RUTGERS—NEW BRUNSWICK
Career Exploration and Success

ORGANIZATIONAL STRUCTURE
39 Full-time Staff and 15 Graduate Coordinators
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 latter 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.
OFFICE OF THE EXECUTIVE DIRECTOR & CAMPUS CAREER ECOSYSTEM

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.

WILLIAM JONES
Executive Director, Career Exploration & Success

CAMPUS CAREER ECOSYSTEM

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 DISCOVERY UNIT
SUE PYE
Unit Director, Career Discovery

CAREER READINESS UNIT
JENNIFER BROYLES
Unit Director, Career Readiness

INDUSTRY & STUDENT CONNECTIONS UNIT
MICHELLE GALANDO
Unit Director, Industry & Student Connections

CAREER OPERATIONS & STRATEGIC INITIATIVES UNIT
BARBARA THOMSON
Unit Director, Career Operations & Strategic Initiatives

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.

CES MANAGEMENT TEAM
ACADEMIC SCHOOL DEANS
Senior Leadership
Team Leader
Critical Enablers
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)
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)
The Office of Career Exploration and Success uses a career development model focused on provided resources via career communities. This model allows students to break out of the confines of viewing career opportunities based on majors and opens the door to more career options through collaborations across campus silos. Events, job/internship postings, alumni mentors, post-graduation career outcomes, and communications are structured around these career communities each led by a student-facing staff and employer-facing staff member.

**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

**CAREER STUDENT COMMUNITIES:**

- Career Advocacy & Professional Inclusion Communities
  - Asian American, Pacific Islander, Black, Latina, & Indigenous Students, LGBTQ Students, Students with Disabilities, and Women
- Rutgers Student Employee Community
- Doctoral Student Community
- Student Athletes Community
- First-Generation Student Community
- General Student Organization Student Community
- International Student Community
- Military-Affiliated Student Community
- UNDECIDED & EXPLORATORY COMMUNITY:

- Rutgers Student Employee Community
- General Student Organization Student Community
- Military-Affiliated Student Community

- Technology & Engineering Community | Physical Sciences Community
- Management, Operations, HR, & Finance Community | Sales, Marketing, & Entrepreneurship Community
- Education, Human Services, & Non-Profits Community | Policy, Law, & Public Safety Community
- Arts, Multimedia, & Communication Community | Hospitality & Tourism Community

**CAREER COMMUNITY TEAMS**

- CAREER INTEREST COMMUNITIES:
  - AARON RATZAN: Student Programming & Advising Representative
  - VACANT: Employer Outreach Representative
  - SHALINI JAIN: Student Programming & Advising Representative
  - SHARON FASH: Employer Outreach Representative
  - LARRY JACOBS: Student Programming & Advising Representative
  - MINDY O’MEALIA: Student Programming & Advising Representative
  - JENNIFER BROYLES: Student Programming & Advising Representative
  - MICHELE GALANDO: Employer Outreach Representative
  - JOE SCOTT: Student Programming & Advising Representative
  - CATARINA CAULFIELD: Employer Outreach Representative
  - AIRELLE SMITH: Student Programming & Advising Representative
  - CATARINA CAULFIELD: Employer Outreach Representative
  - LARISSA KELLER: Student Programming & Advising Representative
  - TAMARA PETERS: Student Programming & Advising Representative
  - SHALINI JAIN: Employer Outreach Representative
  - LARISSA KELLER: Employer Outreach Representative
  - AARON RATZAN: Student Programming & Advising Representative
  - VACANT: Employer Outreach Representative
  - SHARON FASH: Employer Outreach Representative
  - TIFFANY RICE: Student Programming & Advising Representative
  - LARISSA KELLER: Employer Outreach Representative
  - LARISSA KELLER: Employer Outreach Representative
  - SHARON FASH: Employer Outreach Representative
  - JENNIFER BROYLES: Student Programming & Advising Representative
  - MICHELE GALANDO: Employer Outreach Representative
  - JOE SCOTT: Student Programming & Advising Representative
  - CATARINA CAULFIELD: Employer Outreach Representative
  - TAMARA PETERS: Student Programming & Advising Representative
  - LARISSA KELLER: Employer Outreach Representative