

# Center for Career Exploration & Development

2023-2024 Annual Report



## MOVING THE NEEDLE

*By Dave Curry, Director*

The leaves are starting to change color on South Hill (WAY too early I might add) as we kick off the 2024 fall semester, and the excitement and energy in the Center for Career Exploration & Development is the highest I've seen in my 3 years at IC. The efforts of this 8-person staff, along with our 13 Peer Career Advisors and 3-student podcast crew, have led to more student awareness of the Career Center, and the data contained in this Annual Report will illustrate that. This past year we increased student engagement from 41% of students across campus connecting meaningfully with us in 2022-2023 (which was up from 29% the year before), to 48.6% engagement this past year, which is AMAZING! The efforts of this team led to increased engagement in EACH of the 5 schools, and our goals this year have us continuing the trend of reaching more students than we have in years.

Last year saw the implementation of a new student-run podcast, a new professional head shot photo booth, which all students can access free of charge, and the addition of a Student Employment Specialist to better support our students and supervisors working across campus. We implemented Weekly Workshops, hosted monthly Career Caravans, organized several on-campus career fairs, and took students on more networking and job shadow trips than we have since before the pandemic.

Now as we kick off the 2024-2025 academic year, we are focused on building off of our momentum by growing student organization and faculty collaborations, and finding new and innovative ways to support our students through fundraising and community partnerships...stay tuned for more info on this in the coming months! As always, we appreciate your support of the Center for Career Exploration & Development, and of the students and alumni we serve, and we look forward to hopefully seeing you all on South Hill again very soon. Go Bombers!

### IN THIS REPORT

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**OUR TEAM**

# New Initiative: Summer Success Academy

This year, our department participated in two key initiatives that expanded our reach and impact within the Ithaca College community. The Summer Success Academy, a partnership with the Center for Student Success, provided eight sessions aimed at enhancing career readiness for rising sophomores who experienced challenges during their first year. Sessions included resume and cover letter creation, building a strong LinkedIn profile, and mastering job and internship searches. Six professional staff members from the department participated in this initiative. Data from the program showed a notable increase in student confidence across all assessed areas for all 13 student participants, including career readiness and exploration, as shown in the pre and post course assessments below (courtesy of Center for Student Success).



## Career Confidence May 29, 2024

■ NOT AT ALL CONFIDENT ■ NOT VERY CONFIDENT ■ SOMEWHAT CONFIDENT ■ CONFIDENT ■ VERY CONFIDENT

The resources offered by the Center for Career Exploration and Development

Understand the plethora of options related to various fields of study

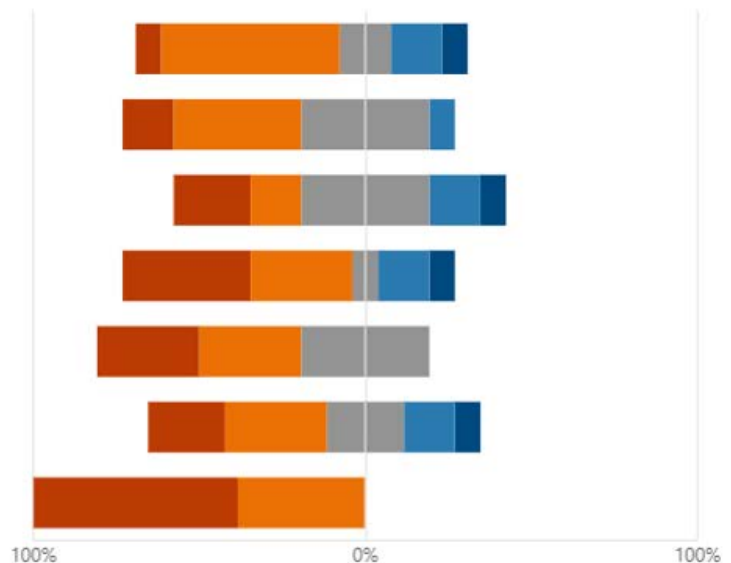
How to craft a strong resume that clearly demonstrates my experience and skillset

How to create and maximize LinkedIn to showcase my experiences and leverage my network

How to effectively and efficiently search for jobs/internships of interest

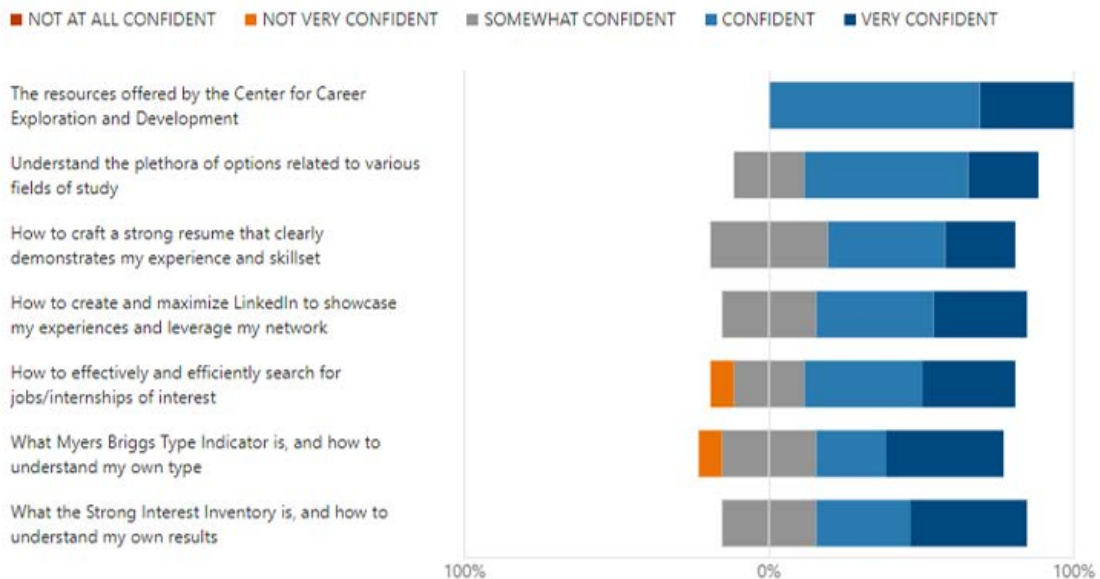
What Myers Briggs Type Indicator is, and how to understand my own type

What the Strong Interest Inventory is, and how to understand my own results



# Career Confidence

## July 1, 2024



The Center for Career Exploration and Development is deeply committed to student success and retention. Associate Director Samantha Elebiary taught in two Deep Dive courses that were part of the IC Advantage program, a virtual program designed to help incoming first-year students meet peers, learn how to navigate college courses, and establish connections with faculty and staff, while accruing course credit. The first course Elebiary taught was a long-standing course focused on the Myers Briggs Type Indicator. This allowed students to explore career opportunities and learn what type of work environment they might enjoy based on their personality type. The second course was a newly developed course focused on career readiness. This course was five weeks long, ten sessions, and allowed students to walk away with a robust toolkit of materials and resources including a completed resume, cover letter, LinkedIn profile, and a strong understand of job/internship search strategies, networking, interviewing skills, and options they had for their major. The data revealed significant growth in student confidence, with the class average rising from 2.2 out of 5 to a 4.6 out of 5 across all assessed areas. This course enrolled nine students and provided them with critical resources to support their career journey.

# New Initiative: Career Corner Podcast

2023-2024 saw the launch of the Career Corner podcast hosted by IC student, Lukas Kaufman, and produced by fellow student, Kaitlyn Coffee.

Launched in Fall and Spring seasons, and available on major streaming platforms, shows featured, students, staff, and alums on a variety of topics and representing a diverse array of fields.

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THE CENTER FOR CAREER EXPLORATION & DEVELOPMENT

**NEW EPISODES**  
EVERY THURSDAY!



**CAREERCORNER**  
YOUR COMFORTING PATH TO PROFESSIONAL BLISS!



ITHACA COLLEGE  
Center for Career Exploration  
and Development



# New Initiative: Headshot Booth

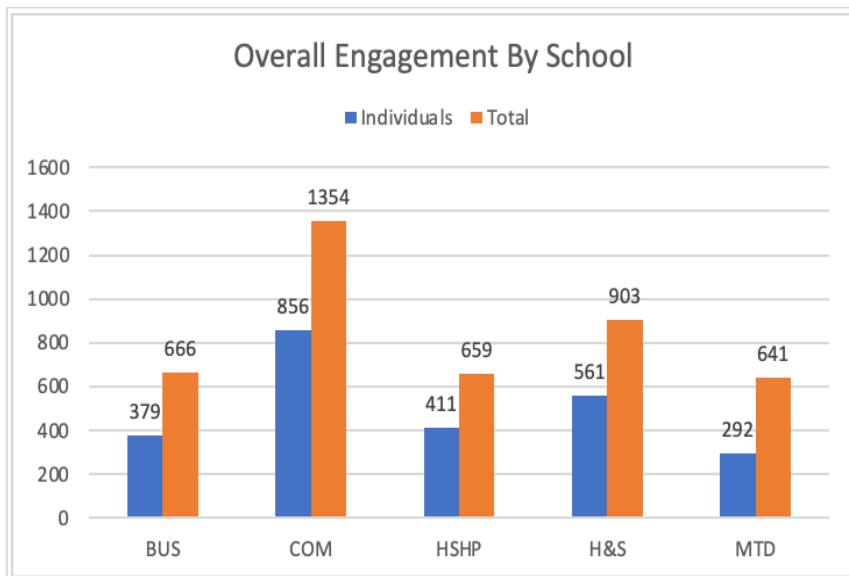
Through the generosity of IC Alumni, the career center was able to acquire and bring on line a state-of-the-art headshot booth. This newest initiative provides a valuable resource to students and helps us to address an equity issue as it is available to students free of charge.

# New Initiative: Weekly Workshops

Weekly workshops returned to the Career Center in 2023-2024, with a focus on new topics that students were less likely to have heard before. These included *"Build Skills With LinkedIn Learning; Spring Cleaning Your Resume For Success; Cow-culating Your Personality; and Developing Professional Voices of Color.*



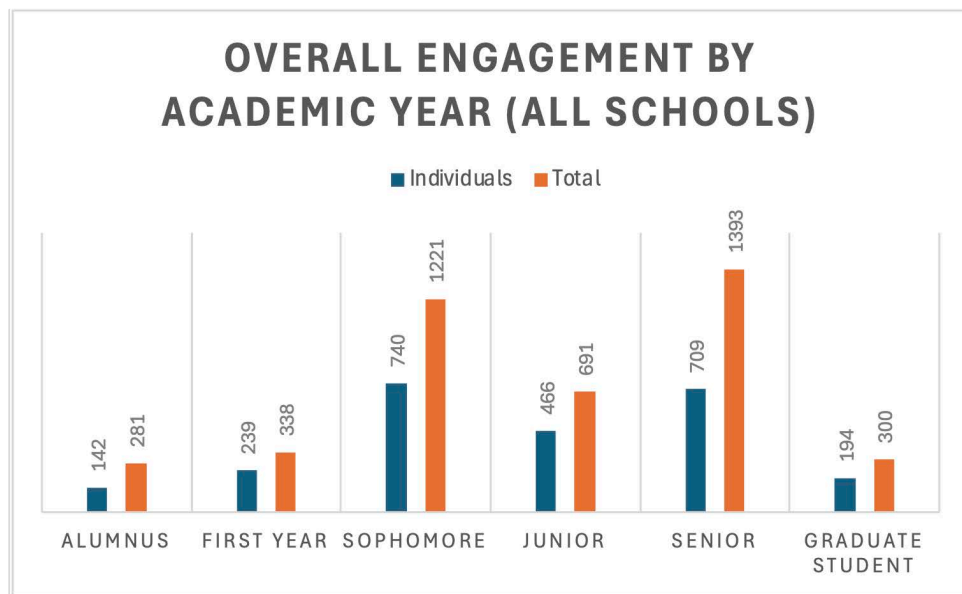
# Our Story Through Data



On the left, you'll see a breakdown of engagement by academic school. For each school there was an increase in engagement from the previous academic year. Since the schools are varied in size, below is the percentage of students we saw based on the Fall 2023 enrollment of each school. Alumni are not included in this calculation, but are represented in the chart on the left.

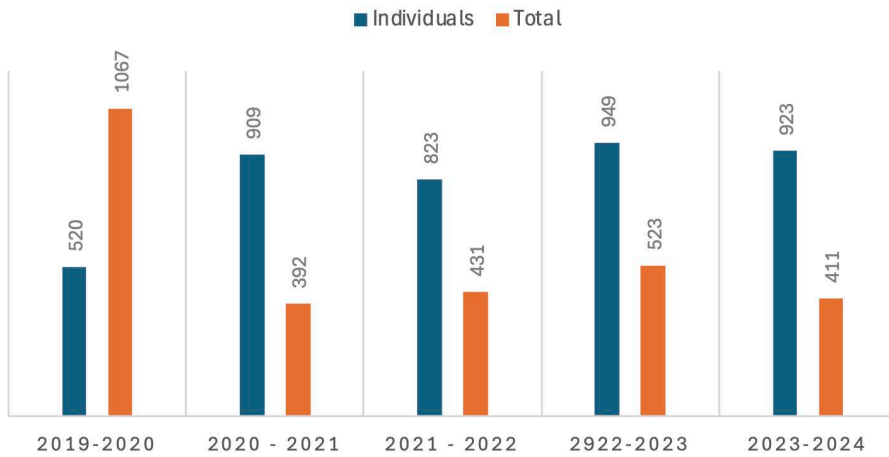
<b>BUS:</b>	83.95%
<b>COM:</b>	55.42%
<b>HSHP:</b>	60.60%
<b>H&amp;S:</b>	44.83%
<b>MTD:</b>	42.56%

2023-2024 was the first year that each school had it's own Career Engagement Specialist. For the second consecutive year, engagement in each of the 5 schools increased from the previous academic year.



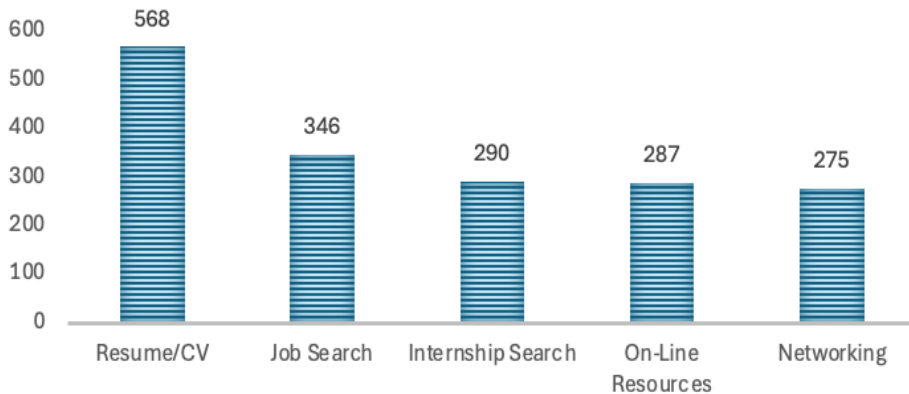
*I think that the outreach and systems that are in place are excellent. I felt that it was easy to set up meetings and the location of the office is central and easy to find.*

## APPOINTMENTS & DROP-INS

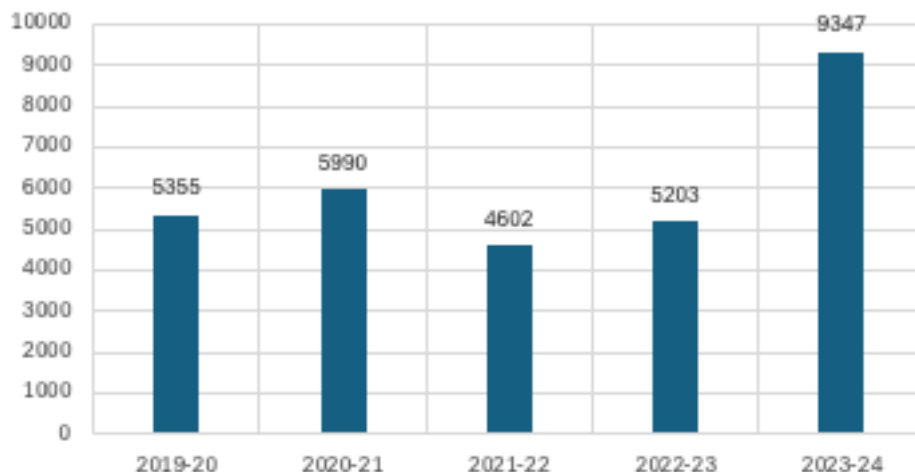


In 23-24 we saw a slight decrease in the number of appointments and drop-ins, which was likely a result of increased student engagement in workshops and presentations. Drop-ins since the pandemic remain roughly 40% of pre-pandemic levels, while appointments consistently remain approximately 80% greater.

## APPOINTMENT TOPICS BY FREQUENCY (ALL SCHOOLS, ALL YEARS)



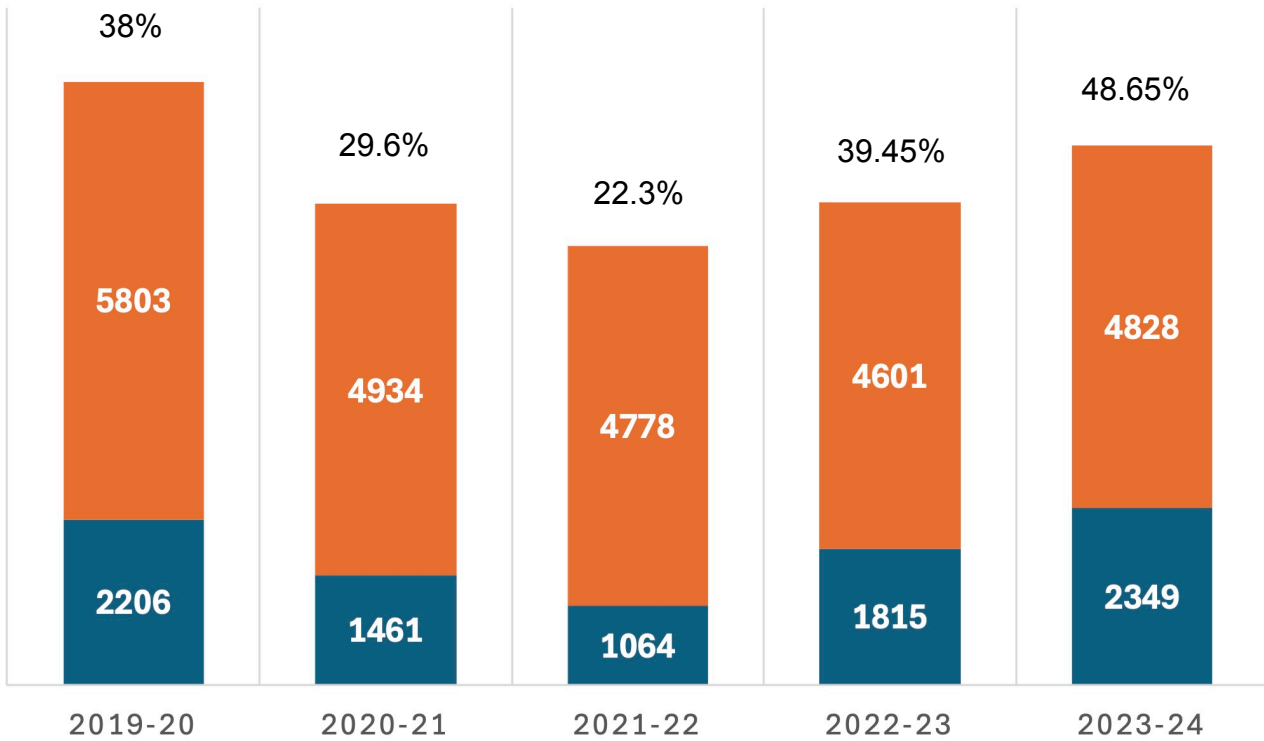
## Applications Through Handshake



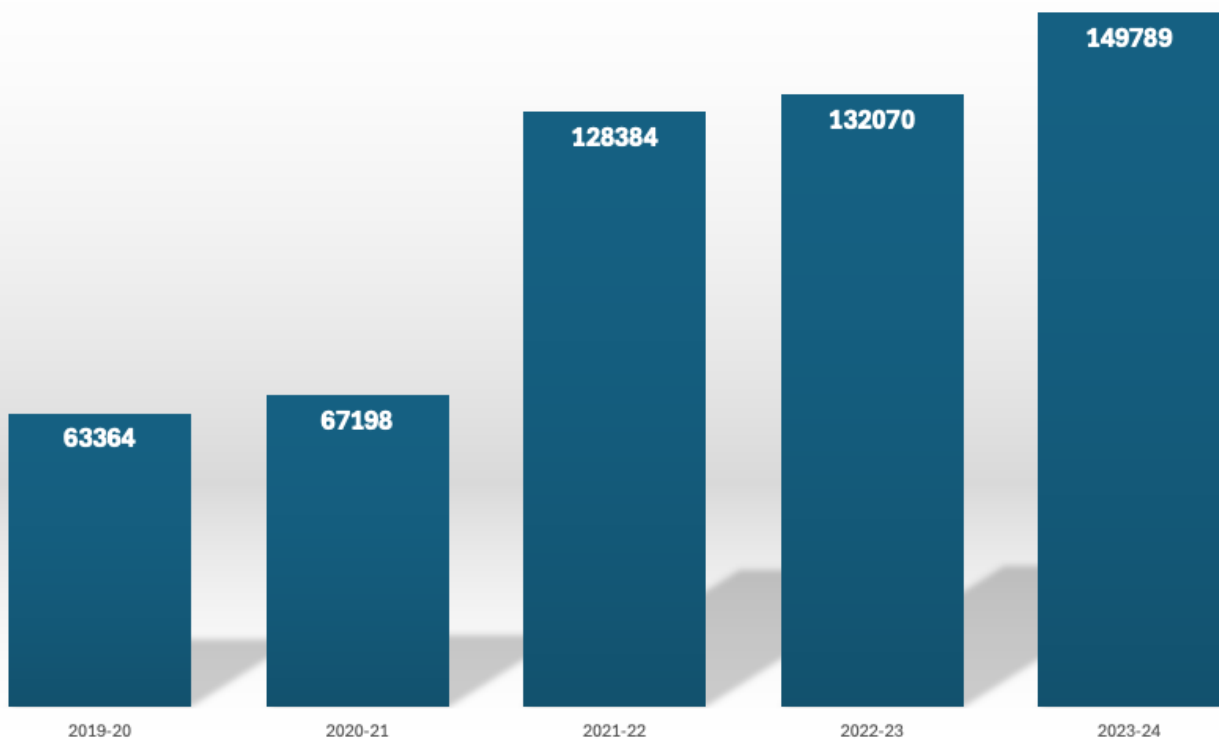
*I really love all that the Career Center provides, they really helped me come to a decision for graduate school!!*

## INDIVIDUAL STUDENT ENGAGEMENT AS A PERCENTAGE OF ENROLLMENT

■ Series1 ■ Series2



## Number Of Jobs, Internships, & Fellowships Available In Handshake (5 Years)



# Our Commitment To Building A Welcoming, Equitable, & Inclusive Community

The Center for Career Exploration & Development affirms the Ithaca College Diversity Statement and commits to building and contributing to a campus community that is welcoming, equitable, and inclusive to individuals of all identities. We affirm the need to recognize, analyze, and stand against systems of inequality. Our responsibility as educators is to inspire students to explore and uphold their values, find meaning in them, and encourage forward momentum. We acknowledge that it is also our responsibility as individuals to do this work.

This year, our commitment to fostering diversity, equity, inclusion, and belonging has taken significant strides forward through the introduction of several impactful programs. These include creating programming opportunities through the SLI series including “Disparities for Women of Color in the Workforce and Strategies to Overcome Them” and “Job Searching with an Equity and Inclusion Lens”, both aimed at addressing systemic barriers in the workplace.

We also launched a comprehensive new website with tailored resources for over 8 identity groups, including LGBTQ+ individuals, people of color, international students, people with disabilities, and women. In addition to expanding our external resources, we prioritized the development of our team by engaging in a yearlong professional development series for staff, allowing colleagues to share insights and expertise with each other. Our student staff have also been actively involved in professional development, ensuring that everyone in our community has access to the tools and knowledge to grow and succeed.



Panel: Intercultural Career Connections, Career Opportunities Week



## PEER CAREER ADVISORS FOR 2024 - 2025

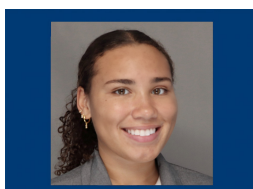
PCAs are highly trained para-professional students who can assist with a variety of career development topics.

**Annabel**



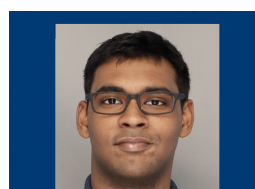
Annabel is a senior Business Administration major from Ghana, West Africa.

**Anya**



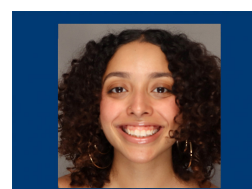
Anya is a senior Business Administration major with concentrations in Finance and Management and a minor in Data Analytics.

**Ashan**



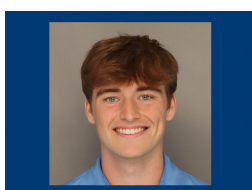
Ashan is a junior Exploratory Major with minors in Women & Gender Studies, Writing, and Education.

**Destiny**



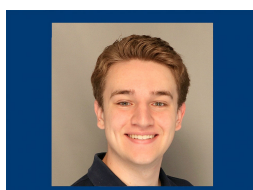
Destiny is a Senior Integrated Marketing Communications Major with a minor in Latinx Studies.

**Hayden**



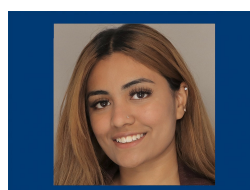
Hayden is a junior Business Administration major with a concentration in Finance and Corporate Accounting and a minor in Business Analytics.

**Jacob**



Jacob is an Emerging Media major with minors in Business Administration and Theatre.

**Leena**



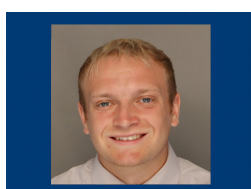
Leena is a senior Accounting and Finance major with a minor in Mathematics.

**Nicola**



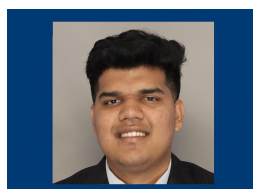
Nicola is a second-year exercise science master's student from Rio de Janeiro, Brazil with a focus on mental performance.

**Sam**



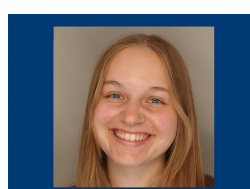
Sam is a senior Business Administration major with a concentration in Finance with an Asset Management track.

**Sanskar**



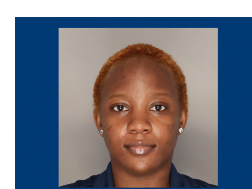
Sanskar is a senior, Business Administration major with an Asset Management concentration and a minor in Entrepreneurship & Innovation.

**Sasha**



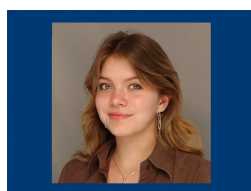
Sasha is a junior Speech Language Pathology & Audiology major.

**Vanessa**



Vanessa is junior majoring in Computer Science and minoring in Data Science.

**Vasilisa**



Vasilisa is a sophomore Architecture major with a minor in Entrepreneurship and Innovation.

## PROFESSIONAL STAFF

### HOPE BORSIC

- Hope Borsic joined the Center for Career Exploration & Development at Ithaca College as a Student Employment Specialist in July 2024.
- She holds a Bachelor of Arts in Literatures in English (Teaching) from Ithaca College, with minors in Integrated Marketing Communication and Spanish, graduating in May 2023.
- Before her current role, Hope completed a Fulbright English Teaching Assistantship in Asturias, Spain, where she focused on English language education and cultural exchange.
- Hope has experience in Residential Life at Ithaca College, having served as interim Residence Life Operations Assistant and Community Director for Circle Apartments.
- As a first-generation student, Hope worked multiple jobs to support her education at IC, reflecting her dedication to student success and career readiness.
- She has been actively involved in IC Bigs and the BOLD Women's Leadership Network, contributing to student development and leadership initiatives.
- In her free time, Hope enjoys hiking, writing, traveling internationally, and of course going to the farmers market as well as all the seasonal festivals Ithaca has to offer.

### SUZANNE BRACHE

- Before coming to Ithaca College in 2016, Suzie worked for nearly twenty in local nonprofits in youth development and experiential learning roles.
- She started at IC as Assistant Director of the Annual Fund before moving into the Center for Career Exploration & Development.
- She also loves calligraphy, pilates, and has assisted in teaching Argentine Tango at Cornell for the past ten years.
- She is a successful grant writer and hopes to be a published children' author someday.
- A strong believer in community philanthropy, Suzie recently served as Chair of the Community Foundation of Tompkins County's Women's Fund Advisory Committee.
- Suzie lives with her husband and sweet dog, Mia.

### JONATHAN CHALMERS

- Jonathan joined the Center for Career Exploration & Development in March 2022.
- He helps plan "Meet the Firms trips to cities like New York and Boston that allow students to "peek inside" major companies and network with alumni.

- Before joining IC, Jonathan worked for ten years in inclusive post-secondary transition education programs for students with intellectual/developmental disability at University
- At TCNJ, Jonathan taught a first-year writing seminar course called "'Let's Kill Hitler!' - The Ethics of Time Travel.'
- Jonathan is a hobby podcaster and participated in a podcasting panel at Ithaca's comic book convention, "ITHACON."
- Jonathan and his wife, Christine, live in Dryden with their cat, Ginny, and their dog, Ruth Bader Ginsbark.

## DAVE CURRY

- Dave serves as the Director of Career Services at Ithaca College, where he is recognized for his innovative approach to career education and his commitment to diversity, equity, and inclusion.
- Prior to this role, Dave spent 14 years at Milton Hershey School (MHS), where he began as an educator and eventually became the Director of Career and Technical Education (CTE).
- At MHS, he was instrumental in designing a nationally recognized CTE program that provided students with real-world experiences and helped them develop post-secondary plans tailored to their unique skills and interests. He also coached football and mock trial, before taking over as the Director of Career and Technical Education
- Dave received his BA from the University of Pittsburgh and his MEd. from Edinboro University of Pennsylvania.
- He has a wife and three children who are all very active in sports and the arts. In his free time, Dave loves spending time with his family, hiking, kayaking, exercising, and playing sports. And eating cheeseburgers, of course.

## SAM ELEBIARY

- Sam Elebiary has worked with students in some capacity for ten years and is passionate about serving under-resourced and underrepresented student populations.
- She is a proud first-generation student herself and grew up in Western NY.
- Sam received her Master of Science in Higher Education and Student Affairs Administration from Canisius University.
- She has been at Ithaca College since 2017 when she joined the Residential Life team as a Residence Director and then served as BOLD Program Director for almost five years, offering professional and leadership development to women students on campus.
- She joined the Career Center team in June of 2023 as the Associate Director of Career Engagement and Education.
- Sam is a Returned Peace Corps Volunteer – she served in Ghana as a teacher from 2012-2014.
- She lives in Ithaca with her family and is involved in the local community where she has served on the grants committee of the Ithaca Public Education Initiative (IPEI) for three years and joined their board in September 2023. She volunteers at Ithaca Montessori School as well and is Vice Chair of their board.
- In her free time, Sam enjoys hiking, going to festivals, listening to live music, and traveling with her family.

## JOHN FRACCHIA

- A 30-year veteran of Ithaca College, John has served in numerous roles on the Center for Career Exploration & Development team since 2000.
- He is a two-time graduate of Binghamton University with an MBA (Marketing) and a BA with majors in Psychology and Cinema (film).
- He currently serves as co-Chair of the College's Middle States re-accreditation effort.
- A past-Trustee of Ithaca College, John has also served as an elected official, and as a board member for 6 non-profit organizations, two as a founder, and four as President, including the Eastern Association of Colleges and Employers (EACE).
- John has taught over 21 courses in the School of Business & the Honors Program.
- He directs and performs in ComedyFLOPs, an Ithaca based improv troupe that has raised over 15,000 for 44 community based, non-profit organizations through their shows.
- He has created a play (Club Hell), a novel (Cataclysm: The Mystclipper Shicaine), numerous experimental film pieces and over 125 songs.
- John lives in Caroline, NY with his wife, Nancy Kane, in the house of 7 cats and one Chiweenie.

## AMY HUANG

- Amy is the Career Engagement Specialist for the School of Humanities and Science who joined the team August 2024. She grew up in Guangzhou, China, and came to the United States for college.
- She got her double degree from the University of Southern California in Applied Mathematics and Computational Linguistics, and her Masters in Statistics and Data Science from Cornell University.
- Throughout her college years, Amy served as a Residential Assistant for two years, and worked as a Travel Grants Intern at the USC Graduate Student Government.
- After graduation, Amy stayed at Cornell and worked as the Program Coordinator for the Bowers CIS Office of Diversity, Equity, and Inclusion.
- In their free time, Amy and her partner love to play board games and DND, do all sorts of crafts, and hang out with their sometimes-cuddly cat Opal.

# ANDREW LAMENDOLA

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*With Gratitude And Excitement For The Future!*

