OFFICE OF CAREER EXPLORATION & SUCCESS MISSION STATEMENTS:

Career Exploration and Success (CES) is committed to assisting students with making connections between their academic experience and career paths. We provide career-related advising, resources, and programs to help individuals discover their interests, values, and skills, explore careers and academic pathways, develop skills through internships and professional connections, and pursue their post-graduate goals. We build relationships with alumni, employers, and graduate schools to optimize internship, job, and career opportunities while also creating strategic partnerships with campus departments to assist students in developing and articulating co-curricular experiences that will help to ensure they are competitive in their future pursuits.

CAREER DISCOVERY UNIT:
The Career Discovery Unit is dedicated to guiding students through the early stages of their career journey. Its primary objective is to assist them in discovering their interests, skills, and values, while facilitating the exploration of potential career pathways to inform future decision-making.

- First-Year Career Engagement Team: The team builds student-to-campus connections through the lens of career exploration, laying a foundation for empowered discovery and informed decision-making for meaningful academic and career paths.
- Career Exploration Team: The team guides students in uncovering interests, skills, and values, while assisting them in exploring potential career paths. Providing collaborative career guidance, resources, and programs that bridge academics with careers, the team contributes to CES’s overarching mission.
- Career Pathways Team: The team directs its efforts towards empowering students to leverage their individuality as a strength. This entails guiding them through their career trajectories, facilitating mentor connections, and presenting them with employers that resonate with their values, inspiring students to proactively delve into these connections.

CAREER READINESS UNIT:
The Career Readiness Unit guides students through the later stages of their career journey. Its main goals are to help them develop skills, connect to meaningful professional experiences, and master contemporary strategies to enhance competitiveness post-graduation.

- Internships & Professional Development Team: The team is dedicated to facilitating students’ connection to high-impact internship experiences and equipping them with the tools to effectively articulate these experiences and essential skills, thus fostering competitiveness in their future pursuits.
- Career Success Strategy Team: The team specializes in providing coaching and programs tailored for students within specific career interest communities. Additionally, the team develops and nurtures campus partnerships to enhance outreach and specialization, ensuring students excel in contemporary job searches and graduate school applications, all in line with CES’s overarching mission to prepare students for competitive success post-graduation.

INDUSTRY & STUDENT CONNECTIONS UNIT:
The Industry & Student Connections Unit strategically connects students, recent graduates, industry, and campus partners to ensure a diverse employer base for Rutgers. By collaborating with other units, supporting initiatives, and facilitating connections, they empower students for post-graduation success.

- Recruiting Programs Team: The team is dedicated to creating dynamic employment opportunities that enable industry partners to effectively connect with students at-large through networking events, interview programs, and employment platforms, fostering opportunities for students’ future pursuits.
- Industry & Campus Connections Team: The team cultivates meaningful relationships with industry partners, enabling deeper connections within the campus community through specialized recruiting opportunities.

CAREER OPERATIONS & STRATEGIC INITIATIVES UNIT:
The Career Operations & Strategic Initiatives Unit ensures equal access to CES resources, connects students to them, provides data-driven decision support, and establishes essential administrative and technical structures for smooth operations.

- Strategic Outreach Team: The team undertakes a multifaceted mission: driving awareness of CES resources, encouraging student engagement, and critically guiding our staff in maintaining a professional presence. Through adept brand management and deliberate communication strategies, the team ensures student confidence in our mission and enhances our department’s credibility and excellence, fostering positive perceptions among students and employers alike.
- Operations Team: The team plays a dual role: ensuring equitable resource access and overseeing crucial financial, administrative, technological, analytical, and assessment components that underpin the provision of high-quality resources, thus both connecting students to their career journeys and furnishing the CES department with a solid foundation for its work.
Career Exploration and Success (CES) consists of four units led by directors composing the senior leadership team. Positioned centrally within the Offices of the Chancellor and Provost, CES brings together advisory boards, committees, and councils comprising student leaders, campus partners, and industry professionals, all dedicated to the career success of Rutgers students. This structure, working alongside CES staff and professional development personnel campus-wide, forms the Rutgers Campus Career Ecosystem.

### CES MANAGEMENT TEAM

- **Senior Leadership Team**
  - Critical Enablers

### CAREER OPERATIONS & STRATEGIC INITIATIVES UNIT

- **Unit Director**, Industry & Student Connections: BARBARA THOMSON

### CAREER DISCOVERY UNIT

- **Unit Director**, Career Discovery: SUE PYE

### CAREER READINESS UNIT

- **Unit Director**, Career Readiness: JENNIFER BROYLES

### INDUSTRY & STUDENT CONNECTIONS UNIT

- **Unit Director**, Industry & Student Connections: MICHELLE GALANDO

### CAMPUS CAREER COMMUNITY ADVISORY BOARDS

- **Senior Chair**: JENNIFER BROYLES
  - Boards provide programming direction and internal/external coordination for each of the various career communities within CES.
  - They are comprised of employers, alumni, campus partners, student leaders, and CES staff.

### CAMPUS ONLINE CAREER RESOURCES COMMITTEE

- **Chair**: TOPHER SUTTON
  - The committee discusses updates with Rutgers Handshake and Student-Alumni Career Connect, reviews new online vendors, and develops implementation strategies. It is comprised of career services professionals from across the campus.

### CAMPUS POST-GRADUATION SURVEY COMMITTEE

- **Chair**: MADELINE GIORDNA
  - The committee reviews post-graduation survey questions, discusses data collection practices, and ensures adequate knowledge rates. It is comprised of representatives from each academic school.

### CAMPUS INTERNSHIP ADVISORY COUNCIL

- **Chair**: RANIA PLAZAS
  - The council discusses new internship trends, provides professional development, shares information, and coordinates internship policies and protocols. It is comprised of representatives from across the campus.

### CAMPUS INDUSTRY DEVELOPMENT COUNCIL

- **Chair**: MICHELLE GALANDO
  - The council is the coordinating body to further connections with employers and alumni. It provides a forum for recruiting-related discussion and professional development. The council is comprised of industry development professionals across campus.

### CAMPUS CAREER ECOSYSTEM

- **Sr. Vice Provost & Vice Chancellor**: CAROLYN MOEHLING
CAREER DISCOVERY UNIT
11 Full-time Staff and 5 Graduate Coordinators

The Career Discovery Unit is dedicated to guiding students through the early stages of their career journey. Its primary objective is to assist them in discovering their interests, skills, and values, while facilitating the exploration of potential career pathways to inform future decision-making.

(See Individual Team Statements of Purpose on Page 2)

INTEREST AREAS:
1. Arts, Multimedia, & Communication
2. Ed., Human Services, & Non-Profits
3. Environment & Sustainability
4. Food, Ag., & Natural Resources
5. Hospitality & Tourism
6. Life & Health Sciences
7. Management, Operations, Human Resources, & Finance
8. Medical Professions
9. Physical Sciences
10. Policy, Law, & Public Safety
11. Sales, Marketing, & Entrepreneurship
12. Technology & Engineering

STILL EXPLORING:
13. Undecided & Exploratory Community

STUDENT POPULATIONS:
14. Asian American, Pacific Islander, Black, Latinx, & Indigenous
15. Doctoral Students
16. First-Generation Students
17. General Student Organizations
18. International Students
19. LGBTQ Students
20. Military-Affiliated Students
21. Rutgers Student Employees
22. Student Athletes
23. Students with Disabilities
24. Women Students

CAREER COMMUNITY ASSIGNMENTS KEY:
- Senior Leadership
- Team Leader
- Critical Enablers

CES MANAGEMENT TEAM
(See Community Team Pairings on Pg. 8)

INTEREST AREAS:
1. Arts, Multimedia, & Communication
2. Ed., Human Services, & Non-Profits
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(See Individual Team Statements of Purpose on Page 2)
CAREER READINESS UNIT
11 Full-time Staff and 3 Graduate Coordinators

The Career Readiness Unit guides students through the later stages of their career journey. Its main goals are to help them develop skills, connect to meaningful professional experiences, and master contemporary strategies to enhance competitiveness post-graduation.

(See Individual Team Statements of Purpose on Page 2)

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10. Policy, Law, & Public Safety
11. Sales, Marketing, & Entrepreneurship
12. Technology & Engineering
13. Undecided & Exploratory Community

STUDENT POPULATIONS:
14. Asian American, Pacific Islander, Black, Latinx, & Indigenous
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CAREER COMMUNITY ASSIGNMENTS KEY:
Senior Leadership
Team Leader
Critical Enablers

CES MANAGEMENT TEAM
(See Community Team Pairings on Pg. 8)

INTERNSHIPS & PROFESSIONAL DEVELOPMENT TEAM

JENNIFER BROYLES
Unit Director, Career Readiness
(Communities: 7, 11)

LYN BAIER
Associate Director, Internships & Professional Development

HEATHER ESCALONA
Asst. Director, Rutgers Scarlet Service Internship Program
(Manages Co-adjuncts)

AVI AULISI
Assistant Director, Career Success Strategy
(Communities: 2, 10)

MINDY O'MEALIA
Assistant Director, Career Success Strategy
(Communities: 6, 8)

AARON RATZAN
Assistant Director, Career Success Strategy
(Communities: 1, 5)

CAREER SUCCESS STRATEGY TEAM

JOE SCOTT
Associate Director, Career Success Strategy
(Communities: 9, 12)

ANNY LU
Assistant Director, Professional Development Programs
(Communities: 17)

RANIA PLAZAS
Assistant Director, Rutgers Internship & Co-op Programs
(Manages Co-adjuncts)

MINDY O'MEALIA
Assistant Director, Career Success Strategy
(Communities: 6, 8)

AARON RATZAN
Assistant Director, Career Success Strategy
(Communities: 1, 5)

ADITI VENKATRAMAN
Graduate Coordinator, Peer Career Advisor Program (15 h)

CAREER READINESS UNIT
11 Full-time Staff and 3 Graduate Coordinators

The Career Readiness Unit guides students through the later stages of their career journey. Its main goals are to help them develop skills, connect to meaningful professional experiences, and master contemporary strategies to enhance competitiveness post-graduation.

(See Individual Team Statements of Purpose on Page 2)
INDUSTRY & STUDENT CONNECTIONS UNIT
9 Full-time Staff and 3 Graduate Coordinators

The Industry & Student Connections Unit strategically connects students, recent graduates, industry, and campus partners to ensure a diverse employer base for Rutgers. By collaborating with other units, supporting initiatives, and facilitating connections, they empower students for post-graduation success.

(See Individual Team Statements of Purpose on Page 2)
The Career Operations & Strategic Initiatives Unit ensures equal access to CES resources, connects students to them, provides data-driven decision support, and establishes essential administrative and technical structures for smooth operations.

(See Individual Team Statements of Purpose on Page 2)
CAREER INTEREST COMMUNITIES:

- Arts, Multimedia, & Communication Community | Hospitality & Tourism Community
- Education, Human Services, & Non-Profits Community | Policy, Law, & Public Safety Community
- Environment & Sustainability Community | Food, Agriculture, & Natural Resources Community
- Life & Health Sciences Community | Medical Professions Community
- Management, Operations, HR, & Finance Community | Sales, Marketing, & Entrepreneurship Community
- Technology & Engineering Community | Physical Sciences Community
- Management, Operations, HR, & Finance Community | Sales, Marketing, & Entrepreneurship Community
- Technology & Engineering Community | Physical Sciences Community
- Military-Affiliated Student Community

CAREER STUDENT COMMUNITIES:

- Rutgers Student Employee Community
- Student Athletes Community

UNDECIDED & EXPLORATORY COMMUNITY: