

**Office of Internship and Career Development
Annual Report
2020-2021**

AGNES SCOTT COLLEGE
OFFICE *of* INTERNSHIP *and* CAREER DEVELOPMENT

Visit our virtual spaces for
current program highlights



LinkedIn

<https://www.linkedin.com/in/ascinternshipandcareerdevelopment>

Youtube

<https://www.youtube.com/channel/UCHxZWwllX8kllqkrpEwxuXQ>

Instagram

https://www.instagram.com/asc_careerdev/?hl=en

Facebook

<https://www.facebook.com/asccareerdev/>

CONTENTS



02

ABOUT AGNES SCOTT

03

MESSAGE FROM THE EXECUTIVE DIRECTOR

04 - 05

BUILDING CAREER AGILITY FOR ALL STUDENTS

06 - 07

CAREER DISCOVERY AND EXPLORATION

08 - 09

CAREER PEERS AND DIGITAL MARKETING BROADEN IMPACT

10 - 11

CAREER COMMUNITIES IN ACTION

12 - 13

OPENING DOORS TO INTERNSHIPS, JOBS AND GRADUATE SCHOOLS

14

IN GRATITUDE TO THE CONTRIBUTIONS OF OUR ALUMS

Agnes Scott College

... where one of the nation's most diverse student bodies comes together to grow, learn, lead and succeed as global professionals.



Agnes Scott prepares students for a lifetime of success with skills developed by an innovative liberal arts education—critical thinking, communication, teamwork, numeracy, research—along with real-world, applied learning across academic majors.

The Office of Internship and Career Development provides resources, learning experiences and career coaching to inspire, inform and support the professional development of every student. Our new professional success initiative:

- is grounded in self-discovery, career exposure and the exploration of possibilities to build career literacy and career agility
- breaks down the barriers to professional success, especially for underrepresented groups
- opens doors and connects students to professionals and organizations, helping students build relationships and experiences for professional growth

For our undergraduate students, **SUMMIT** provides a four-year general education curriculum in global learning and leadership development. We are grateful for funding from the **Goizueta Foundation** to continue to innovate and build scaffolded experiences within SUMMIT and across all majors to ensure every student receives career preparation and best-in-class professional development.

Students celebrate their post-graduate outcome with our **Bellringing Tradition**, featured on our report cover with a drawing of our iconic belltower. As the symbolic heart of the college, the bell is rung by graduating students upon receiving an offer for employment, graduate school or other post-graduation goal.

Cover artwork of Agnes Scott belltower created by Sonia Patel, '19

EXECUTIVE SUMMARY



OFFICE of INTERNSHIP and
CAREER DEVELOPMENT

July 1, 2021

Dear Agnes Scott community,

Summer 2020 was not what was planned. Students were quarantined. Internships were canceled or shifted to 100% remote. Class of 2020 graduates felt like the best job market in decades vanished overnight. That said, we shifted gears to reinvent, and in some cases, create new virtual learning options and alum interactions, in addition to, the launch of our new career communities.

It is ironic that during a year where we launched our Discover - Explore - Connect approach to teaching students about career agility, the Office of Internship and Career Development required greater agility than ever as we:

- *Launched Reinventing Summer 2020 featuring twelve alums*
- *Collaborated closely with SUMMIT team members to launch virtual career discovery and exploration in Legacy, SCALE and our new SUM 120: Career Exploration Lab*
- *Recruited and trained our first cohort of Career Peers in collaboration with the Center for Writing and Speaking*
- *Added new options for internship and research funding to reduce financial barriers for career connection during COVID-19 pandemic*
- *Launched four career communities with new association memberships and deeper employer engagement by career sector*

Throughout the entire year, we collaborated with faculty and staff across the college to finalize and pilot elements of the Professional Success initiative, which is central to the college's new strategic plan. We are excited to share the results of our agile efforts in this report and hope you will enjoy reading about our professional success work with Agnes Scott students and alums.

Best Regards,

*Dawn Killenberg
Executive Director | Office of Internship and Career Development
dkillenberg@agnesscott.edu*

BUILDING CAREER AGILITY

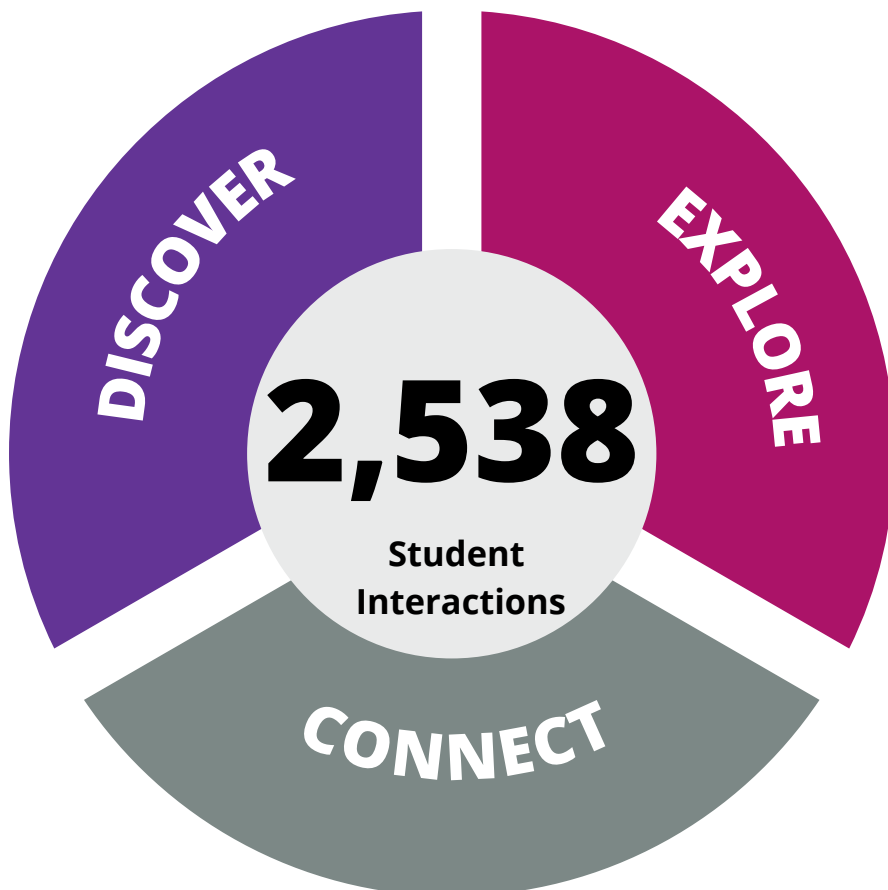
Our philosophy is grounded in research on the future of work and the NACE career competencies. A central theme is the need for career agility - the ability to identify what one brings to the world of work, know how to explore and research options and cultivate meaningful connections and learning. The future of work will require many pivots in skills, roles and organizations.

Our program is designed so that students complete the cycle of career agility multiple times - **exercising the professional growth muscle** - of self-discovery, exploration and connection.

DISCOVER

Students have multiple opportunities to **discover** strengths, skills and interests - and the transfer to career possibilities. Our holistic supports on-going discovery and growth.

"The coach was super helpful! I've already recommended her to several of my peers who are trying to figure out what they'd like to major in." --Student feedback



EXPLORE

Students are encouraged to **explore** options and join at least one career community. Our Signature Event: Majors to Careers Panels engaged **140 students and 82 alums**.

"I learned that there is practically no limit to my career options later in life, no matter my major." --Student feedback

CONNECT

Students are able to **connect** to internship and job opportunities through on-campus resources, alumnae networks and career-specific programming. Two Virtual Career Fairs connected **127 students and 24 employers**.

"It was an amazing resource for me. As a sophomore looking for my first internship, I really needed that guidance on where to look and how to apply." --Student feedback on career fair prep

FOR ALL STUDENTS

We are committed to social and professional mobility for all students, and we design our programs to build career literacy, open doors, reduce barriers and help students build social capital. We are excited to see that our data show that even during the pandemic we reached 2/3 of our campus (655 unique students) with personal interactions in addition to over 1,000 online resume/CV reviews.

Data also show that non-white students and students from Pell-eligible households are represented in our student engagement data at the same or higher rate than in our total student body.

"I left my meeting feeling prepared and ready for graduate school & job applications. She really made me realize that I was not selling myself as much as I should have been, because I didn't include a lot of my relevant research experiences and other accomplishments in my CV & Resume." ... student feedback

Reducing barriers with access to graduate admissions test prep - GRE and LSAT

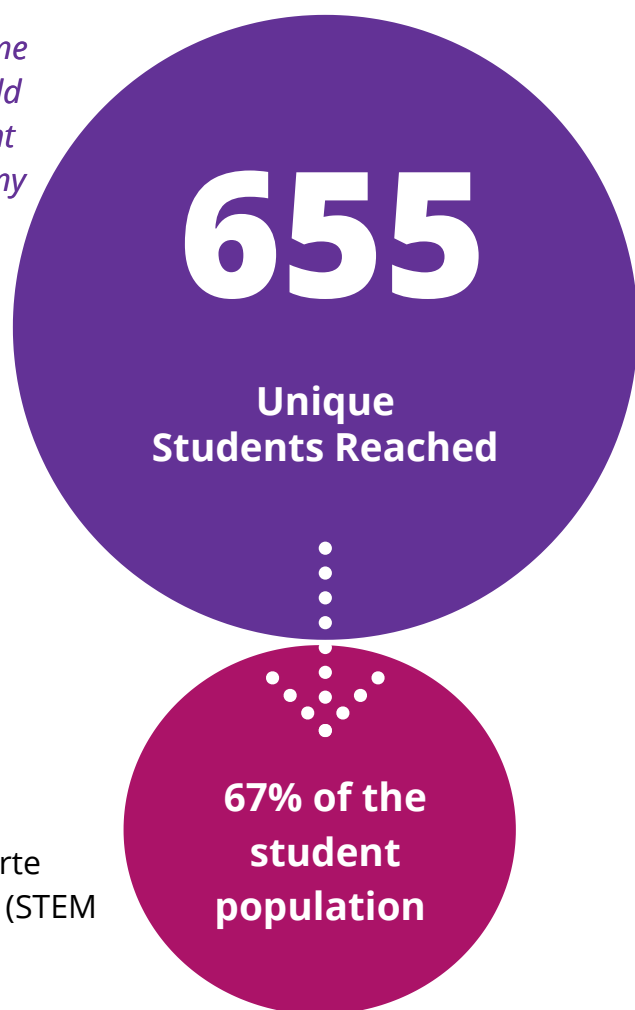
51 juniors and seniors participated in our affordable GRE and LSAT prep courses with over half receiving a stipend for perfect attendance.

Opening doors via alums and new partners

The Goizueta Foundation grant funds new association memberships for our students with organizations like Forte Foundation (promoting women in business), Georgia Bio (STEM careers) and Georgia Center for Nonprofits.

Alums brought new recruiters to campus, as well as, networking and learning opportunities. We supported our colleagues in the Center for Leadership and Service to welcome Sally Walker Guthrie, '69 and her organization **C200** for an inspiring **Voices to Be Heard: The Collective Impact of Women** event. Nearly 50 Agnes Scott students engaged with C200 members for small group discussions following an inspiring keynote.

"The C200 Reachout made me realize the importance of networking, especially within a community of women." ... comment from C200 Scholar Award winner



ALUM-INSPIRED CAREER EXPLORATION IN REINVENTING SUMMER 2020

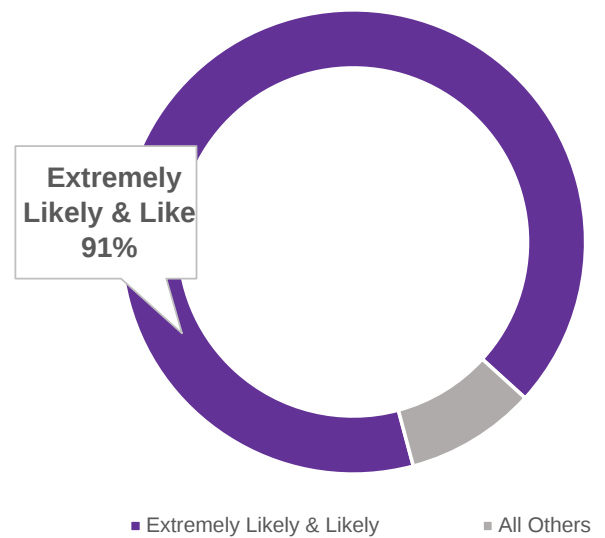
NO COVID-CANCEL FOR US ...

As summer internships were cancelled or hours reduced, we made a pivot to create **Reinventing Summer**, a series of professional development webinars that engaged students in career exploration and learning. Agnes Scott College alums were instrumental in sharing their experiences. Students were incentivized with a stipend to participate in multiple webinars.

TOPICS COVERED IN THE SERIES

- Leveraging LinkedIn to Build Your Network featured **alum recruiters**
- Careers in Communications, Marketing & PR with alums from **Beazer Homes and Mailchimp**
- How to Make the Most of Every Job with **English major alum turned techie**
- Careers in Consulting with alums from **Deloitte and Cloudmed**
- Answering the dreaded "Tell Me About Yourself" with storytelling marketer
- Careers in Diversity and Inclusion with alum from **PayPal's Innovation Lab**
- Careers in Tech with leaders at **Infosys and Tableau**
- Careers in Corporate Social Responsibility with **alum architect**

OVER 90%
WOULD RECOMMEND
REINVENTING SUMMER
TO PEERS



"I learned that the skills I gain at Agnes are incredibly important! ... being adaptable and taking courses that add value to my abilities will make me a better candidate for consulting ... that Business courses can help me a lot!" ... student feedback

97%

Found the workshop content helpful

362

Overall total student attendance in the Professional Development workshop series

45

Students earned a Professional Development stipend

NEW OPPORTUNITIES FOR CAREER DISCOVERY

Career coaches collaborated with faculty and staff to innovate programming for undecided students and to pilot a new career exploration lab for first-year and transfer students.

Undecided to Discovering Retreat

Hosted by an OICD Career Coach and the Campus Chaplain as an opportunity for students to reflect and connect strengths to options.

"The most valuable thing I learned from this webinar is how to effectively plan for my career by balancing the things that I'm good at with things that I enjoy." --Student Attendee

100%

of retreat participants surveyed felt more confident in ability to connect strengths, academic coursework, and career goals

100%

of Career Exploration Lab participants surveyed felt more confident in ability to identify opportunities to expand or further develop strengths and skills

Career Exploration Lab

Faculty approved the addition of a new, 7-week lab for transfer and first-year students. Taught by Career Coaches, the lab busts career myths, inspires the value of exploration and networks, teaches career research and assessment tools, builds professional resumes and provides insight to budgeting time and funding for high-impact career experiences

Student Feedback

"I loved learning about myself, personally and professionally. This course has opened me up to so many opportunities." --Kaliyah '24, Dual-Degree Engineering Major reflecting on the 7-week career exploration pilot

CAREER PEERS BROADEN IMPACT



Kira Barrett '21
International Relations



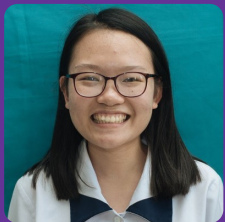
Celeste Lan '22
Philosophy and
International Relations



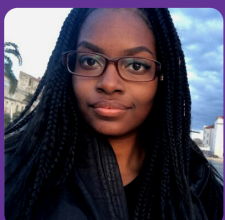
Leah Trotman '21
International Relations



Alisha Vegdani '21
Neuroscience



Ha Vu, '22
Mathematics and
English



Brianna Walton '21
International Relations
and Business



Georga-Kay Whyte '22
History

We are excited to launch **Career Peers**, a best practice in career development. Peers create an open, inclusive environment for crafting resumes and LinkedIn profiles -- critical parts of a student's professional toolkit. Trained and co-located with our amazing CWS tutors, Career Peers focus on helping students tell their professional story in writing and with effective interview skills.

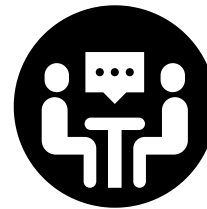
TOP FOUR MEETING REASONS



Resume & Cover letter Review
49%



**Personal Statements for Job and
Fellowship Applications**
25%



Interview Preparation
16%



LinkedIn Profile Review
16%

"Celeste provided clear and thorough advice for my cover letter and resume. She explained how to cater to the interests of the company by providing details of what I bring to the table based on my experiences. She helped me condense my resume to present short yet detailed explanations of my experiences." --Student feedback

Growth in Digital Engagement

Digital media was crucial in a year of remote learning. Instagram, LinkedIn and YouTube celebrated students and alums, drove event attendance and shared information and updates.

271.8% Increase in Followers

Data from 2019 - 2021



Elizabeth Kell '19
Digital Marketing



240.9% Increase in Connections

Data from 2019 - 2021

50% Increase in event and program sign-ups

- Motivated **250** resume and LinkedIn reviews with resume and LinkedIn weeks

- **180%** growth in digital engagement across platforms

- **80%** increase in clicks to website from activating linktree on Instagram

- **40+** alum spotlights shared alum success

- **15+** YouTube videos provided easily accessed career learning

The screenshot shows the LinkedIn profile for 'asc_careerdev', the Office of Internship and Career Development at Agnes Scott College. The profile has 252 posts, 815 followers, and 286 following. It lists various categories of connections: Career Fairs, Employers, Career Peers, H.S.S. Comm, G.S.E.I.A. Co..., T.B.M.C. Co..., and NP & A Co... Below the profile, there are several posts, including a congratulatory post for 'Lizzy!', a 'Reinventing Summer 2021' schedule, and a 'Post-Grad Plans' video.

LAUNCHED CAREER COMMUNITIES

To build greater career literacy, open doors for career connections, and strengthen alum interaction with students

Career Communities at Agnes Scott College build on our already robust SUMMIT advising model that includes professional SUMMIT advisors, career coaches and major advisors. Career Communities provide students with access to career coaching, sector-specific programming and alum connections that are specific to what they want to do post-graduation. Working with a career coach that is familiar with career paths as well as internship opportunities in that sector is beneficial to all students as they explore their interests and strengths.



Health, Sustainability and Science Career Community



*Agnes Mackintosh
Senior Career Coach*



Nonprofit, Service Corps and Arts Career Community



*Catherine Johansson
Senior Career Coach*



Technology, Business, Media and Communications Career Community



*Jan Brottman
Career Coach*



Government, Pre-Law, Education and International Affairs Career Community



*Irene Foran
Career Coach*

TARGETED CAREER ENGAGEMENT

335

Students signed up for
Career Communities

718

1 on 1 Career Coaching
Appointments Completed

Career Communities in Action



Felicia Jacques '21

Business Management & Africana Studies

"As a member of the Technology and Business Career Community, I met with Career Coach Jan Brottman early in the year to share updates on my internship at Federal Home Loan Bank of Atlanta. From then on, Jan's emails kept me in the loop - with relevant information about fairs and interview prep. She cheered me on as I went through the process. I am now excited to have an offer with Infosys where I will work with an alum."

Student Feedback on Career Coaching

96%

Gained
information
and resources
to help them
accomplish
goals and find
answers to
questions

"The OICD was very helpful in my job search. They continually checked up on me to see my progress in my job search. They also forwarded any information they came upon that would help me in my job search. --Student Feedback

"I would recommend students join the LinkedIn Career Community groups. The Career Coaches do a great job of posting job and internship openings ... I also recommend students utilize the OICD to leverage alums and attend alum panels and workshops. --Student Feedback

OPENING DOORS TO EXPERIENTIAL LEARNING

Hands-on, experiential experiences improve learning outcomes and contribute to professional success. Whether students apply to graduate school or jobs, the ability to demonstrate skills and knowledge is critical.

Our internship and research awards programs reduce the barrier that unpaid experiences create for many students. Students who receive funding complete career preparation modules for internship success and also participate in a self-assessment and employer-assessment survey that provides valuable feedback on career readiness.

Due to the number of students impacted by cancelled internships and the financial burden of the COVID-19 pandemic, we extended '20-'21 funding into the semester for academic credit-bearing internships. This allowed 20+ students to prioritize discipline-relevant internships.

2020 - 2021

Internship Funding*

\$80,000+

FUNDING AWARDED TO 50+ STUDENTS

*These data do not include the funded research scholar programs run by our Science Center for Women.



Tomeka Stephens
Assistant Director, Internship Programs

Class of '21
63% completed internship

Internships included:

- Bold Films and Zero Gravity Mgmt
- CAPN Clinic
- CARE USA
- CDC Atlanta
- Enspire Magazine
- Federal Deposit Insurance Co. (FDIC)
- Georgia Department of Public Health
- Georgia State Legislature
- Howard University School of Law
- Morgan Stanley
- NanoResearch
- Prudential
- Southeast Energy Efficiency Alliance
- Sol Design
- Tahirih Justice Center
- Task Force for Global Health
- Travelers Insurance
- UPS World Headquarters



Aniyah Borders '21
Sociology/Anthropology
Education minor

INTERN SPOTLIGHT

Aniyah Borders taught Language Arts as a Teaching Fellow with Breakthrough Atlanta, an education and college readiness organization for middle and high school students.

She created lesson plans, managed classroom dynamics, and collaborated with other instructors and colleagues to meet with parents. Aniyah learned how to create rigorous, engaging lesson plans, a skill that connects to her future goal of becoming an educator.

BELLRINGERS

Celebrating Job Offers & Grad School Acceptances



Tiara White '21

English Literature and Creative Writing
English Teacher, Volleyball and Track Coaching
Saint Francis High School, Roswell, GA



Kaitlyn Mills '21

History and Music
University of Georgia, MPA program

Employers included

ACLU Foundation of Louisiana
Atlanta Regional Commission
Blackrock
The Brearley School
Clarkston Consulting
Cox Enterprises
CVS Health/Aetna
EY
FAST Enterprises
Federal Reserve Bank of Atlanta
Hope Preparatory Academy
Lindamood-Bell Learning Processes
National Wildlife Federation
National Institute of Health: NINDS
Red Ventures
UPS

Graduate Schools included

American Film Institute
Brown University, Biostatistics
Case Western Reserve, Mandel School
Emory University, Rollins School, Public Health
Georgia State University, Clinical Rehabilitation
Counseling and MPA
Howard University, Law School
Johns Hopkins Bloomberg School, Public Health
Lipscomb University, Leadership/Public Service
London School of Economics and Political Science
New York University, Education & Social Policy
University of Georgia, MPA and Law School
University of Iowa, Library/Informational Science
University of Pennsylvania, Engineering/Science
University of Michigan, Biophysics PhD
University of Virginia, Astronomy PhD

OUTCOMES BY THE NUMBERS*

80%

2021 Scotties who reported
internships or mentored
research/project

68%

2021 Scotties who
were eligible to ring
the bell by graduation

87%

2020 Scottie job seekers
had full-time job within
one year of graduation

*Outcomes based on data collected via survey and knowledge rate from approved sources.

IN GRATITUDE TO THE CONTRIBUTIONS OF OUR ALUMS

Whether opening doors to recruiters, sharing interview tips, talking about workplace skills on career panels or hosting interns, alums positively impact the professional success of our students.

*"She was an amazing mentor throughout the recruiting process!"
--comment from Class of 2021 job seeker (and bellringer)*

Abriana Horton	Elizabeth Dominguez	Meredith Jolly
Alex Brown	Elizabeth Noe	Michele Barard
Alexa Horne	Ellie Spresser	Michelle Beer
Alison Mills-Long	Emilie Jones	Michelle Shelli Sherman
Allison Adams	Emilie Robinson	Michelle Sherman
Amanda Compton	Emily Dobar	Mira Walker
Amber Raley	Emily Oldfield	Namkha Norbu
Amelia Golcheski	Erin Jenkins Waylor	Naomi Smith
Amy Laurent	Esther Kaplan	Neeraja Panchapakesan
Andrea Goodman	Gabrielle Hall	Nicole Kilby
Ann Aichinger	Geeta Ganesh	Nicole Meanor
Ann Fiddler	Georgina Espinoza	Nicole Sikora Heschong
Arsed Joseph	Gwen Smith	Nicolette Lee
Ashley McCook	Heather Honerkamp	Olivia Ibeh
Ashley Zauderer	Heather Kelley	Paige Sullivan
Atheena Jenkins	Helen T. Tzow	Pam Tipton
Avi Greene	Imani Perez	Pamela Braswell
Ayanna Akobundo	Jackie DeCarlo	Peeper McDonald
Ayoko Kodjovi	Janet Rauscher	Qian Zhang
Beth Holder	Jasmine Ponder	Rachael Floyd
Bevin Zauderer	Jenee Gaskin	Rachel Bradley
Birgitta Johnson	Jennifer Bartell Boykin	Rebecca Knowles
Briana Vannoy	Jennifer Wiese	Rose Psalmund
Brigit McGuinness	Jenny Parker	Sally Walker Guthrie
Brittney Kohler	Jessica A. Owen	Sami Corvino
Britton Edwards	Jessica Costero	Sarah Bowen
Casey Maxwell	Jessica Dupree	Sarah Fordham
Casey McCarthy	Kaela Singleton	Sarah-Meaghan Eiler
Catie Weeks	Kaelyn Dicks	Selena Xia
Celeste Newby	Katherine Wilson	Sensei Larsen-Scott
Chassity Pritchett	Katie Bonta	Shekinah Phillips
Chelsea Zhang	Kelly Quigley	Skye Conners
Christine Skowronek	Kira Barden	Slgi Jolissaint
Coral Hines	Kirsten Jackson	Stefanie Slack
Courtney Carter	Kristina Evans	Stephanie Large
Courtney Faye Taylor	Laura Baum	Susan Perry
Courtney Ferrebee	Laura Hurban	Sydney Holstad
Cristina Gutierrez	Laura Smith	Taylor James
Crystal Perkins	Laura Woodard	Theresa Yarbough
Crystal White	Louise Armitage	Toccara Briggs
Cynthia Hartley	Lucien Lockhart	Tracy Oliver-Gary
Cynthia Peters	Lynn Ezell	Vanessa Villalpando
DeAnna Fulton	Madison Rowe	Viergeline Felix Ibia
Delia Steverson	Mallory Wilson	Viviane Ernestes
Destiny Davis	Meg Ryan	Whitney Ott
Diane Shaw	Megan Schoeffler	Yolanda Gibson
Dominique Austin	Meghan Franklin	Zoe Salveson
Eduige Kayigirwa	Melissa Hutcheson	

There are many alums who have been generous with their time via LinkedIn and by phone; we apologize if we missed anyone.

THANK YOU