The 2011-12 academic year was one of growth and improvement for the programs and services offered by the Center for Career and Professional Development. An experienced staff team of six applied evaluation results and participant feedback to the CCPD’s solid line-up of programs and services, contributing to a total of 3,037 career-related interactions with alumni, students, parents, and friends of the College (up from 2,445 recorded interactions in 2010-11). This first-ever annual report from the CCPD includes information on career counseling, CCPD programs and events, first destinations of the Class of 2012, internships and externships in summer 2011, alumni engagement in CCPD efforts, and growth of the Guilds of Kalamazoo College.

Career Counseling

The CCPD’s three staff career counselors and five student career associates worked with students and alumni individually and in small groups throughout the year. In 2011-12, career counselors had a total of 603 appointments, the vast majority of which were half-hour face-to-face meetings one-on-one with a student. Students and alumni “dropped in” for assistance during the CCPD’s regular drop-in hours (four afternoons each week) an additional 519 times during the year. This chart shows combined appointments and drop-ins for each class year during each quarter of the 2011-12 year. Counseling numbers are typically highest in winter quarter, when students seek help as they apply for the Discovery Externship and Field Experience Programs. In summer 2012, interactions with alumni rose sharply as the CCPD did follow-up counseling with members of the Class of 2012 who did not indicate a secured post-graduate opportunity in the June “Life After K” survey.

CCPD Programs and Events

The department offered 64 programs and events in 2011-12. CCPD events included a fall and spring Professional Development Institute, a fall Employer Recruiting Week and a Graduate School Recruiting Week, the Guilds’ Fourth Birthday Party and CCPD Open House, and spring orientation sessions for summer externships and internships, among others. In fall 2011, the CCPD hosted its fourth Professional Development Institute. Timed to align with Homecoming, this three-day event included professional workshops and free LinkedIn profile photos for students, while alumni served as résumé reviewers, career-path panelists, and audience participants in workshops. A networking lunch and evening reception allowed students and alumni to connect in a festive atmosphere. In all, 275 people participated in the fall 2011 PDI, including 27 alumni. A smaller spring 2012 PDI drew well over 100 people. Overall, attendance units at CCPD events in 2011-12 totaled 1,337 (may include multiple attendances by one individual). Throughout the year, career counselors and student career associates presented in classrooms on topics including résumé and cover letter creation, interviewing, and getting “LinkedIn” to the Guilds of Kalamazoo College. “Passions to Professions” events, featuring professionals who shared the nuts and bolts of their career paths over lunch with students, occurred several times each quarter.
Class of 2012 First Destinations

In recognition of the impact of a Senior Individualized Project on a senior's time to consider post-graduate pursuits, and after review of the best practices of other GLCA schools (many of whom continue to compile first-destination data for several months after graduation), the CCPD revised its administration of the “Cap & Gown” or “Life After K” Survey to include six months of surveying, support, and follow-up with the Class of 2012.

In June 2012, the CCPD began to survey the Class of 2012 about post-graduation plans. A summer career associate contacted those who had not completed the survey by Commencement. CCPD staff followed up with all those who were undecided or still seeking. Increased outreach to and counseling of these individuals occurred through December 2012, helping turn graduates without secured plans into young alumni with secured plans. The chart shows the breakdown of students’ answers to the question: What are your immediate plans after graduation? Since participants had the option of selecting more than one answer (such as working while attending graduate school) categories add up to over 100%. Results represent 84% of the Class of 2012.

As of December 2012, 48% of respondents were employed, 21% were in graduate school, 17% were doing a gap year, 15% were still seeking an opportunity, and 6% reported that they were undecided. Of those graduates seeking employment, 80% had secured it by year-end. Of those graduates seeking graduate education, 95% had secured it.


Some institutions graduates are attending: Brandeis, Columbia University Mailman School of Public Health, Florida State, Lake Erie College of Osteopathic Medicine, Lewis & Clark's Northwestern School of Law, MSU College of Veterinary Medicine, MSU College of Law, Northeastern, Oakland University School of Medicine, Palmer College of Chiropractic, San Diego State, Stanford, Stony Brook, Syracuse, Texas A&M, University of Alabama, University of California, University of Chicago Law School, University of Detroit Mercy School of Dentistry, University of Illinois, University of Michigan Law School, University of Michigan Medical School, University of Pennsylvania, University of Washington, Vanderbilt, Washington University in St. Louis, Wayne State School of Medicine, Wayne State Law School.

Members of the Class of 2012 embarked on very different paths after graduation:

- Throughout the 2011-12 academic year, senior and German citizen Daniel Pohanka worked with a CCPD career counselor to secure an entry-level IT position with a US corporation that would sponsor his work visa. By following up on a math professor's lead, Daniel networked with a Kalamazoo College graduate employed at Detroit-based Compuware, and the tips from an alumni mentor, combined with rigorous work in his economics major and computer science minor and great internship experiences, helped him excel in his interview and land a spot in Compuware’s competitive Professional Development Program.

- Jamie Schaub’s summer internships and service-learning experiences with local elementary schools, where she tutored struggling students and facilitated outdoor art, science education, and gardening activities, helped confirm her passion for education. A psychology major with an art minor who studied abroad in Thailand, Jamie's K-Plan wove together courses on campus and at the Philadelphia Center with faculty-led psychology research and leadership in the Sustainability Guild. Jamie is currently working in a Montessori School in Traverse City, Michigan, where she is an assistant teacher in a 1st to 3rd grade classroom and organizes the school’s Earth to Table Program. This school plans to sponsor her Montessori Elementary Teacher certification beginning this summer.

- His involvement with the Pre-Law Society and active leadership in the Law Guild complemented his summer experiences at a series of law firms, and over his four years at K, Ben Ensroth became ever more committed to a career in the legal profession. Ben majored in political science and minored in music, finding time to play in the Kalamazoo Philharmonia, organize with a campus political organization and the new Arcus Center for Social Justice Leadership, and counsel his peers as a CCPD Career Associate. By graduation, Ben had secured a spot in the Michigan State University College of Law class of 2015, where he is currently deeply engaged in his first-year coursework.

- A pre-med student with a biology major whose campus involvement included starting a spiritual growth group and taking a leadership role in the Health Guild, Emily Morgan completed an externship after her first year at K, living and working with an alumna pediatric physical therapist at the Vanderbilt Children's Hospital. Emily's summer internship through the CCPD's Field Experience Program involved university laboratory research on zebrafish development. Emily is taking a gap year before heading to the University of Michigan Medical School.
Summer 2011 Externships and Internships

In summer 2011, the CCPD directly supported 98 students as they completed 30 Discovery Externships, 12 K-Internships, 14 Community Building Internships, 6 ACSJL Internships, and 36 Independent Internships (25 funded and 11 unfunded). These summer opportunities ranged from a Portfolio Advisor Externship with Vining and Leonard Personal Capital Planning (hosted by a parent of two K students who had done externships of their own) to a K-Internship with a Kalamazoo law firm's alumnus partner. Students worked with alumni, parents, and friends of the College at (among many others) Morningstar Luxembourg, Wildside Farm, Wine Country Shipping, Perpetual Motion Fitness Corporation, Aerial Angels, Exodus Healthcare Network, Casey Trees, and Verizon.

Summer 2011 was the first year of the CCPD's partnership with the ACSJL to offer a financial-need-based sliding scale for internship stipends, as well as the first year of the ACSJL Internships. The new sliding-scale stipend, crafted in response to student input about their income-generation needs over the summer, replaced a flat $1500 stipend with a scale from $1200 for no-need students to $2400 for high-need students (as determined by the Financial Aid Office). Medium- and high-need students also received a housing supplement if their opportunity took place in a major metropolitan area.

Discovery Externship Program Over Time

The Discovery Externship Program began in 2001 with two pilot opportunities. From one to four weeks long, externships allow students to both work and live with an alumni sponsor, offering the chance for mentoring relationships to develop during “porch time.” In response to feedback from alumni who wanted to work with students but couldn't offer the homestay, or wanted to spend more than four weeks supervising a student, alumni-supervised K-Internships spun off from Discovery Externships in 2009. Summers 2009 (when K-Internships began) and 2011 (when ACSJL Internships began) saw the fewest externships completed (30 each year) since the very early years of the program.

Field Experience Program Over Time

In summer 2011, the Field Experience Program included 68 student internships, up from 67 in summer 2010 and 55 in summer 2009. All internships in the first four categories of the chart came with stipends funded by a combination of CCPD endowed fund earnings and an annual grant from the ACSJL to support the financial-need-based sliding scale and housing supplements. Rankings by the faculty Experiential Education Committee were used to determine which independently secured internships were awarded stipends.
Alumni Engagement

The number of alumni interactions with the CCPD, from meeting with a career counselor to attending CCPD events to hosting a student’s summer opportunity, rose from 239 in 2010-11 to 338 in 2011-12. This 40% increase is attributable to the CCPD’s deepening partnerships with Alumni Relations and Advancement, as well as to the CCPD staff’s growing network of alumni contacts and partners.

In 2011-12, alumni of the College were served by CCPD career counselors 153 times. Alumni were in attendance at CCPD events 145 times (this number could include several visits by the same alumnus/a). A total of 36 alumni hosted Summer 2012 externships and internships. In addition to the numbers included in this chart, hundreds more alumni joined the Guilds on LinkedIn and mentored students by answering career questions, offering advice, and making connections in their fields.

The Guilds of Kalamazoo College

In 2011-12, five Guilds expanded their online and on-campus presence: Business, Health, Justice & Peace, Law, and Sustainability. After launching in early 2008 and moving to LinkedIn in fall 2010, the Guilds continued to offer students and alumni a virtual place for professional networking. A total of 554 individuals joined the Guilds on LinkedIn during 2011-12. Topics of online discussions on the Guilds’ LinkedIn groups ranged from MBA programs to summer internship suggestions, from interview prep to region-specific job leads. Guild members posted dozens of job opportunities on each group’s “Jobs” tab, and members made countless “off-line” connections after sending private messages via LinkedIn.

On campus, the CCPD created and implemented a replicable model for supporting face-to-face career conversations. A series of “Passions to Professions” events, often hosted by a Guild during lunch in the Hicks Center cafeteria, made visiting alumni and other professionals available for students’ “nuts and bolts” career questions. Among the professionals featured in this way were a prominent nationally-known activist and organizer, a Hollywood producer, a young alumna working in China (via Skype), a neurologist, an advertising executive, a copyright attorney, and an international corporate recruiter, among others.

In addition to the occasional Passions to Professions series, the individual Guilds hosted events and panel discussions featuring alumni speaking about careers in law, mental health, higher education, and the Peace Corps. The Sustainability Guild again co-sponsored (with the Environmental Studies Program) a Sustainability SIP Symposium. The Law Guild co-sponsored (with the Pre-Law Society and Advancement) a spring dinner for students and alumni attorneys. And the Guilds sponsored several successful professional networking opportunities, including a luncheon at the fall Professional Development Institute and a spring “At Work in the World” networking reception.

The CCPD’s Mission

In support of the Kalamazoo College mission to “prepare its graduates to better understand, live successfully within, and provide enlightened leadership to a richly diverse and increasingly complex world,” the Center for Career and Professional Development creates meaningful connections to the world of work, empowering Kalamazoo College students to explore, identify and pursue their diverse interests, values and passions, and to develop a framework of skills, networks and knowledge for successful lifelong career planning and professional development.