

**I. VISION** All UMD Bulldogs will embrace their futures with confidence

**II. VALUES** **Shared with the Student Life Division:**

**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** 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**

**C&IS GOALS MAPPED TO UMD AND STUDENT LIFE STRATEGIC PLANS**

<b>Career &amp; Internship Services (C&amp;IS) Goal</b>	<b>Mapping to University Goals</b>	<b>Mapping to Student Life Goals</b>
1) <b>Accountability:</b> Establish accountability practices in all aspects of departmental operations. Review policies & procedures for areas of improvement and communicate progress.	1, 2, 3, 5, 6	1.1, 2.1, 2.3, 3.1, 3.2, 3.3, 4.1, 4.3, 5.1

<p>2) <b>Career Education:</b> Facilitate and lead comprehensive career education across campus.</p>	<p>1, 2</p>	<p>1.1, 2.1, 3.3, 4.1, 4.2, 5.2</p>
<p>3) <b>Employer Relations:</b> Increase and maintain strategic employer engagement and campus partnerships to meet students' career development needs.</p>	<p>2, 4, 5</p>	<p>1.1, 2.3, 4.1, 4.2, 4.3, 4.4, 5.1, 5.3</p>

**V. OBJECTIVES/OUTCOMES/ASSESSMENT**

<p><b>C&amp;IS Objective/Outcome</b></p>	<p><b>Mapping to C&amp;IS Goal</b></p>	<p><b>Assessment Strategy</b></p>
<p>Develop an Accountability Reflection Tool to use in planning &amp; process improvement around Diversity, Equity, and Inclusion (DEI) in C&amp;IS.</p> <p>Focusing on these areas for 2020-2021:</p> <ul style="list-style-type: none"> <li>● Staff Training</li> <li>● Presentations &amp; Outreach</li> <li>● Office Communications</li> </ul>	<p>1</p>	<p>Progress toward tool development.</p> <p>Research conducted to create best practices.</p> <p>Implementation of identified steps to improve DEI in C&amp;IS.</p>
<p>Define assessment for C&amp;IS and develop a clear assessment cycle for all aspects of office programming.</p>	<p>1</p>	<p>Glossary of common C&amp;IS assessment terms created.</p> <p>Assessment cycle established.</p>
<p>Develop and implement a campus-wide plan to enlist faculty &amp; staff to assist in the integration of career education across campus.</p>	<p>2</p>	<p>Research completed of other colleges' programs.</p> <p>Research presented to C&amp;IS staff and next steps determined.</p>
<p>Communicate the process of career education within our office and to the greater community.</p>	<p>2</p>	<p>Framework for career education is developed, communicated, and integrated into our work.</p> <p>Curriculum developed for faculty and staff.</p>

		Website content reviewed and updated.
Continue to advocate for the reimplementation of career courses.	2	Conversations concerning the career courses continued and a plan of action written.
Conduct a gap analysis to understand our current employer engagement and plan for future high quality and diverse employer partnerships.	3	Data compiled that identified employers current engagement levels.  Next steps identified to increase diverse employer partnerships and high quality employer partnerships.
Develop a Communication and Outreach Plan for employers based on their level of engagement.	3	Determined how, when, and what we will communicate to employers based on the number of touchpoints.
Develop a plan for employer relations engagement with Faculty, Internship Coordinators, Staff, and Departments.	3	Relationship leads determined.  Resources developed and a process created for routing employers to <a href="mailto:hirebulldogs@d.umn.edu">hirebulldogs@d.umn.edu</a> .