

Career Exploration and Services Committee Final Report Recommendations

**UA Meeting
December 11, 2019**

Presented by:

Professor David Darmofal, Committee Chair

Committee Charge



In 2018, Vice Chancellor Ian Waitz gathered a committee of 4 faculty, 5 administrators, 4 graduate students and 5 undergraduate students with the following charge:

Review how
students explore
careers

Evaluate student
needs

Evaluate current
events and services

Evaluate employer
needs

Recommend
principles,
objectives and
outcomes

Recommend
changes

*“A person can have many jobs, occupations, professions
... but only one career”*

- **Career:** The lifelong use of your skills, knowledge, and experiences.
- **Career development:** The lifelong process of setting (and re-setting) career-related goals & planning a route to achieve those goals.
- **Professional development:** The process of attaining and strengthening skills needed to maintain currency and/or advance in a profession.

Objectives of Career Exploration@MIT



1. Foster in all students the career development skills to support a lifelong ability to work wisely, creatively, and effectively for the betterment of humankind.
2. Enable effective career exploration for all students.
3. Advocate on behalf of all students for equity in career exploration and career opportunities through engagement with external stakeholders (employers, grad schools, fellowships, etc).
4. Employ a continuous improvement process that includes assessment of measurable outcomes reflect our principles and objectives.

Key Findings: *Peers matter*

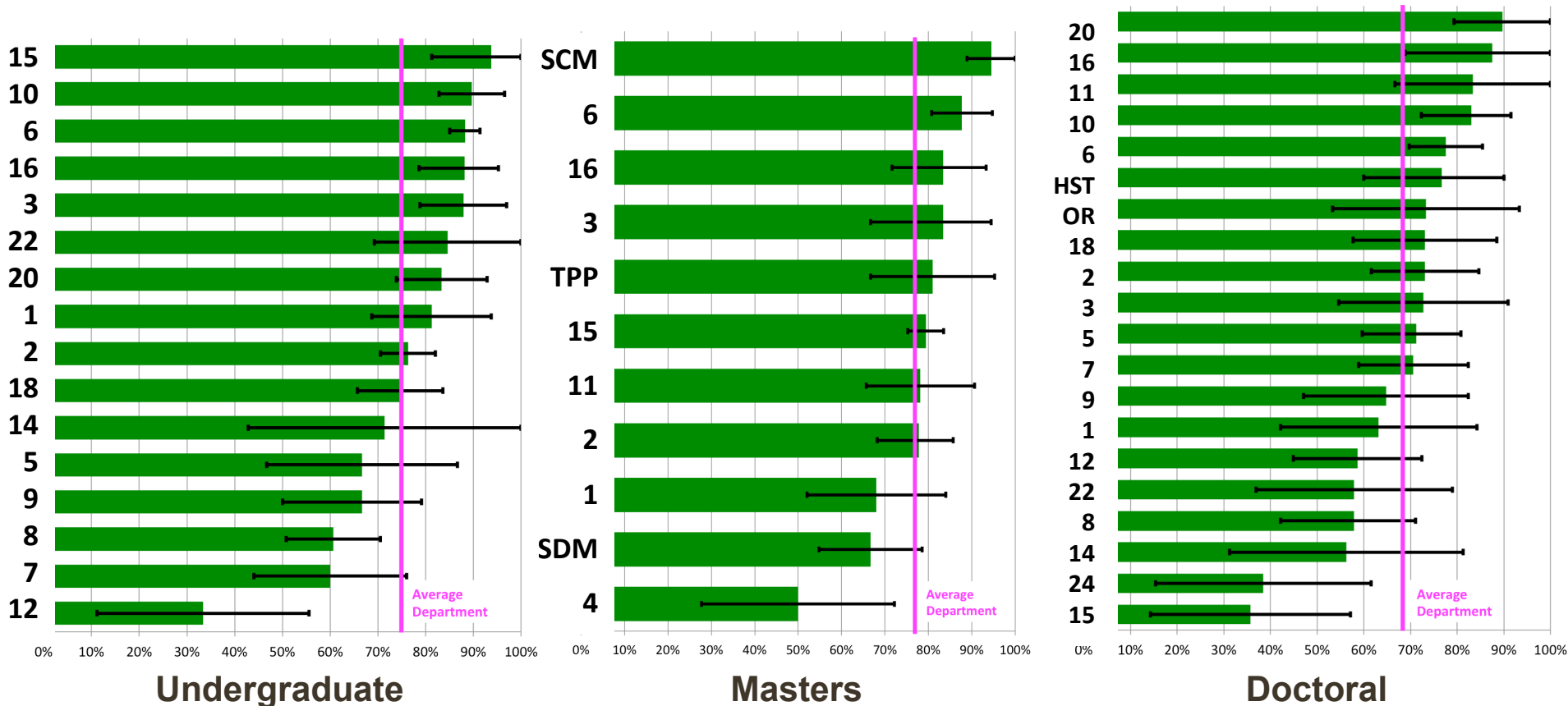
Top 3 Useful Information Sources for Career Exploration (% of respondents finding a source useful)

UG First Year	UG Declared	Masters	Doctoral
Peers (89%)	Peers (94%)	Peers (90%)	Peers (89%)
Fall Career Fair (70%)	Internships (78%)	Department (73%)	Research Supervisor (83%)
Parents (69%)	UROP (76%)	Alumni (66%)	Research Group (80%)

Average taken over depts/programs

Key Findings: *Department matters*

Agree with having the ability “to explore career-related opportunities of interest to me”

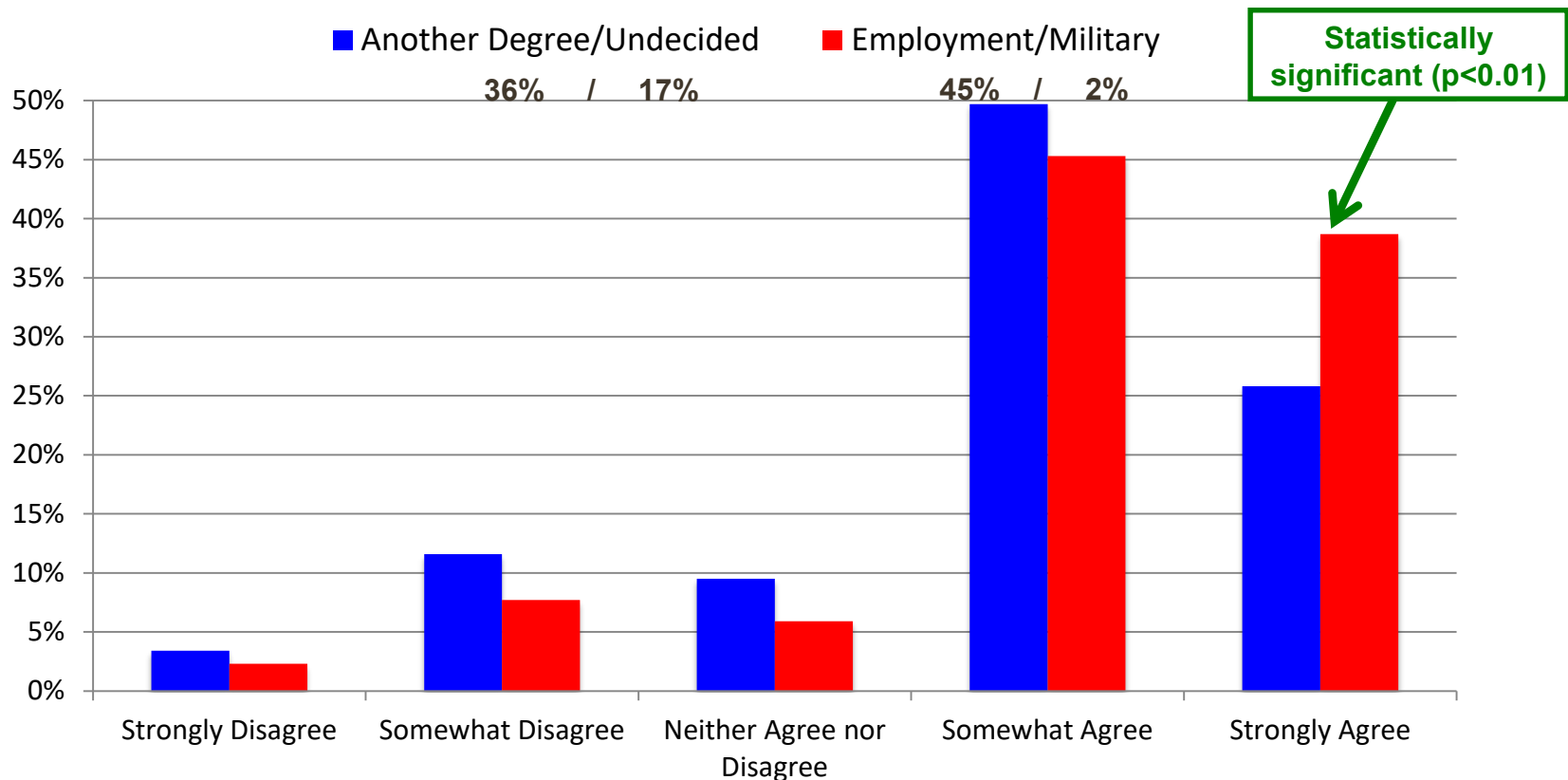


Bars: 95% confidence interval

Key Findings: *Under-served trajectories*



Undergraduates except 1st years: Agreement with having the ability “to explore career-related opportunities of interest to me”



Undergraduate students planning on another degree or undecided are less satisfied with career exploration

Key Findings: *Gender matters*

Agree with having the ability “to explore career-related opportunities of interest to me”

	UG	Masters	Doctoral
Female	77%	73%	67%
Male	83%	82%	71%
p-value	0.027	0.004	0.229

Note: At all degree levels, programs exist with statistically significant ($p < 0.05$) gender differences

Overview of Recommendations

Reset Career Exploration Timeline

- Push back offer deadlines to 4 months before start through MIT leadership with other institutions
- Automatic extensions: applying to grad school; non-profit.
- Push back Fall Career Fair to late October

Expand Career Exploration Opportunities

- Create Career Exploration Conference (CEC) in early Fall
- Expand mini-opportunities to prototype careers

Increase Support to Explore Grad School

- Domain-focused grad school events, especially at CEC
- Significant presence of UROP at Fall Career Fair
- Funding assistance for research-related experiences

Require Career & Professional Development for Grad Students

- Envision flexible requirement designed by each program
- EECS model: 1 unit for Masters; 2 units for PhD. Options: internship; training for academia; entrepreneurship; etc.

Overview of Recommendations



Create Student Career Exploration Committee

- Develop and execute continuous improvement
- Career fair oversight including profit use for exploration
- Members: faculty, students, staff, alumni

Develop Career Exploration Hub

- Exploration spread across confusing array of resources
- Hub would provide one-stop shop for career exploration
- Expectation: all exploration opportunities included

Broaden Alumni Engagement

- Powerful bridge for current students to future careers
- Alumni are eager to increase engagement

Changes Related to Fall Career Fair



Recent and on-going changes:

- Fall Career Fair student directors are now hired by CAPD
- CAPD provides: professional oversight; long-term memory; temporary staffing; etc.
- Revenues used for career exploration
- Better floor plan and access to employer info: “*Your Fair within the Fair*”

Recommended changes:

- Move date back to late October
- Push back against employer early decision deadlines
- Create a Career Exploration Conference in September
- Develop a significant presence of UROP (internal and external)
- Engage departments/program to help diversify employers

Questions



- What are your thoughts?
- Is there something missing?
- Who else should we meet with about the recommendations?

Planned Meetings

- Career Advising & Professional Development (CAPD)
- Heads of House
- Graduate Officers
- Fall Career Fair Directors
- OVC Heads
- Committee on Student Life
- Undergraduate Association (UA)
- Graduate Student Council (GSC)
- UROP
- OME's IACME
- Undergraduate Officers
- Employer Relations Forum
- Office of the First Year
- Office of Graduate Education

BACK-UP SLIDES



Committee Membership

- Scott Alessandro (Sloan)
 - Margaret Bertoni (Career Fair)
 - Isaiah Borne (Career Fair)
 - Gustavo Burkett (DSL)
 - Orpheus Chatzivasileiou (GSC)
 - Mary Jane Daly (SA+P)
 - David Darmofal (SOE, Chair)
 - Linda Griffith (SOE)
 - Lisa Guay (GSC)
 - Kathryn Jiang (UA)
 - Chris Kaiser (SOS)
 - Tamara Menghi (CAPD)
 - Simantini Mitra-Behura (UA)
 - Melanie Parker (CAPD)
 - Krithika Ramchander (GSC)
 - Vaibhavi Shah (Career Fair)
 - TL Taylor (SHASS)
 - Drew Weibel (Career Fair)
- Undergrad students
 - Graduate students
 - Staff
 - Faculty



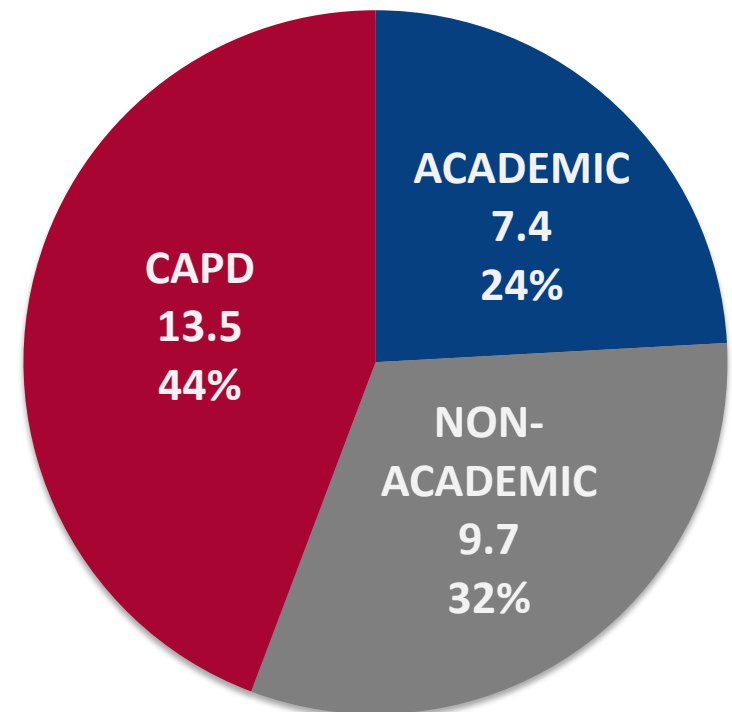
1. Central to our mission

“We seek to develop in each member of the MIT community the ability and passion to work wisely, creatively, and effectively for the betterment of humankind”

MIT mission statement (2019)

2. Shared and collaborative responsibility

- Career exploration is local (e.g. domain-specific knowledge)
- Career exploration is global (e.g. career development skills)
- Responsibility for career exploration should and does not rest with one organization.
- We can better achieve our goals working together collaboratively



Estimated time spent (FTE) providing career exploration and career services at MIT (March 2019)

3. Student ownership

- Students expected to be actively engaged in, and responsible for, determining:
 - Their career values
 - Their career interests
 - Their career goals.

4. Supporting diversity

- Support the diverse interests, needs, and values of all students including for example:
 - programs of study; level (first year, sophomore, ... graduating doctoral student); career interests; industries; race; ethnicity; gender identity; religion; national origin; disability; citizenship; age; political views; socioeconomic status veteran status; immigration status.

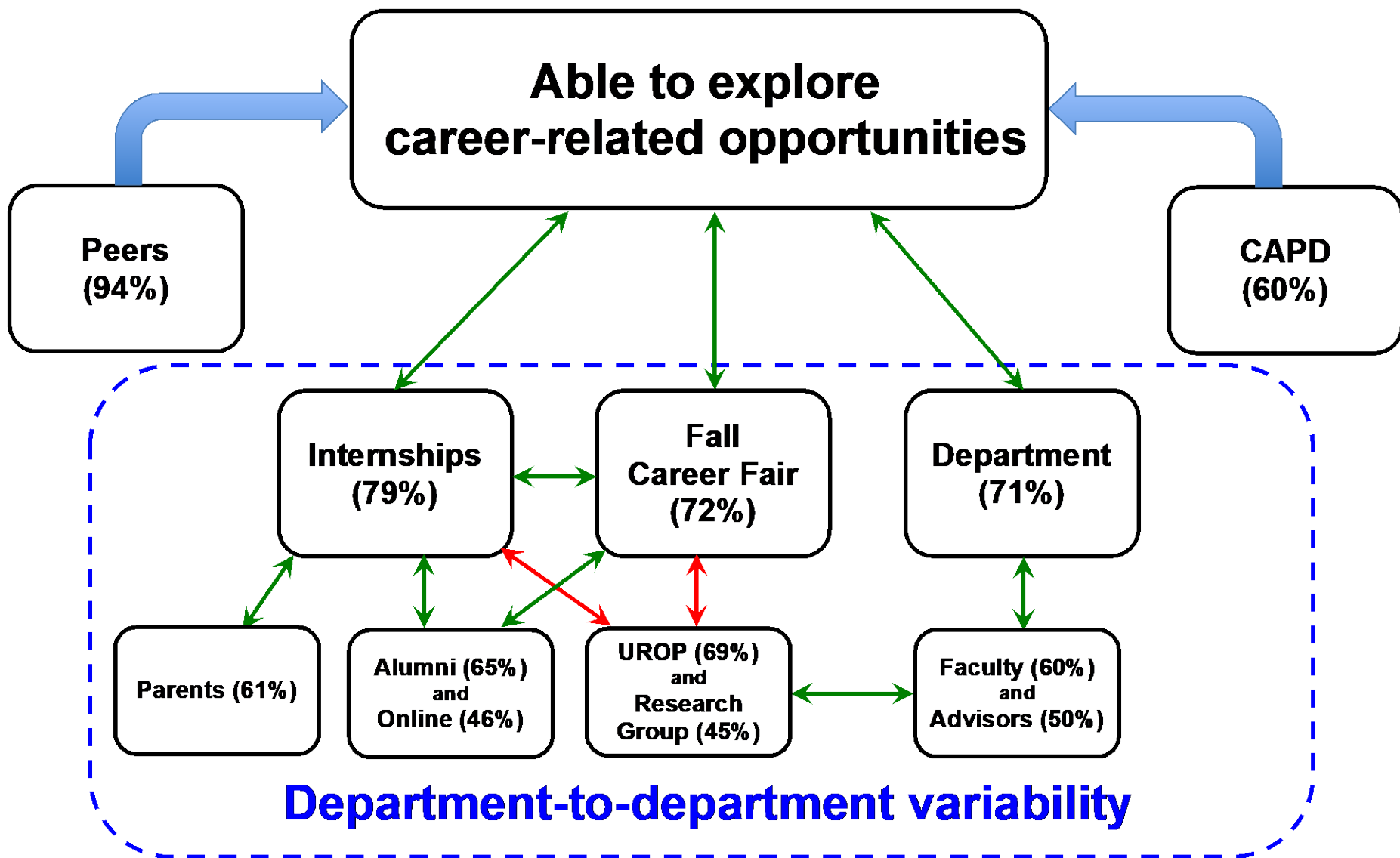
5. Excellence and leadership

- Apply best practices (when appropriate to our context) including those arising externally as well as internally (e.g. among MIT departments).
- Be a leader among academic institutions on critical career-related issues from constricted hiring cycles to diversity and equity in the workplace.

6. Learning by doing

- MIT's education values learning by doing
- Career exploration and career development for MIT students should also value learning by doing including support of experiential opportunities: internships, shadowing, UROPs, MISTI, etc.

Key Findings: *Department matters*



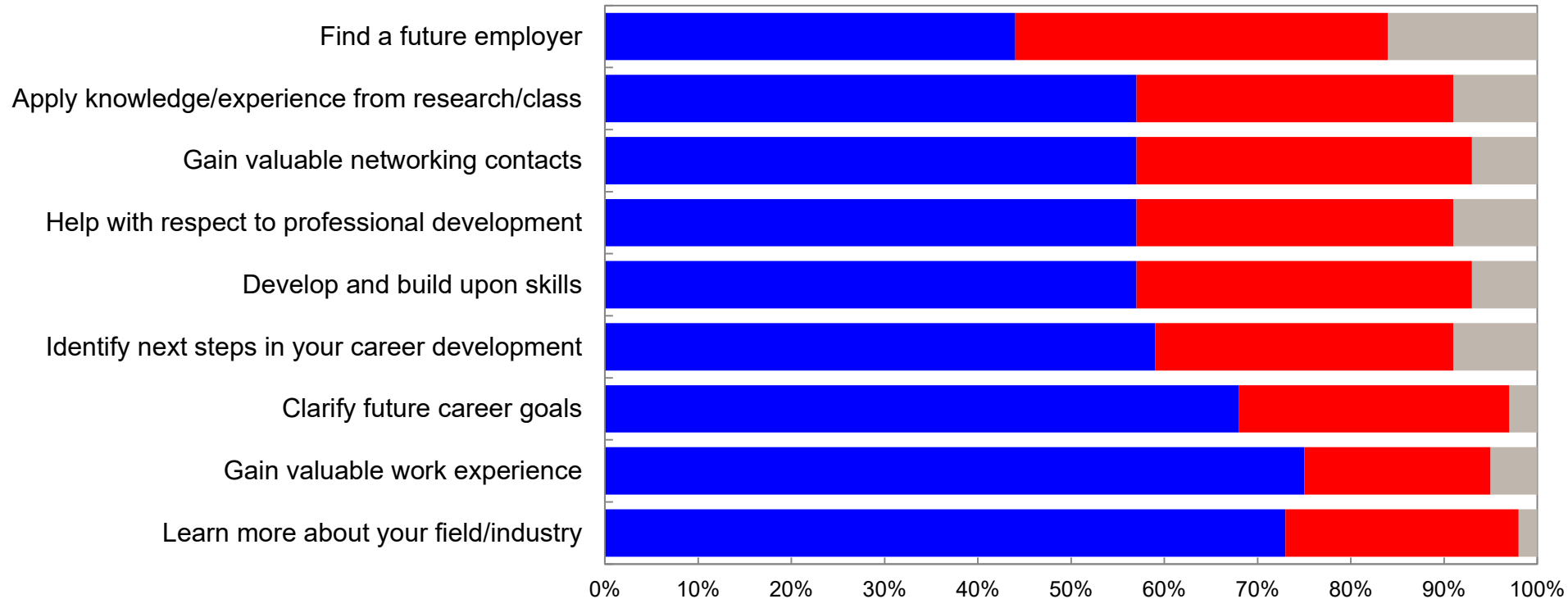
Key Findings: *Importance of internships for graduate student exploration*



- **33% / 23% MIT Masters / Doctorates** have had a grad internship
- **45% / 59% MIT Masters / Doctorates** would like a grad internship
- **MIT students that had grad internships** report many benefits

Doctoral students

■ Very helpful ■ Somewhat helpful ■ Not helpful



Reset the career exploration timeline

- Move Fall Career Fair to end of October to allow for more exploration, in particular for 1st year undergrads
- MIT should lead academic institutions to push back on aggressive and early student hiring practices.
- Advocate full-time and internships offers with:
 - Commitment dates nominally 4 months prior to start date
 - Automatic extensions to April 15 for students considering graduate school or non-profit/civic sector work.
 - Students having a limit on number of open offers

Expand career exploration opportunities

- Support new and existing career exploration opportunities with a focus on:
 - Under-served career trajectories in particular those involving graduate school
 - Fostering career development skills
 - Low commitment opportunities to “prototype” career paths
- Consider developing a focal event for career exploration., i.e. MIT Career Exploration Conference
 - Prior to Fall Career Fair
 - Serving all students across degrees, interests, etc.

Support exploration for undergraduates considering graduate school

- Develop graduate school events within domains
- Fall Career Fair and/or proposed Career Exploration Conference should have significant presence of:
 - UROP from both inside and outside MIT
 - Graduate school from MIT departments/programs
- Funding assistance for research-related experiences

Adopt a career and professional development requirement for graduate students

- Envision adoption by each program
- *EECS Professional Perspective Graduate Requirement* is a good model
 - 1 unit for Masters, 2 units for PhD
 - Options to satisfy requirement include: internship; multiple industry colloquia; focused training for academia; research seminars in industry; etc.
- Side benefit: lessens barriers for international students to have internships

Create a Student Career Exploration and Development Committee

- Members: Faculty, CAPD, other staff, students, alumni
- Develop and execute continuous improvement
- Career fair events specifically:
 - Set standards
 - Ensure revenues used solely for career exploration
 - Avoid duplication and encourage diversity

Create a Career Exploration Hub

- Information about career exploration is spread across a confusing array of resources
- In particular problematic for 1st year students
- Create a hub for all things career@MIT:
 - Expectation: all career exploration opportunities included
 - Searching, filtering, tagging, etc.
 - CAPD responsible for oversight

Increase alumni engagement

- Powerful bridge between current students and future careers
- Students rate usefulness of alumni interactions among highest of all sources but utilization rates are typically among lowest of all sources
- Include alumni in proposed Student Career Exploration and Development committee