achieved, among them the inaugural Employer Drive-In Workshop prior to the fall semester. Tools and resources are still being developed accomplish this objective.

Objective 4: Demonstrate value to stakeholders by providing career-related services and information.

Career Services was able to provide information on career-related services to valued stakeholders. Through the Liaison Program, staff members connected with students, faculty and other stakeholders to inform them about pertinent Career Services events. Testimonials were collected from various stakeholders. With the addition of a communications manager, Career Services was able to effectively manage the flow of communication to stakeholders.

Challenges

- Limited staff resources and staff turnover are continuing challenges. Staff turnover results in an inordinate amount of time on the part of several staff members to fill the positions and cover the workload.
- When factors such as the economy and acts of nature affect recruiting plans, the On-Campus Interviewing Program is challenging to carry out. For a while after Hurricanes Katrina and Rita, recruiters were not able to travel to LSU to conduct interviews.
- The increased number of no shows and late cancellations for scheduled on-campus interviews is a continuing challenge. Efforts to reduce the number of these and secure our strong relationships with employers are underway.

VI. Administration

Introduction

This section of the annual report covers items that encompass all of Career Services, rather than particular areas. The director is ultimately responsible for administrative matters, but most decisions are made through collaboration with the administrative staff. Budget, staff, equipment, facilities and communication are the primary areas of administrative concern.

Staff

The staff organizational structure instituted at the beginning of the year, including the addition of a new associate director position, was fully implemented and noted as a significant improvement in reporting lines and supervision of service areas. Don Howard supervised the Job Search and Employment Services staff and service areas; Sola Kippers supervised the Career Decision Making and Experiential Education staff and service areas; Mary Feduccia supervised the two associate directors, the communications manager, and the assistant director (Operations), for a more balanced and effective organizational structure.

Several staff positions were filled in July and August. Katina Cornwell, Sola Kippers and Janna Legé joined the staff in July; Mary Riedlinger and Gwanette Johnson in August; and Asha Johnson in October. Nai-Wen Hu and Janna Legé left for new positions in April, and the year ended with the resignations of Mary Riedlinger and Asha Johnson. Jesse Gomez was hired to replace Hu; Legé's position was restructured, with Katina Cornwell assuming the budget, purchasing and internal human resource management duties to allow Kendall Edwards to manage recruiting events. One new professional staff position was added in August: Sara Crow, communications manager.

Interns this year were Katrice Lipscomb from Southern University in Career Decision Making for the fall and spring semesters; Kacee Carter from Texas State University in Administration for the spring semester; and Brooke LeBlanc from the University of Georgia in Career Decision Making and Job Search for the summer. Adria Delaune and Kristy Gregg were graduate assistants in Job Search. Delaune graduated in December and was replaced by Morgan Gaffney. Nathan Boudreaux worked as a graduate assistant in Experiential Education. Approximately 25 student workers assisted with daily operations; their salaries were funded primarily by Chancellor's Aide and work-study scholarships.

Professional staff development was a key focus, with emphasis placed on teambuilding. Staff participated in four teambuilding sessions facilitated by Art Crawley, Ph.D., Center for Excellence in Learning and Teaching; Melinda Stallings, LSU Office of Training and Development (two sessions); and Patricia Woods, Texas Guaranteed. Despite the travel freeze, most professional staff members attended at least one state, regional or national conference. Staff also participated in teleconferences, including four audio-Web seminars sponsored by the National Association of Colleges and Employers: "12 Essentials for Success: Integrating Career Development into the Academic Experience;" "Legal Issues: Co-ops and Internships;" "Straight Jobs, Gay Lives: Sexual Orientation and Career Decision Making;" and "Developing a Parent Program that Reflects Campus Culture." Sola Kippers, Arronza Azard, Gwanette Johnson and Mary Feduccia attended the Louisiana Counseling Association annual conference in Baton Rouge, and Kippers and Feduccia each made presentations. Feduccia attended the Southeastern

Association of Colleges and Employers annual conference in Miami and co-presented a session with Dr. J.P. Hatala. Sara Crow attended the National Association of Colleges and Employers annual conference in Anaheim, Calif., and served as a panelist; Holly Nelson attended the Southwest Association of Colleges and Employers annual conference in New Orleans; Don Howard, Cindy Seghers, Courtney Edwards, Sola Kippers and Mary Feduccia attended the Louisiana Association of Colleges and Employers annual conference in Baton Rouge; and Sue Feinberg attended the Southeast Regional Cooperative Education Conference in Pensacola, Fla.

Feduccia was elected vice president and Howard treasurer for the Louisiana Association of Colleges and Employers, and Feduccia was elected to the LSU Staff Senate. Holly Nelson, Nai-Wen Hu, and Katina Cornwell continued their formal education by taking courses at LSU; Asha Johnson took courses at Southern University. Don Howard began work on a doctoral degree in the School of Human Resource Education and Workforce Development. This year, Career Services had two staff members accepted into the Lead...Emerge Program at LSU, Kendall Edwards in the fall and Don Howard in the spring.

Budget

Career Services' budget was managed perhaps more frugally than ever, with a proposed 6 percent budget rescission as a result of Hurricanes Katrina and Rita. The fall Career & Graduate School Expo, the office's greatest source of revenue, was moved to the LSU Union because the Pete Maravich Assembly Center was being used as a triage center for hurricane victims. The event was held on the same day that Houston was being evacuated due to Hurricane Rita, which prevented many of the Houston employers from attending the Expo. Numerous employers who had registered could not attend due to flight problems and lack of hotel accommodations. Many of the employers registered for the fall Expo were rolled over to the spring Expo, resulting in decreased revenue. The STAR Employer program had record contributions, primarily from Shell Oil Company (with contributions of \$55,000) and Daimler Chrysler (a \$10,000 gift). The year ended with a drastic, permanent budget cut.

Facilities

Tremendous progress was made this year on the strategic goal of having a premier career services center by 2009-10. The Career Services Case Statement justifying the need for a new Career Center was written and integrated into the Student Life and Academic Services Case Statement, which was approved by LSU Administration and the LSU Foundation. Preliminary plans were made for the Career Center to occupy approximately 15,000 square feet in the LSU Union or in a building adjacent to the Union. A new position for development director for the Union Complex was approved; selection of candidates began in June. The Career Center initiative has been endorsed enthusiastically by the vice chancellor for Student Life and Academic Services.

Enhancements to current facilities were made, including construction of a wall in the former Career Information Center in CEBA to create two offices. The old wooden desks in B2 Coates Hall were replaced with tables and chairs. Benches for the hallway in Coates Hall were ordered, as was a Career Services decal for the glass doors and new chairs for the Career Information Center. A portable facility, the Career Cabana, was purchased; the cabana will allow staff and student workers to be more visible at various locations on campus.

Communication

The addition of a communications manager to the staff enabled enhanced external relations. As a result, the office designed and placed targeted advertisements in publications throughout campus, established and strengthened relationships with campus media, and was spotlighted in several national online trade publications. Coverage in campus and community publications was also secured. The most notable media coverage was several articles and photos in *The Reveille's Career Guide*, inclusion in three national online trade publications, an article about internships in *The Advocate*, and sponsorship of Tiger TV's "Makeover U" series.

Strategic communications plans were developed and implemented to build awareness and support of Career Services programming. Testimonials from a range of stakeholders were collected and used on the Web site and at events, and the communications manager was interviewed regularly on Tiger TV and for class projects. A range of external publications were condensed and updated for accuracy and appeal. The Web site was and continues to be updated in an effort to reach stakeholders and drive consistent traffic to the Web site.

Content for the *Job Search Handbook* was given a major editorial overhaul. The 2006-07 edition will be a more user-friendly manual tailored to LSU students. The e-assessments that are administered before and after students' appointments with Career Services staff members were also significantly changed. The new assessments are composed of questions that more accurately target student learning outcomes.

Highlights

- The Career Services Staff Recognition and Reward Program was developed, implemented and enjoyed by staff. The purpose of this program is to say "thank you," "well done," "we value you as a member of the Career Services staff," "we recognize your exceptional efforts, above and beyond the call of duty." This program is based on the belief that enriching the lives of the Career Services staff is a great investment. Components of the program include STAR Staff and Student Employees; Terrific Tiger Notes; the Fun, Fun, Fun committee; length of service recognition; new staff recognition; and a flexible working schedule during summer months.
- LSU was one of six universities selected to participate in the Partnership for Public Service's Call to Serve Program. Career Services provided activities and events throughout the year to raise student awareness of the benefits of working for the federal government. A training session for counselors and advisors was held, and materials were shared with them. Cindy Seghers, Mary Feduccia and Sara Crow traveled to Washington, D.C., for Call to Serve activities.
- The assessment program continued to develop this year. Sola Kippers, Kendall Edwards and Sara Crow worked to implement the assessment program developed last year by administering pre-and post-appointment assessments to students and analyzing the data.
- Through the efforts of J.P. Hatala, Ph.D., a career course for academic credit was approved by faculty in the School of Human Resource Education and Workforce Development and was recommended for inclusion in the spring 2007 course catalog. Also, a Leadership Development minor was approved and will be offered for the first time in August. Mary Feduccia assisted in the development of the minor, and staff worked to publicize the minor with students, faculty and staff. Students responded with overwhelming enthusiasm.
- The Liaison Program was strengthened this year. An entire day was spent at the Volunteer! Baton Rouge office in July to refine and further develop the program. During the year, significant

improvement in liaison relationships, activities and communications were noted in most areas, and liaison activities were documented in Monthly Reports.

- The Career Peer Program was developed through much work the entire year by many staff members. Research on programs at other universities was conducted; committees were formed to develop the program; and the program was publicized to students. Five Career Peers were selected, with training to begin in August 2006. Career Peers will assist with outreach to students and faculty and will work with students in each of the office's four service areas.
- For the first time, Career Services contracted for a semester-long sponsorship with Tiger TV for its "Makeover U" series. The sponsorship included a commercial featuring students talking about their internships, weekly inclusion of Career Services in *The Reveille* ads, radio voice-overs and one "Makeover U" show that profiled a student applying for a summer internship in New Orleans.
- A one-stop recruiting Web page was developed to better serve employers' needs.

Challenges

- Challenges continue in the areas of staff, facilities and budget. Housing the office in two locations means considerable time is wasted as staff members travel between locations, communication is hampered, students are inconvenienced, etc. Consolidating all student services (except on-campus interviewing) to the Coates location was an improvement, but more space and more up-to-date facilities are much needed.
- Adding new staff positions is a priority, as staff members are often stretched to perform above and beyond normal expectations in administering services, with a resulting negative impact on morale.
- When factors such as the economy, the job market and acts of nature affect recruiting plans, the availability of needed revenue is often in question. A large portion of operational costs must be covered by revenue from Career & Graduate School Expos. A consistent and dependable financial support of Career Services from the University is critical to maintain the quality of services offered.

VII. Staff Activities

Arronza Azard — Counselor 2

At LSU

Member: Summer Scholars Selection Committee

Presenter/contributor: Alpha Kappa Alpha Sorority, Inc., Career Workshop; CHAMPS Major Decisions and Career Symposium; Displaced Workers Seminars; NCBRT MBTI Team-Building Workshop; Reality LSU; Summer Scholars

Representative: Fall Fest; UCFY student council Fresh Fest; Health & Wellness Fair; Majors Fair; Office of Orientation Information Fairs; Roaring Into the Halls; Senior Celebration; Summer Opportunity Awards Luncheon

Professional Development

Member: Louisiana Counseling Association; National Association of Colleges and Employers; National Career Development Association; Louisiana Career Development Association

Conferences/Meetings: Louisiana Counseling Association Annual Conference

Seminars/Training Sessions: NACE audio-Web seminars: “12 Essentials for Success: Integrating Career Development into the Academic Experience,” “Legal Issues: Co-ops and Internships,” and “Straight Jobs, Gay Lives: Sexual Orientation and Career Decision Making,” and “Developing a Parent Program that Reflects Campus Culture;” “Conceptualizing, Designing, and Testing Social Interventions: Substantive and Methodological Issues;” Mark Fraser, M.S.W., PhD.; “Introduction to the Newly Revised Strong Interest Inventory Tool;” Catherine Holmes, M.S., CPP, Inc.; “Team Strength Through Type at Work,” Art Crawley, Ph.D.; “Team Think,” Melinda Stallings; “Team Building Session,” Patricia Woods, Texas Guaranteed Student Loan Association

Licensure: completed 3,000 hours of direct and indirect contact for licensure; passed National Counselor Exam for Licensure

Community Service Related to Career Services (2 hours)

Presenter: Runnels High School Career Workshop

Sara Crow — Communications Manager

At LSU

Member: Call to Serve Core Committee; Safe Space Host; Zeta Tau Alpha new member advisor; Zeta Tau Alpha PR/historian advisor

Presenter/Contributor: Reality LSU; Recruiting Roundtable; Safe Space trainer; This is LSU

Representative: Chancellor's Pancake Breakfast, fall; Fall Fest; Health & Wellness Fair; MANRRS event for displaced students; Parent's Weekend; Residential Life event for visiting students; Senior Celebration; Study Abroad Fair; Tiger Day; Visiting Students Information Fair

Professional Development

Member: Mortar Board; National Association of Colleges and Employers Omicron Delta Kappa; Phi Kappa Phi; Public Relations Society of America

Conferences/Meetings: National Association of Colleges and Employers Annual Conference; Call to Serve Pilot Schools Meeting, Washington, D.C.; Houston Women's Energy Network event for high school women interested in careers in energy

Seminars/Training Sessions: NACE audio-Web Seminars/Training Sessions: "12 Essentials for Success: Integrating Career Development into the Academic Experience," "Legal Issues: Co-ops and Internships," "Straight Jobs, Gay Lives: Sexual Orientation and Career Decision Making," and "Developing a Parent Program that Reflects Campus Culture;" "Domestic Violence in GLBTQ Relationships;" Safe Space host training session; Procurement Card training; "LSU Visual Identify Program;" "Team Strength Through Type at Work," Art Crawley, Ph.D.; "Team Think," Melinda Stallings; "Team Building Session," Patricia Woods, Texas Guaranteed Student Loan Association

Community Service Related to Career Services (5 hours)

Presenter: United Way Campaign at LSU, department leader; "Transition from College to Work," Zeta Tau Alpha senior members

Community Service Not Related to Career Services (53 hours)

Volunteer! Baton Rouge, A Visit from St. Nick; Academic Distinction Fund, grant reader and Grant Patrol; LSU Hurricane Information Center hotline; Capital Area United Way, Investing in Our Youth Committee; University Terrace, Teacher Encourager

Courtney Edwards — Recruiting Coordinator

At LSU

Member: LSU Woman's Faculty Club

Presenter/Contributor: Song Fest judge; Rho Lambda Outstanding Junior award judge

Representative: Greater Baton Rouge Business Report's Business and Technology Expo; Fall Fest; Parent's Weekend; Reality LSU; Residential Life event for visiting students; Senior Celebration

Professional Development

Member: Louisiana Association of Colleges and Employers; National Association of Colleges and Employers; Parachute Associates

Conferences/Meetings: Louisiana Association of Colleges and Employers Annual Conference

Seminars/Training Sessions: NACE audio-Web seminars: “Legal Issues: Co-ops and Internships,” “Straight Jobs, Gay Lives: Sexual Orientation and Career Decision Making,” and “Developing a Parent Program that Reflects Campus Culture;” “Facebook on Our Campuses...and Beyond;” “Team Strength Through Type at Work,” Art Crawley, Ph.D.; “Team Think,” Melinda Stallings; “Team Building Session,” Patricia Woods, Texas Guaranteed Student Loan Association

Kendall Edwards — Assistant Director (Operations)

At LSU

Representative: 16th Annual Holiday on Campus; Academic Convocation; Chancellor’s Pancake Breakfast, fall 2005 and spring 2006; Fall Fest; Reality LSU; Senior Celebration; Sophomore Saturday; spring Commencement

Professional Development

Member: LEAD...Emerge, class 3; National Association of Colleges and Employers; Safe Space Host

Seminars/Training Sessions: NACE audio-Web Seminars/Training Sessions: “Legal Issues: Co-ops and Internships,” “Straight Jobs, Gay Lives: Sexual Orientation and Career Decision Making,” and “Developing a Parent Program that Reflects Campus Culture;” “Facebook on Our Campuses...and Beyond;” Campus IT Forum; session on personal development given by Landmark Forum, through LEAD; presentation by Vicki Novak, former chief human capital officer at NASA; presentation by Col. Tom Tucker, director of National Center for Biomedical Research and Training, on tenets of leadership; presentation by Larry Collins, director of international development for the State of Louisiana, on LSU and Louisiana in a global context; MonsterTRAK online training workshop; Safe Space Host training; new Procurement system demonstrations; “LSU Visual Identity Program;” conference call demonstrations on Objectivity software system; “Team Strength Through Type at Work,” Art Crawley, Ph.D.; “Team Think,” Melinda Stallings; “Team Building Session,” Patricia Woods, Texas Guaranteed Student Loan Association

Community Service Not Related to Career Services (44 hours)

Student Government phone bank following Hurricane Katrina; special needs clinic in LSU Maddox Fieldhouse following Hurricane Katrina

Mary Feduccia, Ph.D. — Director

At LSU

Member: Call to Serve Core Committee; Commencement Committee; Leadership Development Team for new academic minor; LSU Staff Senate Scholarship Committee; Safe Space Host; Staff Senate; Strategic Initiatives Advisory Board; Student Life and Academic Services Advisory Council

Presenter/Contributor: Academic Convocation Discussion Forum facilitator; CHAMPS Major Decisions Symposium and Career Symposium; National Center for Biomedical Research and Training (four sessions): “Striving for Excellence: NCBRT Team Strength through Type at Work;” Parents’ Weekend; “Reality LSU;” Safe Space trainer; Staff Senate Committee for Employee Benefits; Student Life and Academic Services Professional Development Series; “This is LSU;” supervisor for three LPC interns

Representative: Senior Celebration

Professional Development

Member: American College Counseling Association; American Counseling Association; Louisiana Association of Colleges and Employers, secretary; Louisiana Career Development Association, Executive Board; Louisiana College Counseling Association; Louisiana Counseling Association; National Association of Colleges and Employers; National Career Development Association; Southeast Association of Colleges and Employers

Conferences/Meetings: Southeastern Association of Colleges and Employers Annual Conference, Miami, Fla., co-presenter: “If Looking for Work is a Full-time Job, Where Do I Punch In?;” Louisiana Career Development Association Annual Business Meeting, Baton Rouge; Louisiana Career Development Association Annual Conference, Baton Rouge, presenter: “The Millennial Disconnect: Student Expectations and Career Services Realities;” Southeastern Association of Colleges Network, Atlanta, Ga.; Call to Serve reception in Washington, D.C.; MonsterTRAK Advisory Board meeting, Los Angeles, Calif.

Seminars/Training Sessions: National Association of Colleges and Employers audio-Web seminars: “12 Essentials to Success,” “Straight Jobs, Gay Lives: Sexual Orientation and Career Decision Making,” “Legal Issues: Co-ops and Internships,” and “Developing a Parent Program that Reflects Campus Culture;” “A Solution Focused Approach of Career Decision Making and Career Development;” “Team Strength Through Type at Work,” Dr. Art Crawley; “Team Think,” Melinda Stallings; “Team Building Session,” Patricia Woods, Texas Guaranteed Student Loan Association; 11th Annual Worldwide Luminary Series, “Leading to Greatness: Building True Success Wherever You Live and Work;” “Newly Revised Strong Interest Inventory: Tool for Career Assessment Workshop,” Catherine Holmes, CPP, Inc.

Community Service Related to Career Services (10 hours)

Presenter: Career Decision Making and Job Search Training Seminars/Training Sessions for hurricane survivors; Executive Women International: “The Necessity of

Adult Education: 4 Generations in Our Workplaces”

Community Service Not Related to Career Services (75 hours)

Working Interfaith Network; St. Joseph Cathedral Social Concerns Committee, chairman; Catholic-Presbyterian Apartments, Monthly Events; Phone Bank for volunteers in Hurricane Katrina aftermath; counseled Hurricane Katrina victims at the Baton Rouge River Center; The Giving Tree Christmas Project; Fill A Prescription for the Needy Weekend; Super Bowl campaign for the Baton Rouge Food Bank; Diocese of Baton Rouge Disaster Preparedness training

Sue Feinberg, M.S. Ed. – Assistant Director (Experiential Education)

At LSU

Presenter/Contributor: Greater Baton Rouge Business Report’s Business and Technology Expo; Recruiting Services Counselor Advisory Committee meeting

Representative: Graduate School Orientation Fair; Reality LSU; Roaring into the Halls; Spring Invitational; Student Life and Academic Services Info Sessions; Sophomore Saturday; Summer Orientation Information Fair

Professional Development

Member: Cooperative Education and Internship Association

Conferences/Meetings: Southeast Regional Cooperative Education Conference, Pensacola Beach, Fla.; Career Services Days at Schlumberger, Sugarland, Texas

Seminars/Training Sessions: NACE audio-Web virtual seminars: “To Serve or Develop: What is Our Mission,” “Legal Issues: Co-ops and Internships,” “Experiential Education: Benchmarks and Trends,” “The Difference In Diversity: Marketing to Students: Twice the Effectiveness with Half the Effort,” and “Developing a Parent Program that Reflects Campus Culture;” “Team Strength Through Type at Work,” Dr. Art Crawley; “Team Think,” Melinda Stallings; “Team Building Session,” Patricia Woods, Texas Guaranteed Student Loan Association

Community Service Related to Career Services (2 hours)

Presenter: Rannels High School Career Workshop

Don Howard – Associate Director

At LSU

Member: Black Faculty/Staff Caucus; Lead...Emerge, class 4; Minority Engineering Program advisory board, Benefits and Policy Committee

Career Services Representative: Chancellor’s Alumni Scholars’ Luncheon; Fall Fest; Reality LSU

Presenter: multicultural counseling class panelist; Minority Engineering Program students; National Society of Black Engineers; Recruitment into Engineering of High-Ability Minority Students

Professional Development

Member: Greater Baton Rouge Society of Human Resources; Louisiana Association of Colleges and Employers; LA Tech Council; National Association of Colleges and Employers; National Career Development Association; National Society of Black Engineers; Society of Human Resources

Conferences/Meetings: Baton Rouge Chamber of Commerce, Community Development Issue Council Committee; Governor’s Conference on Economic Development; NSBE Conference

Seminars/Training Sessions: Leading to Greatness – Luminary series; Student Life and Academic Services mini-conference; “Facebook on Our Campuses...and Beyond;” Managing Safety: HR's Role in Safety; “Team Strength Through Type at Work,” Dr. Art Crawley; “Team Think,” Melinda Stallings; “Team Building Session,” Patricia Woods, Texas Guaranteed Student Loan Association

Community Service Related to Career Services (2 hours)

Presenter: Shiloh Baptist Church Summer Youth Enrichment Program

Community Service Not Related to Career Services (2 hours)

Presenter: Shiloh Baptist Church Leadership Conference

Gwanette Johnson — Counselor 1

At LSU

Career Services representative: Fall Fest; Freshman Orientation Information Fair; Senior Celebration; Transfer Student Information Fair; Health and Wellness Fair; University Center for Freshman Year Majors Fair; UCFY TOPS Scholarship Meetings; Reality LSU; Roaring into the Halls

Presenter/Contributor: Displaced Workers Seminars; National Center for Biomedical Research and Training (four sessions): “Striving for Excellence: NCBRT Team Strength through Type at Work;” Spring Fest Minority Recruitment Fair

Professional Development

Member: Louisiana Counseling Association; Louisiana Career Development Association; National Association of Colleges and Employers; National Career Development Association

Conferences/Meetings: Louisiana Counseling Association Conference

Seminars/Training Sessions: NACE audio-Web Seminars/Training Sessions: “12 Essentials for Success: Integrating Career Development into the Academic Experience,” “Legal Issues: Co-ops and Internships,” “Straight Jobs, Gay Lives: Sexual Orientation and Career Decision Making,” and “Developing a Parent Program that Reflects Campus Culture;” “Conceptualizing, Designing, and Testing Social Interventions: Substantive and Methodological Issues,” Mark Fraser, M.S.W., PhD.; “Introduction to the Newly Revised Strong Interest Inventory Tool,” Catherine Holmes, M.S., CPP, Inc.; “Team Strength Through Type at Work,” Dr. Art Crawley; “Team Think,” Melinda Stallings; “Team Building Session,” Patricia Woods, Texas Guaranteed Student Loan Association

Licensure: Obtained 751.5 hours toward counselor licensure

Community Service Not Related to Career Services (8 hours)

Office of Family Support, Louisiana Department of Social Services, during the aftermath of Hurricane Katrina

Sola Kippers, Ph.D., LPC – Associate Director

At LSU

Career Services Representative: 2006 graduating class social (Southern University Graduate Counseling Program); Greater Baton Rouge Business Report’s Business & Technology Expo; College of Agriculture Ag Week Career Fair, coordinator; College of Agriculture back-to-school social, Burger Bash; Fall Fest; Future Farmers of America Regional Student Competition; Health and Wellness Fair; MANRRS event for displaced students; New Graduate Student Orientation; Parent’s Weekend; Roaring into the Halls; Senior Celebration; University Center for Freshman Year TOPS Scholarship Meetings

Presenter/Contributor: McNair Graduate Forum; Pre-Vet Information Panel

Member: “Ag Week” Planning Committee; student services coordinator search committee, College of Agriculture

Professional Development

Member: American College Counseling Association; American Counseling Association; Louisiana Association of Colleges and Employers; Louisiana Association of Counselor Education and Supervision, Executive Board; Louisiana Career Development Association, Executive Board; Louisiana Counseling Association; National Association of Colleges and Employers; National Career Development Association

Conferences/Meetings Attended: Louisiana Association of Colleges and Employers Annual Conference; Louisiana Counseling Association 2005 Annual Conference; Louisiana Licensed Professional Counselors 2006 Annual Board Retreat

Seminars/Training Sessions: 11th Annual Worldwide Luminary Series; “Leading to Greatness: Building True Success Wherever You Live and Work;” “Newly Revised Strong Interest Inventory: Tool for Career Assessment Workshop,” hosted by CPP, Inc.; NACE audio-Web seminars: “12 Essentials to Success,” “Straight Jobs, Gay Lives: Sexual Orientation and Career Decision Making,” “Legal Issues: Co-ops and Internships,” and “Developing a Parent Program that Reflects Campus Culture;” “A Solution Focused Approach of Career Decision Making and Career Development;” “LPC/LMFT Board Update;” “Nonverbal Interaction in the Counseling Setting;” College of Agriculture Dean’s Teaching Conference: “Teaching the Student of the New Millennium;” “Team Strength Through Type at Work,” Dr. Art Crawley; “Team Think,” Melinda Stallings; “Team Building Session,” Patricia Woods, Texas Guaranteed Student Loan Association

Seminars/Training Sessions Presented: Louisiana Counseling Association Annual Conference: “Workplace Etiquette for the Beginning Practicum Student”

Licensure: Licensed Professional Counselor (Louisiana); Licensed Marriage and Family Therapist (Louisiana); National Certified Counselor

Community Service Related to Career Services (1 hour)

Presenter/Contributor: LAMP Conference, Southern University

Holly Nelson – Assistant Director (Job Search)

At LSU

Member: Woman’s Faculty Club; Chapter Advisory Council, Phi Mu Fraternity; chapter development advisor, Phi Mu Fraternity; faculty advisor, Phi Mu Fraternity; Safe Space Host

Representative: Fall Fest; Freshman Orientation; Graduate School Orientation Fair; Majors Fair; Parent’s Weekend; Reality LSU; Roaring into the Halls; Senior Celebration; This is LSU

Presenter/Contributor: Alpha Kappa Alpha sorority meeting; Business Etiquette Dinner for the Manship School of Mass Communication; Business Etiquette Dinner for the MBA Program; Business Etiquette Dinner for Pi Sigma Epsilon; Center for Student Leadership & Involvement’s Lagniappe Leadership Conference: “Holy Unemployment Batman, Robin’s tips to marketing his leadership to obtain the position he wants;” CHAMPS Career Symposium professionalism in dining etiquette and dress presentation; Chi Omega chapter meeting; College of Art & Design three-part workshop series on resume writing, interviewing and portfolio design; Continuing Education Paralegal Program Job search presentation; Library & Information Science student job search presentation; Phi Mu chapter meeting; Pi Sigma Epsilon presentation on résumé writing and interviewing; Residential Life’s Spring Conference “Beat the Competition, Market Your Position;” Sigma Phi Epsilon chapter meeting; Student Support Services Senior Success workshop series

Seminars/Training Sessions: “Facebook on Our Campuses...and Beyond;” NACE audio-Web seminars: “Legal Issues: Co-ops and Internship” and “Straight Jobs, Gay Lives: Sexual Orientation and Career Decision Making,” and “Developing a Parent Program that Reflects Campus Culture;” “Team Strength Through Type at Work,” Dr. Art Crawley; “Team Think,” Melinda Stallings; “Team Building Session,” Patricia Woods, Texas Guaranteed Student Loan Association

Trainer: MBA program and CHAMPS program résumé training

Panelist: Society for Human Resource Managers “Hiring Millennials;” Phi Kappa Phi “Job Seeker Panel”

Professional Development

Member: American Association of Employment in Education; Louisiana Association of Colleges and Employers; National Association of Colleges and Employers; Parachute Associate; Southwestern Association of Colleges and Employers

Conferences/Meetings: Southwestern Association of Colleges and Employers Annual Conference in New Orleans

Community Service Related to Career Services (3 hours)

Presenter: City Year Corps, “Life after City Year” job search information

Community Service Not Related to Career Services (20 hours)

Phi Mu Alumni Association Philanthropy projects — Children’s Miracle Network, Phi Mu Balloon Launch, and Phi Mu Foundation; A Visit from St. Nick, Volunteer! Baton Rouge; Hurricane Katrina Fieldhouse Shelter; Kappa Delta Spring Awards — The Ruth Williams Vordenbaumen award, applicant selection committee member

Cindy Seghers – Coordinator (Experiential Education)

At LSU

Career Services Representative: Business Report’s Business and Technology Expo; Call To Serve Core Committee; Community Bound Service Plunge planning committee and site coordinator; Fall Fest; Freshman Orientation and Advising Program Information Fair; Harambee; Reality LSU; New Orleans Service Project planning committee and site coordinator; Senior Celebration; STRIPES Advisory Committee

Presenter/Contributor: Academic Convocation Discussion Forum facilitator; Baton Rouge Area Chamber Teens As Leaders; Herget Residential Hall; Office of Recruiting Services; STRIPES Involvement Session

Professional Development

Member: Louisiana Association of Colleges and Employers; Directors of Volunteers In Agencies, Executive Committee; Baton Rouge Chamber Leadership Class Alumni

Conferences/Meetings: Walt Disney World College Program Educators' Forum - Orlando, Fla.; Louisiana Association of Colleges and Employers Annual Conference; DOVIA Training workshops: "Adapting Programs for Youth and Family Volunteering," "Volunteer Management 101: Orienting and Training Volunteers," "Grant Writing and Funding Sources," "Writing a Disaster Plan for Your Agency," and "Five Pitfalls of Volunteer Management"

Seminars/Training Sessions: NACE audio-Web seminars: "To Serve or Develop: What is Our Mission," "Legal Issues: Co-ops and Internships," "Experiential Education: Benchmarks and Trends," "The Difference in Diversity: Marketing to Students: Twice the Effectiveness with Half the Effort," "Straight Jobs, Gay Lives: Sexual Orientation and Career Decision Making," and "Developing a Parent Program that Reflects Campus Culture;" "Team Strength Through Type at Work," Dr. Art Crawley; "Team Think," Melinda Stallings; "Team Building Session," Patricia Woods, Texas Guaranteed Student Loan Association; Student Life and Academic Services Professional Development seminars/training Sessions: "Mental Health Services"

Community Service Related to Career Services (25 hours)

Presenter: 2006 Gulf South Summer Symposium plenary session presenter, "Response to Community Crisis: Lessons from Recent Hurricanes," Jackson, Miss.; City Year Americorps; Corporate Volunteer Council panel; Residential Life Lagniappe Leadership Conference

April 1st New Orleans Service Day Project; Spring Invitational

Community Service Not Related to Career Services (125 hours)

Hurricane Katrina Special Needs Site, Maddox Field House; Hurricane Katrina evacuee clothing donation site, Huey P. Long gym; Unite for Site student organization, staff advisor; Department of Theatre/Swine Palace Tech Day, dinner volunteer group and usher; Volunteer! Baton Rouge A Visit from St. Nick; LA Delta Service Corps, Board of Directors; East Baton Rouge Parish Health Care Centers In Schools, Advisory Committee; Baton Rouge Area Chamber Education, Advisory Committee; St. Alban Episcopal Church; grant reader, Academic Distinction Fund; Stomp Out MS, event planning committee

STATISTICS FOR THREE YEARS: SERVICES

	<u>2003-04</u>	<u>(+/- %)</u>	<u>2004-05</u>	<u>(+/- %)</u>	<u>2005-06</u>	<u>(+/- %)</u>
Registrants by Classification						
Freshmen, Sophomores and Juniors	1,362	84.8	1,459	7.1	5,217	257.6
Seniors and Graduate Students	2,126	-21.5	2,423	14	5,492	126.6
Alumni	494	-11.5	442	-10.5	264	-40.3
Total	3,982	-0.5	4,324	8.6	10,973	153.8
Individual Appointments/Contacts by Classification						
Undergraduates	1,287	-12.2	1,163	-9.6	1,120	-3.7
Seniors and Graduate Students	1,352	111.6	1,355	0.2	1,280	-5.5
Alumni	308	51.7	280	-9.1	180	-35.7
E-mail Contacts	4,402	-19.9	1,475	-65.9	1,329	-9.8
Others (faculty, staff, community)	81	-12.9	168	76.5	129	-23.2
Total	7,430	-5.9	4,441	-40.2	4,038	-9.1
Individual Appointments/Contacts by Function						
Career or Major Decision Making						
Appointments	440	12.9	754	30.7	796	5.6
E-mails	132	-57.1	121	-35.3	259	114
Experiential Education						
Appointments	756	-9.0	908	20.1	698	-23.1
E-mails	2,313	30.9	836	-63.9	516	-38.3
Job Search						
Appointments	1,695	60.2	1,266	-24.5	1,215	-4
E-mails	1,902	-42.2	543	-71.5	553	1.8
Career Counseling						
Appointments	137	-15.4	n/a	n/a	n/a	n/a
E-mails	55	-82.9	n/a	n/a	n/a	n/a
Total						
Appointments	3,028	26.2	2,941	-2.9	2,708	-7.9
E-mails	4,402	-19.9	1,500	-65.9	1,329	-11.4
Career Assessments						
Computer-Assisted Guidance						
Career Discovery	2,809	-12.4	1,695	-39.66	1,367	-19.4
Focus II/SIGI [®]	1,801	196.7	1,172	-34.9	698	-40.4
Career Testing	580	13.3	638	10.0	616	-3.4
Presentations						
Regular Career Services Workshops	214	-18.3	75	-65	47	-37.3
Classes	165	2.5	117	-29.1	136	16.2
Other Presentations	140	-6.0	159	13.6	115	-27.7
Total Number of Presentations	519	-9.3	351	-32.4	298	-15.1
Total Attendance at Presentations	17,400	-0.2	13,564	-22	9,287	-31.5

STATISTICS FOR THREE YEARS: SERVICES

	<u>2003-04</u>	<u>(+/- %)</u>	<u>2004-05</u>	<u>(+/- %)</u>	<u>2005-06</u>	<u>(+/- %)</u>
On-Campus Interviewing Program						
Organizations	243	-3.6	293	20.6	313	6.8
Recruiter Schedules	473	-3.5	550	16.3	552	0.4
Student Interviews	3,705	-16.7	3,978	7.4	3,962	-0.4
Lunches / Dinners Arranged	33	3.1	55	66.7	53	-3.6
Pre-Recruiting Meetings	64	-1.5	71	10.9	81	14.1
Vacancies - Full-time						
Vacancies Posted on MonsterTRAK	5,696	26.1	8,365	46.9	21,319	154.9
Vacancies Posted, Not on MonsterTRAK	666	-77.7	394	-40.9	184	-53.3
Vacancies For Which Resumes Were Referred	320	-38.8	236	-26.3	236	0
Resumes Referred	14,185	-46.5	13,809	-2.7	14,893	7.8
Vacancies - Internships/Co-op						
Vacancies Posted by MonsterTRAK *	3,876	-1.2	939	-75.8	1,682	79.1
Vacancies Posted by LSU	859	37.0	837	-2.6	941	12.4
Total	4,735	-9.2	1,776	-62.5	2,623	47.7
Projected Earnings	\$569,224	12.4	\$2,075,113	n/a	\$5,748,175	177
Vacancies - JLD Program						
Vacancies Received	1039	31.2	1,958	88.5	3,591	83.4
Students Placed	86	-64.6	456	81.1	1,006	120.6
Projected Earnings	\$228,978	-52.2	\$1,440,759	529.2	\$2,736,909	90
Irregular Employer Contacts						
Visits	320	1.6	232	-27.5	160	-31
Phone Calls	989	-13.0	921	-6.9	708	-23.1
Luncheons / Dinners	254	192.0	133	-47.6	90	-32.3
E-mail Correspondence	1,806	-27.5	1,037	-42.6	3,243	212.7
Direct Mail	4,690	537.2	221	-95.3	206	-6.8
Other Methods of Contact	196	-34.7	1	-99.5	7	600
Total	8,255	62.9	2,545	-69.2	4,414	73.4
Credentials						
Established	0	-100	n/a	n/a	n/a	n/a
Sent	24	-60.7	n/a	n/a	n/a	n/a

STATISTICS FOR THREE YEARS: ON-CAMPUS INTERVIEWS

	Organizations						Recruiters						Interviews						Students Participating					
	2003-2004	%	2004-2005	%	2005-2006	%	2003-2004	%	2004-2005	%	2005-2006	%	2003-2004	%	2004-2005	%	2005-2006	%	2003-2004	%	2004-2005	%	2005-2006	%
Regular -- First Semester	125	-12.0%	156	24.8%	171	9.6%	290	-4.6%	348	20.0%	340	-2.3%	2,241	-20.8%	2,610	16.5%	2,581	-1.1%	n/a	n/a	n/a	n/a	n/a	n/a
Regular -- Second Semester	118	7.3%	137	16.1%	142	3.6%	183	-1.6%	202	10.4%	212	5.0%	1,464	-9.5%	1,368	-6.6%	1,381	1.0%	n/a	n/a	n/a	n/a	n/a	n/a
Teacher -- First Semester	66	-9.6%	67	1.5%	46	-31.3%	111	-1.8%	102	-8.1%	81	-20.6%	584	-11.9%	478	-18.2%	324	-32.2%	142	-8.4%	123	-13.4%	124	0.8%
Teacher -- Second Semester	106	2.9%	99	-6.6%	90	-9.1%	165	7.8%	147	-10.9%	128	-12.9%	869	-1.8%	815	-6.2%	667	-18.2%	213	13.3%	219	2.8%	171	-21.9%
Art & Design	20	-20.0%	40	100.0%	45	12.5%	22	-12.0%	43	95.5%	50	16.3%	169	-12.9%	316	87.0%	332	5.1%	75	31.6%	82	9.3%	79	-3.7%
Construction -- First Semester	17	-15.0%	28	64.7%	27	-3.6%	28	7.7%	28	0.0%	47	67.9%	280	2.2%	355	26.8%	392	10.4%	81	22.7%	86	6.2%	93	8.1%
Construction -- Second Semester	26	100.0%	28	7.7%	42	50.0%	35	66.7%	36	2.9%	55	52.8%	343	77.7%	298	-13.1%	442	48.3%	84	40.0%	83	-1.2%	112	34.9%
Media & Business Communication **	14	-44.0%	9	-35.7%	15	66.7%	14	-44.0%	11	-21.4%	18	63.6%	76	-60.8%	33	-56.6%	110	233.3%	41	-28.1%	24	-41.5%	68	183.3%
Subtotal	492	-3.7%	564	14.6%	578	2.5%	848	-0.6%	917	8.1%	931	1.5%	6,026	-12.0%	6,273	4.1%	6,229	-0.7%	636	9.1%	617	-3.0%	647	4.9%
Career & Grad. School Expo -- First Semester****	164	-10.4%	162	-1.2%	185	14.2%												1,900	-36.7%	1,825	-3.9%	1,578	-13.5%	
Career & Grad. School Expo -- Second Semester	131	11.0%	141	7.6%	160	13.5%												1,800	-5.3%	1,400	-22.2%	1,027	-26.6%	
Internship & Co-op Fair	1,800	-5.3%	1,400	-22.2%	1,027	-26.6%												n/a	n/a	n/a	n/a	839	n/a	
Student Volunteer Fair	0	0.0%	0	0.0%	0	0.0%												0	0.0%	0	0.0%	0	0.0%	
Summer Jobs Fair	55	48.6%	40	-27.3%	36	-10.0%												1,000	0.0%	496	-50.4%	621	25.2%	
Student Volunteer Fair	45	-27.4%	45	0.0%	43	-4.4%												950	0.0%	300	-68.4%	301	0.3%	
Subtotal	395	-1.3%	388	-1.8%	454	17.0%												5,650	-17.5%	4,021	-28.8%	4,366	8.6%	
Grand Total	887	-2.6%	952	7.3%	1,032	8.4%	848	-0.6%	917	8.1%	931	1.5%	6,026	-12.0%	6,273	4.1%	6,229	-0.7%	6,286	-15.4%	4,638	-26.2%	5,013	8.1%

* The Fall Mass Communication Recruitment Day was cancelled after 1999-2000 because of waning student and employer participation, then reinstated in 2001-2002 for one year.

** The Media & Business Communication Recruitment Day held in Spring 2003 and Spring 2004 is a redesign and expansion of the spring Mass Communication Recruitment Day held in previous years.

*** The Fall Co-op Recruitment Day and the JOBFEST Recruitment Day were cancelled in 2002-03. Co-op recruiting was arranged through the regular on-campus recruiting program.

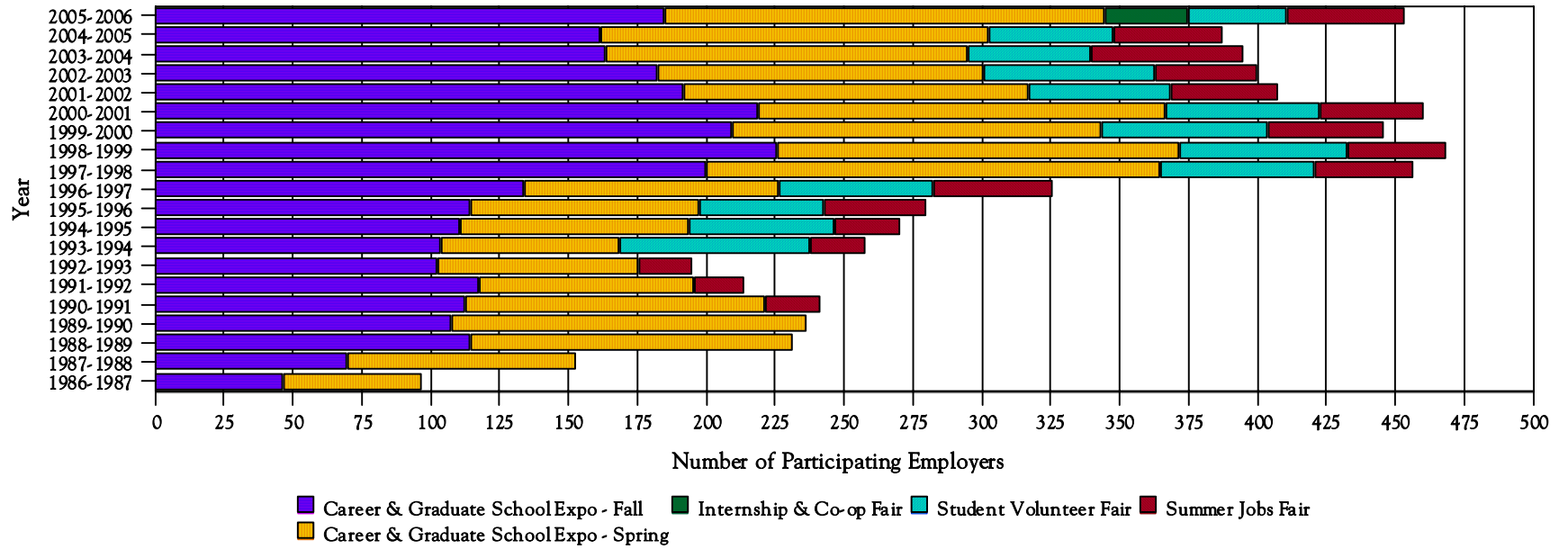
**** The "Career & Graduate School Expo" is the event formally named "Career Day."

BUDGET ANALYSIS: DISTRIBUTION OF STAFFING AND MONETARY RESOURCES, 2005 - 2006

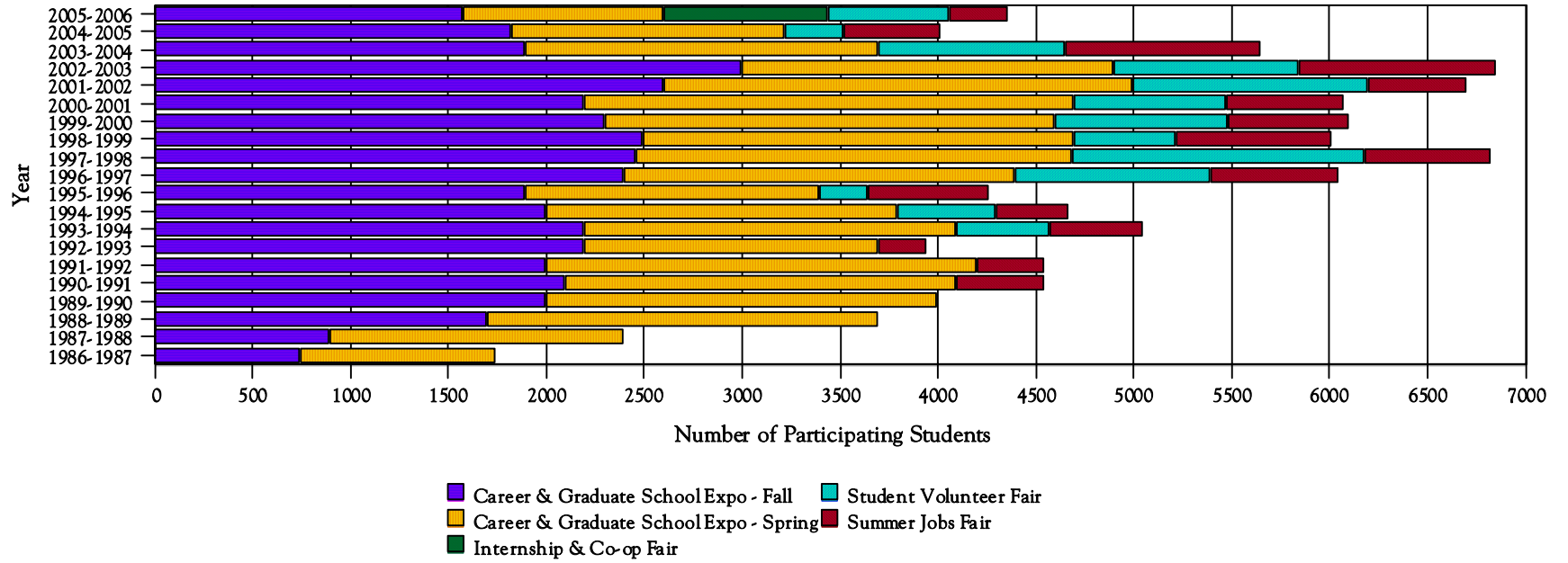
	<u>Career Decision Making</u>		<u>Experiential Education</u>		<u>Job Search Information</u>		<u>Employment Services</u>		<u>Administration</u>		<u>Total</u>	
	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount
Unclassified Staff	17.25%	\$81,797.43	15.44%	\$73,223.84	19.62%	\$93,066.78	24.46%	\$115,998.10	23.23%	\$110,172.22	100.00%	\$474,258.36
Classified Staff	11.93%	\$11,790.11	15.29%	\$15,110.59	14.63%	\$14,458.24	35.03%	\$34,619.76	23.13%	\$22,860.24	100.00%	\$98,838.94
Graduate Assistants	0.00%	\$0.00	32.33%	\$6,124.58	65.67%	\$12,438.58	1.00%	\$189.42	1.00%	\$189.42	100.00%	\$18,942.00
Salary Totals	15.81%	\$93,587.54	15.95%	\$94,459.00	20.26%	\$119,963.60	25.47%	\$150,807.28	22.50%	\$133,221.88	100.00%	\$592,039.30
Accounts												
State - 0400	0.37%	\$38.80	0.54%	\$56.63	0.00%	\$0.00	0.00%	\$0.00	99.09%	\$10,391.57	100.00%	\$10,487.00
Revenue/Expenditure - 0401	9.31%	\$10,271.40	0.79%	\$871.58	16.71%	\$18,435.56	16.58%	\$18,292.14	56.61%	\$62,455.85	100.00%	\$110,326.54
JLD *	0.00%	\$0.00	100.00%	\$10,343.00	0.00%	\$0.00	0.00%	\$0.00	0.00%	\$0.00	100.00%	\$10,343.00
Account Totals	7.86%	\$10,310.20	8.59%	\$11,271.21	14.06%	\$18,435.56	13.95%	\$18,292.14	55.54%	\$72,847.42	100.00%	\$131,156.54
Totals	14.37%	\$103,897.74	14.62%	\$105,730.21	19.14%	\$138,399.17	23.38%	\$169,099.42	28.49%	\$206,069.30	100.00%	\$723,195.84

* JLD Accounts total \$54,062, of which 81% applies toward the salary and benefits for one staff member and the partial wages for one graduate assistant; the remainder is listed in the Accounts section of this report.

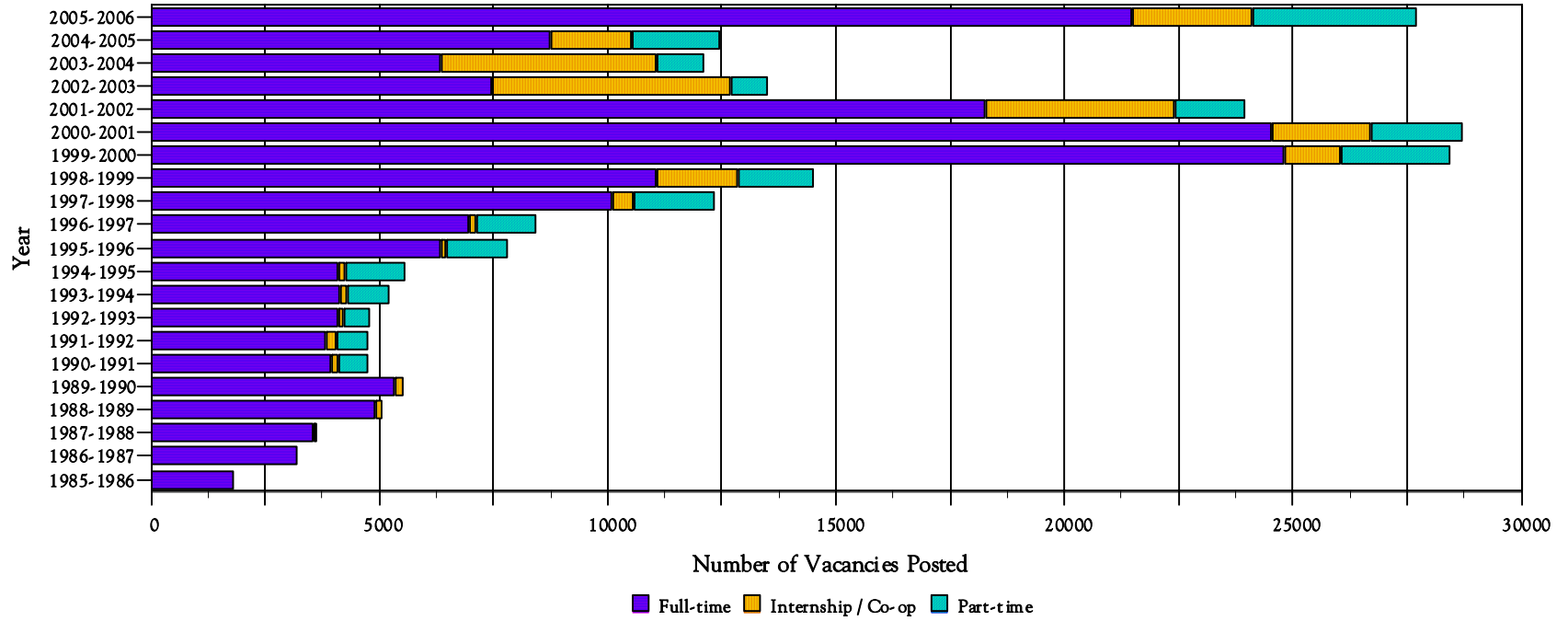
Employer Participation at LSU Career Fairs



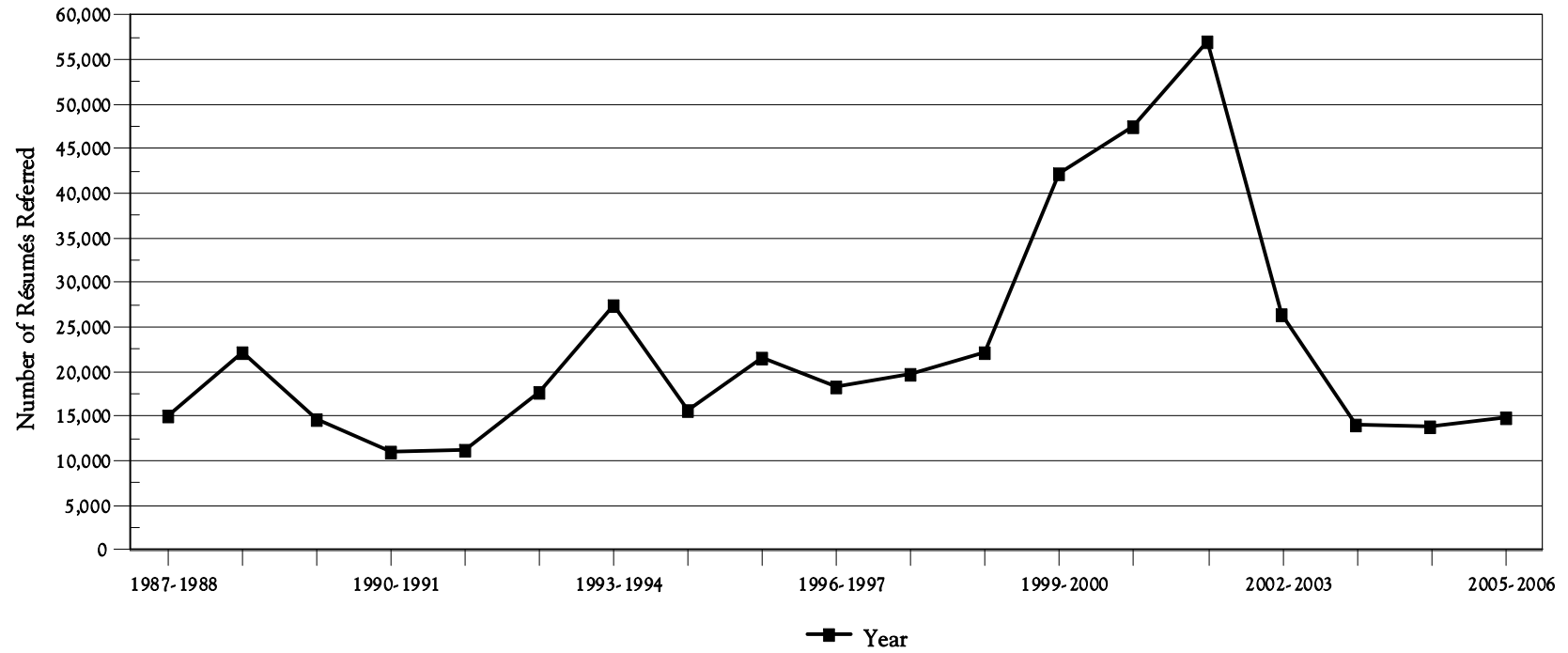
Student Participation at LSU Career Fairs



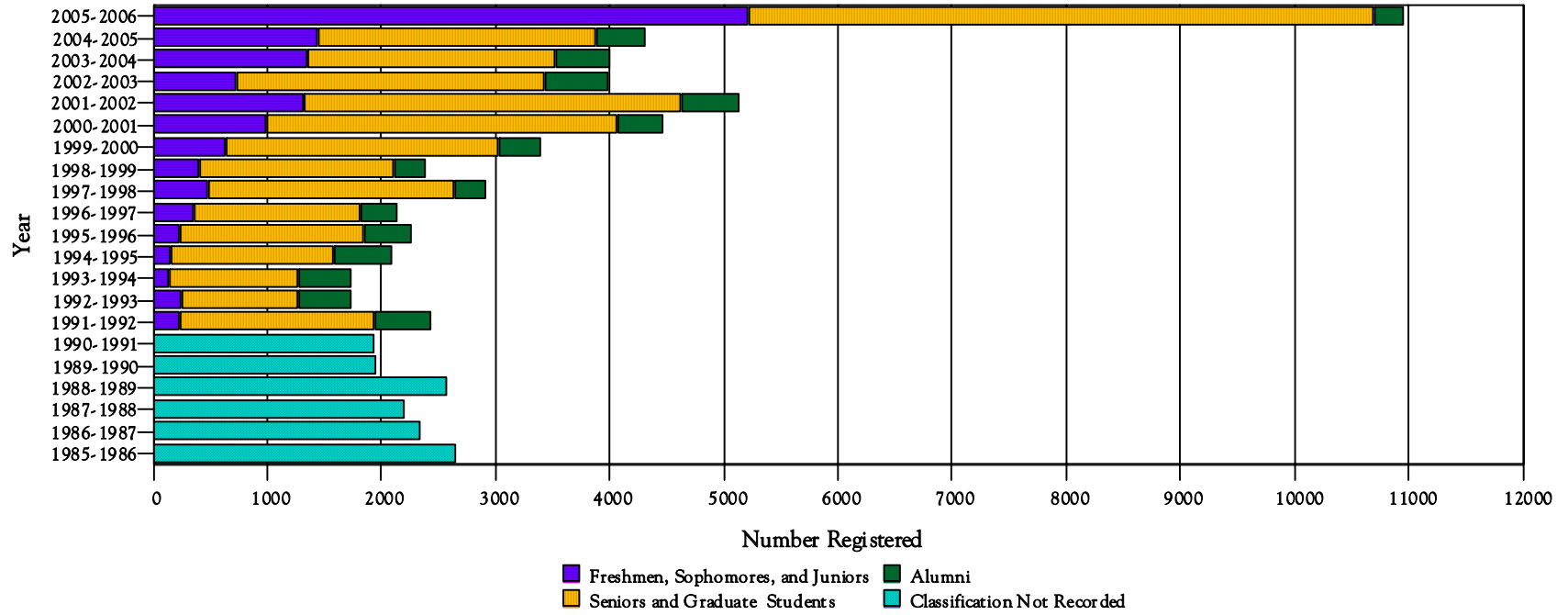
Job Vacancies Posted



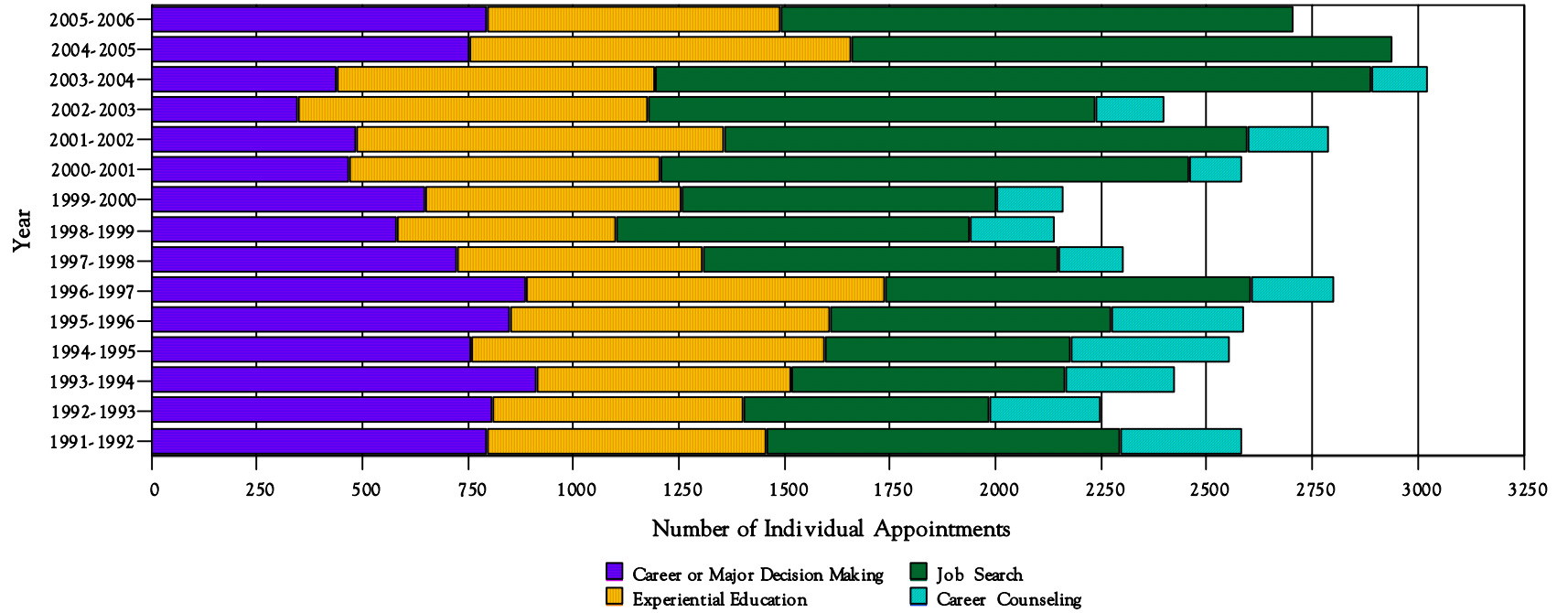
Résumé Referrals



Career Services Registrants, by Classification



Individual Appointments by Function



Career Services Workshops and Presentations

