



University of Minnesota Duluth
Division of Student Life
Career & Internship Services
2015-2016 Strategic Plan

I. Vision: All UMD Bulldogs will embrace their futures with confidence

II. Values: Shared with Division of Student Life

Student Centered – We place students at the heart of all we do.

Excellence/High Quality service – We provide high quality service and programs developed with creativity, innovation and a commitment to continuous improvement.

Inclusiveness – We respect and celebrate the diversity of individuals, perspectives, and ideas while promoting social justice.

Learning – We engage students in opportunities that promote and support their growth, development and well-being.

Collaboration – We foster partnerships and build community.

Sustainability – We contribute toward a sustainable future and model sustainable practices.

III. Mission: The Mission of UMD Career and Internship Services is to empower students and alumni to discover, develop, evaluate, and implement their unique professional goals as they prepare for careers in an evolving global workforce.

IV. Goals: Career & Internship Services Goals Mapped to the UMD and Student Life Strategic Plans

UMD Career & Internship Services	Mapped to SL	Mapped to UMD
Goal 1: Learning 1.0 Create learning experiences to help students discover, develop, evaluate, and implement their career goals.	1.1	1
Goal 2: Cultural Competence 2.1 Provide and promote education, training and resources to help Career & Internship Services staff and student employees develop cultural competence.	2.1	2
2.2 Provide inclusive programming, services and environment for campus and community partners.	2.2	2

<p>Goal 3: Wellness 3. Foster students’ career well-being by helping to develop a career plan.</p>	3.1	1
<p>Goal 4: Excellence in Service 4.1 Deliver service in a positive, inclusive, knowledgeable, skillful, accurate and prompt manner.</p>	4.1	1,2, 5
<p>4.2 Create communication that is appropriate and effective, both in the ways we provide information and actively seek and respond to feedback from our customers.</p>	4.2	5, 6
<p>4.3 Develop a culture of continuous improvement where innovation and growth are encouraged.</p>	4.3	6
<p>Goal 5: Resources 5.1 Apply a strategic, visionary, student-focused and sustainable approach in developing, managing, and continually assessing human, fiscal, physical, and technological resources.</p>	5.1	6
<p>5.2 Use resources effectively, ethically, and efficiently through stewardship and collaboration.</p>	5.2	6
<p>5.3 Cultivate on and off campus partnerships that support and enrich the student career development experience</p>	5.3	5
<p>Goal 6: Assessment 6.1 Develop an assessment plan including program evaluation and assessment of student career learning outcomes and link to divisional and campus plans.</p>	6.1, 6.2	1,6

V. Objectives/Outcomes

Career Plan-Develop an interactive guide for students to use to develop and track their career plans.

Internships-Implement additional elements of the 2009 proposal for increasing the number of students participating in internships.

Partnerships-Develop strategy for increasing, tracking and managing our connections and partnerships.

Data Management-Develop and implement new internal data management systems (CandIS).

Diversity-Offer career programming for diverse populations.

Communication-Develop communication and marketing plan.

Appointments-Explore online appointment scheduling system.

Contact Management System-Implement a system to track interactions with employers.

Graduate Follow-up Report for UMD Graduate Programs-Collect and report follow-up information on graduates from UMD graduate programs.

VI. Assessment Plan

Assess learning outcomes, writing and professionalism, for student employees and continue assessing programs as in previous years.