

*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
<p><b>Goal 1: Learning</b> 1.0 Create learning experiences to help students discover, develop, evaluate, and implement their career goals.</p>	1.1	1
<p><b>Goal 2: Cultural Competence</b> 2.1 Provide and promote education, training and resources to help Career &amp; Internship Services staff and student employees develop cultural competence.</p> <p>2.2 Provide inclusive programming, services and environment for campus and community partners.</p>	2.1  2.2	2  2
<p><b>Goal 3: Wellness</b> 3. Foster students’ career well-being by helping to develop a career plan.</p>	3.1	1
<p><b>Goal 4: Excellence in Service</b> 4.1 Deliver service in a positive, inclusive, knowledgeable, skillful, accurate and prompt manner.</p> <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> <p>4.3 Develop a culture of continuous improvement where innovation and growth are encouraged.</p>	4.1  4.2  4.3	1,2, 5  5, 6  6
<p><b>Goal 5: Resources</b> 5.1 Apply a strategic, visionary, student-focused and sustainable approach in developing, managing, and continually assessing human, fiscal, physical, and technological resources.</p> <p>5.2 Use resources effectively, ethically, and efficiently through stewardship and collaboration.</p> <p>5.3 Cultivate on and off campus partnerships that support and enrich the student career development experience</p>	5.1  5.2  5.3	6  6  5

<p><b>Goal 6: Assessment</b>          6.1 Develop an assessment plan including program evaluation and assessment of student career learning outcomes and link to divisional and campus plans.</p>	<p>6.1, 6.2</p>	<p>1,6</p>
---	-----------------	------------

**V. Objectives:**

1. Complete assessment plan and submit to SL.  
 Assess one or two career learning outcomes in 2013-2014
2. Develop a guide for students to use for developing and tracking their career plans. Pilot use of guide in individual counseling appointments.
3. Develop learning outcomes for student employees and conduct appropriate training sessions.
4. Implement elements of 2009 proposal for increasing the number of students participating in internships.  
 2013  
 Change name of office.  
 Establish Internship Advisory Committee  
 Track enrollment in internship/co-op ed courses  
 Continue to support course: Internship Prep  
 Survey departments re: internship practices  
 Analyze data from InternBridge Surveys  
 Conduct “how to get an internship” workshops
5. Develop strategy for increasing our connections and partnerships with academic departments  
 2013-2014: Map contacts. Identify gaps.  
 2014-2015: Develop and implement strategy
6. Implement the SQ initiative.  
 2013-2014:  
 Develop vision and goals for initiative and develop strategy for implementation.  
 Establish Advisory Board.  
 Increase use of SQ across campus.
7. Develop and implement new internal data management system. (MIS)  
 2013-2014:  
 Develop system and pilot  
 2014-2015: Implement system.
8. Offer career programming for diverse populations
9. Present year end balanced budget.

**VI. Assessment Plan:**

**Program Assessment**

1. Employer satisfaction survey for on-campus interviews
2. Employer and student evaluations of E-Fest and the Fall Head of the Lake Job Fair
3. Counseling satisfaction survey
4. Student employee training

**Learning Outcomes Assessment**

1. Assess LO in “Getting Ready for the Job Fair” workshop
2. Assess student performance at the job fair as rated by employers and students
3. Asses one LO for student employees