



CORE

CAREERS | OPPORTUNITIES | RESEARCH | EXPLORATION

CAREER DEVELOPMENT

*2014-2015 Annual Report
March 1, 2015 edition*

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Greetings!

The 2014-2015 academic year marked the launch of Augustana's CORE Center. Located in the center of campus in Olin Hall CORE (Careers, Opportunities, Research, Exploration) offers student-centered learning experiences that help students discover their purpose and passions, and connect them to their career aspirations. As part of CORE, Augustana's Career Development Office underwent substantial changes to address several objectives of our new strategic plan, Augustana 2020. With a renewed commitment to better preparing students for today's chaotic global marketplace, this report summarizes our innovative portfolio of products and services and highlights some of our key accomplishments.

Below are a few statistical highlights of our activity during the 2014-2015 academic year to date:

- 2,000+ student visits to CORE
- 300+ students attended workshops
- 150+ attended special events
- 500+ attended job/grad school fairs
- 200+ attended student group/Greek Life presentations
- 300+ were in classes during our presentations
- 100+ attended one of our Lunch and Learn events
- 80+ students worked in EDGE/Entrepreneurship Center

Augustana's Career Development Office supports all majors from accounting to undeclared students.

- 58% of students who visited CORE were non-business related majors
- 27% of students who visited CORE were accounting, business administration (finance, marketing and management) majors
- 16% of students who visited CORE were undecided

Total Number of Students on Augustana's innovative professional preparation program Viking Score: 787

- Total Number of Seniors: 228
- Total Number of Juniors: 221
- Total Number of Sophomores: 180
- Total Number of Freshmen: 158

Augustana's Career Development staff would be happy to help current students and alumni. Please contact me at michael.edmondson@augustana.edu or 309.794.7338 if we can be of service to you.

A handwritten signature in black ink, appearing to read "Michael Edmondson", with a long, sweeping underline.

Michael Edmondson, Ph.D.

Associate Vice President

The Viking Score

During the 2014-2015 academic year Augustana launched an innovative professional development tracking system known as the Viking Score. Created by the Career Development staff, the Viking Score recommends critical professional development tasks that all students should complete. Students receive a certain number of points upon completion of each task.

Below is an excerpt from a Q&A interview with President Steve Bahls and Provost Pareena Lawrence about the Viking Score.

Q: What is the Viking Score?

Provost Lawrence: The Viking Score is a tool, a resource and also a process, so it fills all of those roles. It's interesting that in *academics*, you have a transcript telling you what courses you've taken and how well you have done. It keeps a check on students' progress. Yet, with *professional* development, or learning how to prepare to get a job, there hasn't been a specific curriculum to follow or a transcript that records how well you're doing.

What the Viking Score does is give students a tool that guides their pathway, and it also gives them a transcript, a score sheet, right?

So now they have a score to reach, and if they need 100 points and only have 10, they had better get working on that. They have a curriculum in the sense of workshops and other things they should be doing along the way. It gives them a direction.

Q: So, students in the past, we could say, had focused on completing requirements for their major and academic program. The Viking Score goes beyond academics?

Provost Lawrence: Yes, that's true and some students always went beyond that, but this gives all students a somewhat structured path to explore and pursue professional development opportunities. One of our goals with the Augustana 2020 strategic plan is to ensure that every student has these experiences. If we want to hit our goal of 90% having jobs right after graduation, or graduate school acceptances, every student needs to have a path. They need to be intentional and they need that plan.

Q: Could you further describe how the Viking Score is related to the strategic plan?

President Bahls: Augustana 2020 is heavily focused on outcomes for our students: leading lives of service and leading satisfying lives, including an active life of the mind and making a difference in the community. What I like about the Viking Score is that it recognizes that a first step toward reaching those larger goals is to have a job.

It's hard to make a difference in your community if you're not employed. It's hard to have a satisfying life if you're living in someone's basement. The Viking Score, then, should be viewed as helping them take the first step toward the larger goals, and manifesting and providing evidence of the student learning outcomes we've asked them to focus on here.

Q: The Viking Score is new at Augustana. Are you aware of other schools that have anything like it?

President Bahls: I would call the Viking Score authentic. Some schools will give students a small stipend for job counseling, if they don't find a job within six months. Other schools will provide a modest loan repayment, if students don't get a job. That's not what our students want. They don't want outplacement service in six months, or a small amount of their



The worksheet is titled "Your VIKING SCORE Worksheet" and features a blue header with the Augustana logo. It is divided into four levels of tasks, each with a corresponding score and a "YOUR SCORE" box. Level ONE (2 points) includes tasks like meeting with Career Development staff and completing workshops. Level TWO (4 points) includes tasks like completing a career plan and job shadow experience. Level THREE (6 points) includes tasks like creating a LinkedIn profile and attending workshops. Level FOUR (8 points) includes tasks like completing a second internship and updating a resume. A "WHAT'S YOUR VIKING SCORE?" section at the bottom asks for the student's name and shows a total score of 100. The CORE Career Development logo is also present.

LEVEL	Typical for	Points	YOUR SCORE	YEAR-END POTENTIAL
LEVEL ONE	first-year students	2		10
LEVEL TWO	sophomores	4		30
LEVEL THREE	juniors	6		60
LEVEL FOUR	seniors	8		100

loans paid down. They want a job, and the Viking Score has the steps to maximize students obtaining employment in today's economy.

It's rough to be a 22-year-old, because many job applications say, "experience required." Well, if they complete workshops and internships encouraged by the Viking Score, they will accumulate experience while at Augustana.

Provost Lawrence: If I can follow up on that... Though many schools have similar programs, what Augustana has done, with the Viking Score and all the programming that goes along with it, is really taken an educational and developmental approach to prepare students for success. Students come in the first year and they start exploring majors and careers and all the opportunities available to them. Then we move from exploration to planning in the second year. They go into doing their own self-assessment: Who am I? What do I want to do? And then around that same time they start exploring the world of work.

So it's incremental, it's developmental, it's a four-year approach, rather than waiting until spring term of senior year to start worrying about jobs and graduate school opportunities.

Q: That sounds a lot like what it means to "take ownership of a career path." Would you have anything to add to that?

President Bahls: Well, I do think that as today's students look at finding jobs, they experience some approach-avoidance syndrome. That is, the closer they get to needing a job, the more they avoid the steps it takes to get the job. That's often manifest in identifying the ideal job and going after just that one job, which may or may not be obtainable. It manifests in getting a late start with respect to constructing a résumé, or having an internship.



Figure 1 First year Vanessa Beck discusses the Viking Score with Dr. Michael Edmondson, Associate Vice President for Career Development.

The Viking Score in fact provides students with the ability to obtain this big goal, which they're afraid of, one step at a time. That's what I mean by "authentic." They can do it for themselves, if it's one step at a time.

Q: And they will have that confidence, as well, which seems so necessary.

Provost Lawrence: Yes, that's part of the philosophy behind the Viking Score. I think as we look at the critique of colleges in preparing students for their careers, particularly the critique of liberal arts colleges, part of what we are doing is showing that our students do have a plan, yet also allowing our students to explore. As a liberal arts college, from the first year we want our students to experience, to explore and to ask the right questions. And as they do that, they start asking — "What is my purpose, my passion?" "What motivates me?" — and then acting on it. Because just asking these questions is not enough. Students need to take intentional steps.

Total Number of students on Viking Score: 787

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Events and Programming

Augustana's Career Development Office offers an extensive amount of events and programming designed to enhance the professional preparation of all majors. Our events and programming fall into five different categories:

1. **Fairs:** large events held a few times each year where we invite organizations to showcase their volunteer, internship and employment opportunities to students. During this academic year we already had three major events and have one more scheduled:
 - Internship and Job Fair in September
 - 80 organizations attended
 - Graduate School Fair in October
 - 67 graduate schools attended
 - Camp and Job Fair in February
 - 39 organizations attended
 - Internship and Job Fair in March
2. **Lunch and Learns:** small events held weekly where we invite an organization to meet with students and discuss opportunities over lunch. We have had 10 lunch and learn events to date and look to have another 10 during the spring term. Students from all majors are invited to attend and learn how they can apply their skills to opportunities across a wide spectrum of companies and industries.
3. **Workshops:** professional development workshops focused on one subject and facilitated by a member of the Career Development Staff. These workshops are held each week and are open to all majors.
4. **On Site Interviews:** when representatives from an organization visit campus and interview students for internships or employment opportunities.
5. **Informational Meetings:** when representatives from an organization spend time on campus visiting with students to discuss what their program offers students.



Organizations Invited to Campus

Our extensive events and programming has resulted in over 190 organizations visiting campus during this academic year to discuss graduate school, volunteer opportunities, internships and employment opportunities with students.

Adecco
Adler School of Professional
Psychology
Aerotek, Inc.
AFLAC
Alcoa, Inc.
American Red Cross
Anderson, Lower, Whitlow, P.C.
APAC Customer Services
Association for Fundraising
Professionals
AT Still University
AT&T
Aurora University
Bergstrom

Black Hawk College
Boston University
Brown School- Washington University
in St. Louis
Camp Shalom Christian Camp
Caterpillar
Central Michigan University
Chicago State University College of
Pharmacy
Chicago Theological Seminary
Chick-fil-A
Child Abuse Council
Cintas Corporation
City of Davenport Parks & Recreation
City of Madison Police Department

City of Rock Island
City of Rock Island Parks &
Recreation
Clarke University
Cleveland Chiropractic College
CliftonLarsonAllen LLP
Cobham
Colony Brands, Inc.
Cottingham & Butler
Davenport Parks & Recreation
Deere Employees Credit Union
Deloitte LLP
DePaul University
DePaul University College of Law
Des Moines University

DHCU Community Credit Union
 DNR
 Dominican University
 EBE Technologies, Inc.
 Edgewood Chemical Biological Center
 Edward Jones
 Elgin Police Department
 Elmhurst College
 Enterprise Rent A Car
 Epic
 Family Museum
 Family Resources, Inc.
 Figge Art Museum
 Genesis
 German American Heritage Center
 Girl Scouts of Eastern Iowa and
 Western Illinois
 Goebel Family Dentistry
 Grand Rapids Theological Seminary
 Grand View University
 Group O
 Handicapped Development Center
 HNI Corporation
 Honkamp Krueger & Co., P.C.
 IDEX Corporation
 Illinois Deparmtne of Juvenile Justice
 Illinois Department of Children and
 Family Services
 Illinois Department of Corrections
 Illinois Institute of Technology
 Illinois School of Professional
 Psychology at Argosy University,
 Schaumburg
 Illinois State Police
 Indiana Tech Law School
 Indiana Wesleyan University
 Iowa 80 Group
 Iowa State University
 Jackson and Peck Financial Group,
 LLC
 JET Program
 Jewel Osco
 John Deere
 Johnson Lambert LLP
 Jumer's Casino & Hotel
 Kansas City University of Medicine
 and Biosciences
 Kaplan Test Prep
 KLJB-TV & KGCW-TV
 Konecranes
 Kunkel and Associates
 KWQC-TV6
 Lake Erie College of Osteopathic
 Medicine
 Lee Enterprises
 Lundgren Chiropractic

Lutheran Outdoor Ministries Center
 Lutheran Volunteer Corps
 Lutherdale Bible Camp
 Marine Corps
 Marquette University
 Marquette University Law School
 MassMutual Iowa
 McGladrey
 MetroLINK
 Midwest Writing Center
 Midwestern University
 Mike Carton / 2nd Grade Teacher
 Missouri S&T
 Missouri State University
 Modern Woodmen of America
 Modern Woodmen Regional Office
 Momentum Scientific
 Mondelez International/Nabisco Foods
 Nabisco/Mondelez International
 New Choices, Inc.
 Nissi Marketing
 Northeast Ohio Medical University
 Northern Illinois University
 Northwestern Mutual
 Palmer College of Chiropractic
 Parker Hannifin Corporation
 PCT Engineered Systems
 Penske Truck Leasing
 Per Mar Security Services
 PR Network
 Putnam Museum and Science Center
 QCAIR
 Quad Cities Botanical Center
 Quad Cities Convention and Visitors
 Bureau
 Quad City Arts
 Quad City Botanical Center
 R.I. County Soil & Water
 Conservation
 R.I.A. Federal Credit Union
 REM Iowa Community Services
 River Bandits
 River Cities' Reader
 River Music Experience
 RK Dixon
 Robert Half
 Roosevelt University
 Rosalind Franklin University of
 Medicine and Science
 Ross University
 SAL Family and Community Services
 Scott County Family Y
 Sedona Technologies
 Selden Fox, Ltd.
 Sherwin-Williams
 Sky Ranch Lutheran Camp

Social Security Administration
 Southern Illinois University
 Edwardsville
 Southern Illinois University School of
 Law
 Springleaf Financial Services
 St. Ambrose University
 St. Catherine University
 Target
 The Arc of the Quad Citites Area
 The Auto Club Group
 The John Marshall Law School
 The Ohio State University
 The Putnam
 The School Health LINK
 The Sedona Group
 Thrivent Financial
 Trinity
 Trinity College of Nursing & Health
 Sciences
 Trinity Industrial Hardware
 U.S. Probation Office
 United States Marine Corps
 United Way of the Quad Cities Area
 Universidad Autonoma de Guadalajara
 School of Medicine
 University of Illinois
 University of Illinois at Urbana-
 Champaign
 University of Illinois Extension
 University of Illinois Springfield
 University of Illinois-Chicago
 University of Iowa
 University of Missouri
 University of Northern Iowa
 University of St. Thomas
 University of Wisconsin - Milwaukee
 UPS
 US Army Audit Agency
 US Marine Corps
 Valparaiso University
 Vera French Community Mental
 Health Center
 Vizient
 Von Maur
 Waddell & Reed
 Wake Forest University
 Walmart Logistics
 Wells Fargo Bank
 Western Illinois University
 Western New England University
 WHBF TV
 Women's Choice Center
 World Relief
 YMCA Camp Abe Lincoln

Events and Programs Calendar

The following list of events and programs is arranged in chronological order starting with the beginning of this academic year. It is important to note that each Career Development event is open to all majors. While some events may pertain to a specific major, students from other majors, or those interested in declaring a specific major, are more than welcome to attend an event. Students attending an event or program receive Viking Score points.

- **August 11:** Summer Visit Day
- **August 15-20:** International Student Orientation
- **August 21:** New Student Registration
- **August 21:** Cubs game in Chicago with Alumni
- **August 23:** *Augie Life 101* Conference
- **August 28:** Professional Development 101 Workshop
- **September 2:** Resume 101 Workshop
- **September 8:** Presentation to Greek Council
- **September 8:** Interviewing Workshop
- **September 15:** Networking Workshop
- **September 17:** Accounting Mock Interviews
- **September 18:** Resume 101 Workshop
- **September 20:** CORE open house
- **September 22-24:** Matt Pelton Campus Visit
- **September 22:** ProFair 101 Workshop
- **September 24:** Symposium Day
- **September 24:** Profair Internship and Job Fair #1
- **September 25:** Profair Interview Day
- **September 30:** McGladrey On Campus Interviews
- **October 1:** John Deere Information Session
- **October 2:** John Deere On Campus Interviews
- **October 2:** Everything You Need to Know about Internships Workshop
- **October 2:** APEX Informational Session
- **October 6:** Caterpillar On Campus Interviews
- **October 6:** Connecting with Alumni Workshop
- **October 7:** Selden Fox On Campus Interviews
- **October 8:** Deloitte On Campus Interviews
- **October 9:** Honkamp Krueger On Campus Interviews
- **October 11:** Homecoming
- **October 13:** Personal Statement Workshop
- **October 18:** Fall Visit Day
- **October 21:** I-74 Graduate & Professional School Fair
- **November 17:** Career Olympics - Resume, Cover Letter and References 101
- **November 20:** Career Olympics - Resume, Cover Letter and References 101
- **November 20:** Texas Medical Center Info Session
- **November 24:** Career Olympics - Interviewing 101
- **November 25:** Career Olympics - Interviewing 101
- **December 1:** Career Olympics - Using Networking to land Jobs and Internships
- **December 2:** Lunch and Learn with Lee Enterprises
- **December 2-4:** Mock Interviews - Australia students and Career Olympians
- **December 4:** Career Olympics - Using Networking to land Jobs and Internships
- **December 8:** Career Olympics - Professional Success 101
- **December 9:** Lunch and Learn with U.S. Army Audit Agency
- **December 11:** Career Olympics - Professional Success 101
- **December 16:** Etiquette Dinner
- **January 12:** Resume Building 101
- **January 12:** What You could be with your Degree
- **January 15:** Lunch and Learn with Sedona Technologies
- **January 16-17:** Vocational Exploration Winter Retreat
- **January 20:** LinkedIn 101
- **January 22:** How to land a job or internship
- **January 22:** Lunch and Learn with Enterprise Rent a Car



- **January 22:** Lunch and Learn with Bergstrom **January 26:** Interviewing 101
- **January 27:** Lunch and Learn with QCAir
- **January 29:** Winter in the Windy City
- **January 29:** Lunch and Learn with Cintas
- **January 29:** Lunch and Learn with U.S. Marine Corps
- **February 2:** Young Professionals Guide to Dress and Success
- **February 3:** Lunch and Learn with River Music Experience
- **February 5:** On Campus Employment and Internships
- **February 9:** Connecting with Alumni
- **March 10:** How to Land a Job/Internship
- **March 12:** Resume Workshop
- **March 12:** Dress for Success Lunch & Learn
- **March 16:** ProFair 101
- **March 16-17:** Resumania
- **March 17:** Resume Workshop
- **March 17:** Lunch & Learn with Augustana in Denver
- **March 17:** Lunch and Learn with Peace Corps
- **March 18:** ProFair Internship and Job Fair at St. Ambrose
- **March 19:** ProFair Interview Day at Augustana
- **March 24:** Why Organizations Like Hiring Student Athletes
- **March 24:** Genesis Lunch & Learn
- **March 24:** Academy for Urban School Leadership Lunch & Learn
- **March 26:** Developing a Professional Portfolio (and how to use it!)
- **March 26:** Cheri Bustos Lunch & Learn
- **March 30:** How to Ace the Interview
- **March 31:** Lunch and Learn with QC Botanical Garden
- **April 2:** TBD Lunch & Learn
- **April 7:** TBD Lunch & Learn
- **April 9:** LinkedIn 101
- **April 9:** TBD Lunch & Learn
- **April 14:** Advanced LinkedIn
- **April 14:** TBD Lunch & Learn
- **April 16:** On Campus Employment and Internships
- **April 21:** The Transition from College to Career
- **April 21:** TBD Lunch & Learn
- **April 23:** Graduate School 101
- **April 23:** TBD Lunch & Learn
- **April 27:** Networking with Alumni
- **April 28:** Developing a Professional Portfolio (and how to use it!)
- **April 28:** TBD Lunch & Learn
- **April 30:** Speed Networking Alumni Event
- **April 30:** TBD Lunch & Learn
- **May 5:** How to be a Successful Intern
- **May 5:** TBD Lunch & Learn
- **May 7:** TBD Lunch & Learn

Career Olympics

- Number of Pre-Registered Students: 119 (more than doubled from last year's 50 students)
- Number of Unique Participants: 94 (doubled last year's 47 students)
- Total Number of People at all Events: 274 (more than doubled last year's 128 students)

Attendance at Each Event:

- Resume Workshop - 66 people
- Interview - 44 people
- Mock Interviews - 87 people
- Job/Internship Search - 44 people
- Professional Success - 42 people
- Etiquette Dinner: 21 people

Medal Winners

- Gold Medal Winners (Attended all 6 Events)
- 13 individuals
- Silver Medal Winners (Attended 5/6 Events)
- 8 individuals
- Bronze Medal Winners (Attended 4/6 Events)
- 10 individuals

CORE
CAREER DEVELOPMENT

**ARE YOU READY TO WIN THE GOLD IN CAREER READINESS?
PARTICIPATE IN... CAREER OLYMPICS!**

5 Weekly Events (Plus a Mock Interview)
1st 5 Weeks of Winter Term on:
Mondays @ 4:30pm OR Thursdays @ 10:30am!

1st Event Starts:
Monday November 17th @ 4:30pm OR
Thursday November 20th @ 10:30am

MEDALS (aka PRIZES!)
awarded based on participation!
GOLD - ALL 6 EVENTS
SILVER - 5 EVENTS
BRONZE - 4 EVENTS

Each event earns you an entry for the
GRAND PRIZE!
A KINDLE FIRE HDX!

Click the link below this flyer to sign up and reserve your spot.

RESUMES **INTERVIEWING** **PROFESSIONAL SUCCESS**
JOB SEARCH **ETIQUETTE DINNER**

Internships

Internship Categories: Employers routinely highlight internships as the most important component of a student's undergraduate experience. At Augustana, students complete two different types of internships:

- **Academic internships:** where a student works with an academic department and a specific organization to create a meaningful experience based learning opportunity where the credit earned goes towards their major. Academic internships could also be used for a Senior Inquiry or Service Learning project.
- **Experiential Internships:** allow students to explore career opportunities without requiring an academic component. These internships carry up to nine credits towards general graduation requirements through Career Development.

Internship Locations: During the last year students interned at a variety of locations that include on campus, the Quad Cities, Chicagoland, 15 states and across the nation and in 14 countries around the world including our internship programs in London, Australia and West Africa.

Academic Credit: Internships fall into one of two categories regarding academic credit:

- **Credit-bearing internships** range up to nine credit hours and are earned at the 300-level. A maximum of nine internship credits may be applied to graduation requirements.
- **Non-credit internships** are for students who want to put their internships on their transcripts. Completion of a non-credit internship requires a student to fulfill a reflective writing component and work a minimum of 40 hours.



Grant Funded Internships: In addition to the Augie Choice, and thanks to the generous support of many organizations, Augustana offers students a variety of grant funded internship opportunities.

- Augie Choice - \$2,000 for every student to use toward an internship, study abroad or research
- \$1,000 from the Charles Deere-Wiman Memorial Trust to support an internship at a Moline Nonprofit
- Illinois Board of Higher Education - Interns are paid \$10 per hour when interning at a partner organization
- Matt & Mindy McSparin Sports Business Award - \$2,000 distributed for interning at a sports-related organization
- Telleen Fund for Student Experiences - \$1,500 distributed annually for interning in the public sector
- Glenn Robinson Fund - \$1,500 distributed annually for public administration or public policy internships
- Servant Leader Grants - A stipend between \$500-\$2,500 for community related internships for exploring vocation
- Moline Foundation - \$2,000 awarded annually for interning at a non-profit in Moline
- Amy Helpsentell Foundation - \$48,000 per year to support Servant Leader Internships \$8000 for fall, winter, spring internships and \$40,000 for summer.
- Day Foundation - \$6,000 per year to support non-profit internships in Rock Island



Cardiology Internship Program: During this academic year Augustana College partnered with Unity Point Health to launch a new cardiology internship program. From the left, interns Jacob McManus '15, Madison Kinder '18, Vanessa Lopez '17 and Jacob Gylden '16 were presented with their white coats at a ceremony recently in the Office of Career Development. The internship gives students the opportunity to learn more about the skills cardiologists use to analyze a patient's problems — from observing clinical sessions to sitting in on treatment planning consultations.

Quad Cities Internships

Admospheres, Davenport, Iowa
American Family Veterinary Care, Davenport, Iowa
American Red Cross, Moline, Ill.
Animal Family Veterinary, Davenport, Iowa
APAC, Davenport, Iowa
Attention Clinic, Rock Island, IL
Bent River Brewing Company, Rock Island, IL
Bohnsack & Frommelt LLP, Rock Island, IL
Brodahl Building, CSD - Augustana College, Rock Island, IL
Carver Athletic Center, Rock Island, IL
Casa Guanajuanto, Moline, Ill.
Casa QC, Moline, Ill.
Child Abuse Council, Rock Island, IL
Child Abuse QC, Milan, Ill.
Christi Bustos Campaign, Rock Island, IL
Christian Care, Rock Island, IL
City of Davenport, Davenport, Iowa
City of Moline, Moline, Ill.
City of Rock Island Community and Economic Development, Rock Island, Illinois
Clear Channel Quad Cities, Davenport, Iowa
Cool Beanz Coffeehouse, Rock Island, Ill.
Crippen Reid & Bowen, Moline, Ill.
CVM Cardiovascular Medicine, Davenport, Iowa
Dardis Academy, Rock Island, IL
Davenport Site, Davenport, Iowa
Deloitte, Davenport, Iowa
Democratic Congressional Campaign, Rock Island, Ill.
Dentistry Unlimited, Bettendorf, Iowa
EDGE Center, Rock Island, Ill.
Enterprise Rent-A-Car, Moline, Ill.
Eye Surgeons Associates, Rock Island, Ill.
Family Resources, Davenport, Iowa
Farmers Business Network, Davenport, Iowa
Figge Art Museum, Davenport, Iowa
FOX KLJB-TV, Davenport, Iowa
Genesis East/West, Davenport, Iowa
Genesis Hospital, Davenport, Iowa
German American Heritage Center, Davenport, Iowa
Gigi's Playhouse, Moline, Ill.
Girl Scouts, Bettendorf, Iowa
Girl Scouts of Eastern Iowa and Western Illinois
Group O, Milan, Ill.
Habitat for Humanity, Davenport, Iowa
Handicapped Development Center, Davenport, Iowa
Hansaloy, Davenport, Iowa
Hanson Hall of Science, Rock Island, Ill.
Harvest Davenport, Davenport, Iowa
HOA Metrolink, Moline, Ill.
Hyvee Pharmacy, Rock Island, Ill.
International Trade Center, Moline, Ill.
IA FCA, Bettendorf, Iowa
JD Harvester, East Moline, Ill.
John Deere, Moline, Ill.
Johnson Eye Care, Bettendorf, Iowa
Junior Achievement, Moline, Ill.
Lifetime Eyehealth Associates, Davenport, Iowa
Midwest Writing Center, Davenport, Iowa
Modern Woodmen of America, Rock Island, Ill.
Moline Planning and Development, Moline, Ill.
Moline Polic Department, Moline, Ill.
Moline Public Works, Moline, Ill.
Moline Schools, Moline, Ill.
Neil Anderson for Illinois Senate, Rock Island, IL
New Choices Inc., Bettendorf, Iowa
Newhouse Health Solutions, Davenport, Iowa
Niabi Zoo, Coal Valley, Ill.
Northwestern Mutual, Davenport, Iowa
Oakwood Veterinary Services, Colona, Ill.
On Media, Moline, Ill.
ORA Orthopedics, Moline, Ill.
Pepsico Recreation Center, Rock Island, Ill.
Prairie State Legal, Rock Island, Ill.
Project Nest, Rock Island, Ill.
Putnam Museum, Davenport, Iowa
Quad City Botanical Center, Rock Island, Ill.
Quad Cities Chamber of Commerce, Davenport, Iowa
Quad Cities Sports Acceleration, Davenport, Iowa
Quad Cities Convention and Visitors Bureau, Moline, Ill.
Quad Cities Food Hub, Davenport, Iowa
Quad Cities River Bandits, Davenport, Iowa
River Cities Reader, Davenport, Iowa
Riverside Dentistry, Rock Island, Ill.
Robert Young Mental Health Center, Rock Island, Ill.
Rock Island Arsenal, Rock Island, Ill.
Rock Island County Health Department
Rock Island Parks and Recreation
Rock Island Public Works
Rock Island Senior Living, Rock Island, Ill.
Rock Valley Physical Therapy, Moline, Ill.
RSC Equipment Rental, Moline, Ill.
Salvation Army, Davenport, Iowa
Scott County Animal Hospital, Eldridge, Iowa
Scott County Waste Commission, Davenport, Iowa
Seton Catholic School, Moline, Ill.
Sherwin-Williams, Davenport, Iowa
Small Business Development Center, Moline, Ill.
St. Anthony's, Rock Island, Ill.
TAG Communications, Davenport, Iowa
Target, Moline, Ill.
Testimonies of Hope, Moline, Ill.
The District of Rock Island, Rock Island, Ill.
The Pediatric Group, Moline, Ill.
Trinity Hospital, Rock Island, Ill.
Trinity Logistics, Davenport, Iowa
Trinity Regional Health System, Rock Island, Ill.
Trinity Rehabilitation, Moline, Ill.
Trinity Surgical Partners, Bettendorf, Iowa
Twin Rivers Physical Therapy, Moline, Ill.
Unity Point Health Sevices - Trinity, Rock Island, Ill.
University of Illinois Extension, Milan, Ill.
University of Iowa-Department for CSD, Rock Island, Ill.
US Agricultural Department, Milan, Ill.
US Southern Court District of IA, Davenport, Iowa

Lutheran Social Services, Rock Island, Ill.
MARCO, Davenport, Iowa
McGladrey, Davenport, Iowa
Mediacom, Moline
Merrill Lynch, Davenport, Iowa
MetraLink, Moline, Ill.
Midamerican Energy, Davenport, Iowa

Chicago area

670-The Score Radio, Chicago
Abbott, Lake Forest, Ill.
Allstate Insurance, Cary, Ill.
Argonne National Laboratory, Lemont, IL
Arthur J. Gallagher & Co., Itasca, Ill.
Automation International, Inc., Danville, IL
Better Living Midwest, St. Charles, Ill.
Big Brothers/Big Sisters, McHenry, Ill.
Bohnsack and Frommelt LLP, Taylor Ridge, Ill.
BraveHearts Therapeutic Riding Center, Poplar Grove, Ill.
Brookfield Zoo, Brookfield, Ill.
Camp Imagination, Yorkville, Ill.
Caterpillar, Joliet, Ill.
CCSI, Elgin, Ill.
Chicago Rush, Des Plaines, Ill.
Chicago Youth Lacrosse, Chicago, Ill.
Chicago Zoological Society, Brookfield, Ill.
Children's Memorial Hospital, Chicago
Citcom, Chicago
City of Chicago Heights, Chicago Heights
Clinical Computer Systems, Elgin, Ill.
College of American Pathologists, Northfield, Ill.
Compass Automation, Elgin, Ill.
Crittenton Centers, Peoria, Ill.
Crowe Horwath, Oak Brook Terrace, Ill.
Crystal Clear Dental, Tinley Park, Ill.
Dakdan Entertainment, Orion, Ill.
Daley Center, Chicago, Ill.
Dupage County States Attorneys Office, Wheaton, Ill.
Edward Jones, Orland Park, Ill.
ELCA Churchwide Office, Chicago
Enterprise Rent-A-Car, Glen Ellyn, Ill.
Evangelical Lutheran Church, Chicago
First Light Inc, Wheaton, Ill.
Fresh Matters, Geneva, Ill.
Game Day USA, Naperville, Ill.,
Genesis, Ill.
Geneva Family Dental, Geneva, Ill.,
Getta Polpetta, Chicagoland Area
GF Dental, Geneva, Ill.,
Gigi's Playhouse, Hoffman Estates, Ill.
Gigi's Playhouse, McHenry, Ill.
Global Hunter Securities, Chicago
Good House Keeping, Chicago
Hanger Inc., Elgin, Ill.

VictoryStore.com, Davenport, Iowa
Virdi Eye Clinic, Rock Island, Ill.
Waddell & Reed, Davenport, Iowa
Wells 4 Wellness, Moline, Ill.
Winstein Law, Rock island, Ill.
Women's Connection, Rock Island, Ill.
World Relief, Moline, Ill.
WVIK, Rock Island, Ill.

Home Sweet Home Redesign, Libertyville, Ill.
Illinois Trucking Association, Willowbrook, Ill.,
JK Industries, Lake Zurich, Ill.
Johnson Lambert LLP, Arlington Heights, Ill.
Kendall Pointe Dental, Oswego, Ill.,
Kishwaukee Community Hospital, DeKalb, Ill.
Kraft Foods, Chicago
KSB Hospital, Dixon, Ill.
LADSE, Chicago
Midwest Orthopedic Institute, Sycamore, Ill.
Midwest Regional Medical, Zion, Ill.
National Center for Rural Health Professions, Dixon, Ill.
Northwestern Medical Facility, Chicago
Pediatric Interactions, Grayslake, Ill.
Peoria Red Cross, Peoria, Ill.
Peoria Zoo, Peoria, Ill.
Premier Tourism Marketing, Willowbrook, Ill.
Price Waterhouse Cooper, Peoria, Ill.
Proforce Sports Performance, Batavia, Ill.
Proforce Training, Batavia, Ill.
Rabine Paving LLC, Schaumburg, Ill.
Right Fit, Willowbrook, Ill.
Rodan + Fields Dermatologists, Chicago
Rush Orthopedic, Chicago
Rush University Medical Center, Chicago
Ruth Helen Wolf Animal Hospital, Libertyville, Ill.
Sherwin Williams, Peoria, Ill.
SSS RA Camps, Tinley Park, Ill.
St. Margarets Hospital, Spring Valley, Ill.
State Farm, Naperville, Ill.
Target, Chicago
Evangelical Lutheran Church in America, Chicago
Tim Schmitz, Geneva, Ill.
True North Travel, Chicago
UIC Medical School, Rockford, Ill.
United Way, Peoria, Ill.
University of Chicago, Chicago
University of Ill., Rockford, Ill.
University of Illinois Extension, Milan, Ill.
Weltman Bernfield, Buffalo Grove, Ill.
West Suburban Veterinary Associates, Westmont, Ill.
WGN Radio, Chicago
Will-Grundy Medical Clinic, Joliet, Ill.
Willowbrook Wildlife, Glen Ellyn, Ill.

National Internships

AJGA Headquarters, Braselton, Ga.
 Aledo Veterinary Clinic, Aledo, Ill.
 Altamont Charities & Non-Profits, Altamont, Tenn.
 Antioch Fine Wine and Liquors, Antioch, Ill.
 Atlantic Acting School, York, New York
 Baltimore Orioles, Baltimore, Md.
 Baylor College of Medicine, Houston
 Beggars Pizza, Blue Island, Ill.
 Blue Lake Fine Arts Camp, Twin Lakes, Mich.
 Burns & McDonnell, Kansas City, Mo.
 Busch Gardens, Tampa, Fla.
 Busch Wildlife Sanctuary, Jupiter, Fla.
 Cahokia Mounds, St. Louis, Mo.
 Camp Abe Lincoln, Blue Grass, Iowa
 Camp for All, Burton, Texas
 Camp Shalom, Maguokeat, Iowa
 Camp Soar, Williams Bay, Wis.
 Carnegie Institute of Washington Geophysical Laboratory, Washington D.C.
 Cedar Rapids Kernels, Cedar Rapids, Iowa
 Clear Channel, St. Louis, Mo.
 College Pro, Minneapolis, Minn.
 Comcast, Morris, Ill.
 Congressional Office of Cheri Bustos, Washington D.C.
 Connecticut World Affairs Council, Hartford, Conn.
 Country Financial, Littleton, Colo.
 Craig Neurological Rehab Hospital, Englewood, Colo.
 CU Health Science Center, Aurora, Colo.
 CUNA Mutual Group, Madison, Wis.
 Custer State Park, Custer, S.D.
 Des Moines Metro Opera, Indianola, Iowa
 Dow Chemical, Mich.
 Firstco Inc., Walcott, Iowa
 Focus Leadership Institute, Colorado Springs, Colo.
 Hammocks Beach, Swansboro, N.C.
 Hammong Stadium, Fort Meyers, Fla.
 Hanksville-Burpee Dinasaurs Quarry, Hanksville, Utah
 Haselden, Denver
 HERO Center, Burlington, Wis.
 Hope Research Institute, Scottsdale, Ariz.
 Hurricane Junior Golf Tour, Jacksonville, Fla.
 Hyvee, West Des Moines, Iowa
 I-Cubed a KPIT Company, Raleigh, N.C., and Aurora, Ill.
 Illinois School for the Deaf, Jacksonville, Ill.
 Isaacson Veterinary Hospital, South Park Rapids, Minn.
 KIPP Philadelphia Schools, Philadelphia, Pa.
 La Digue, Haiti, Clay City, Ky.
 Liberty of Congress, Washington D.C.
 Living Desert Zoo, Palm Desert, Calif.
 Luther College, Decorah, Iowa
 Marquette University, Milwaukee, Wis.
 MD Anderson Cancer Center Children's Art Project, Houston, Texas
 Mercy Hospital, Dubuque, Iowa
 Merritt Farm Equipment, Carthage, Ill.
 Milwaukee Brewers, Milwaukee

Internships in Australia

Accor HR	Five Dock Physio	Physio Gym
Active Lifestyle Physio	FM 99.3	Quay West
Adam Worling PR	Food and Nutrition	SalDoce Fine Foods
Austism Awareness	Fundraising People	Salvation Army Streetlevel Mission
Avian Behavioural Ecology Group	Global Supply Chain	Short + Sweet Smart Salary
Bonza Bike Tours	GoDoAustralia	Sydney Dogs and Cats Homes
Bowls NSW	Haberfield Vet	Sydney Observatory
Brain and Mind Research Institute	Hipwidth	Sydney Roosters
Brighter Futures	Hoyts KioskLizard Centre	Temple & Webster
Brown-Forman	Marriot Hotel	The Eye Care Company
Canterbury-Bankstown Bulldogs	Newport Capital	The Red Cross
Clean Up Australia	Niche Marketing Group	Twilight Aged Care
DEC Public Relations	Nuzest	V8 Supercars
Developing Markets	Oasis Youth Support Network	Vision
East Coles	ParcelPoint	Wynbox
EDO NSW		

Internships in London

Bean Partners
Beauty and the Dirt
Can of Worms
Cans of Worms Enterprise
CAPA
Centre for Brain and Cognitive Development
Civil Service College
CLIC Sargent
Cutting Edge Press
Daswood and Tanner
Dulwich Hamlet Football
Elizabeth Arden
EMAP London

Espirit GB Ltd
ESPN
Focus Table Tennis
Grove Communication
Headway East London
Holiday Inn: London Kensington Forum Hotel
InterContinental London Park Lane
Into UK
Jane McAdam Freud
Kids Company
King's College Hospital Department of Clinical Effectiveness
Kingsgate Workshops Trust

Linear Tiles
Lunatic
MintTwist
Online Giving Ltd.
Phoenix Fashion
Raw Corporate Health
RBI Promotions
Rockwell Lab, Sobell Department of Motor Neuroscience, University Co. London
The Campaign Company
The Omerta Group
Vita Fitness
The Whittington Hospital NHS Trust

Elsewhere abroad

Belize

ISIS Belize, San Ignacio, Cayo

Canada

Canadian government, Newfoundland
Vancouver Song Institute, Vancouver, Canada

China

Bank of China, Shanghai

Dominican Republic

Copy Solutions, Santo Domingo

Ecuador

UBECI, Quito

India

CMC Hospital, Punjab

Israel

Hand in Hand, Jerusalem

Nicaragua

Augustana College, Managua

Palestine

Diyar Consortium, Bethlehem
Centre of Bethlehem, Bethlehem

Peru

Camatera Principal, Urubamba, Cuzco
Parque Naciond Cajas, Azuay
Runa Foundation, Tarapoto

South Africa

African Conservation Experience
Ellisras, South Africa

Switzerland

Roche, Basel

Vietnam

Hanoi Stock Exchange

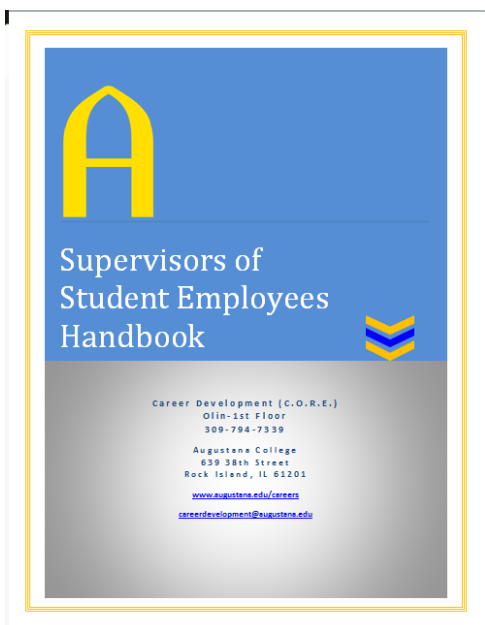
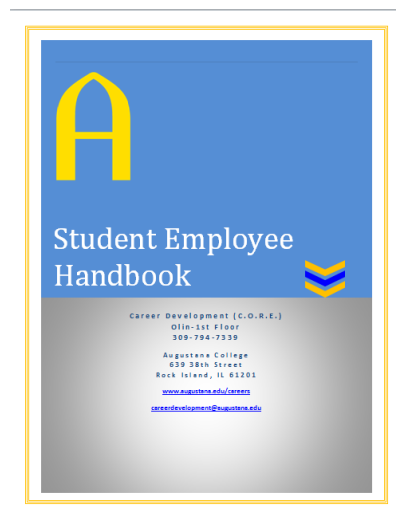


Student Employment and On Campus Internships

Approximately half of Augustana students worked on campus for some period of time during the 2014-2015 academic year.

Augustana College promotes the development of the whole student by providing meaningful work experiences on-campus aimed at enhancing college and career goals through experiential learning opportunities. With this in mind, handbooks for both student employees and staff who supervise them were created.

The Student Employee Handbook provides a step-by-step guide of how to find a job, resources to use on campus & Financial Aid, the Payroll process, guides to Professionalism, Employee Relations, Disciplinary Actions, and Training. The handbook also serves as a tool to address the Learning Outcomes referenced in the Augustana 2020 Strategic Plan. The goal is to link all jobs on-campus with learning outcomes so that students are cultivating those skills in all areas of their college experience. For example in CORE our CORE Commons student workers will develop their ability to communicate because of the high traffic volume of the CORE Commons and CORE offices. These student employees will develop and hone communication skills through verbal and written communication with their peers and members of the Augustana faculty/staff, and community.



The Supervisors of Student Employees Handbook was developed to aid staff in creating meaningful work experiences for the students. Because there has been little oversight of most student positions on campus this handbook is a tool supervisors can utilize to create job descriptions that follow the Learning Outcomes and relate to the Strategic Plan. It also gives them ideas for evaluations and the services of Career Development in assisting them with supervising student employees. There will also be trainings for supervisors that address the various aspects of their responsibilities that pertain to student employment throughout the year.

Student Employment Checklist

- Search Augie Hub for job openings
- Attend a training on Student Employment at Augustana
- Read through Student Employment Handbook and sign acknowledgement form
- Meet with Clarissa Thompson, Assistant Director, Student Employment & Campus Internships (ext. 8614, clarissathompson@augustana.edu) about jobs on campus
- Fill out required forms
 - Federal 1-9 form
 - Federal W-4 form
 - Relevant State Tax form
- Sign Confidentiality Agreement & complete FERPA training
- Create or have your Resume looked at by a member of the Career Development Staff
- Fill out and return Direct Deposit form to Payroll office in Sorenson
- Go over Training on Clocking in and out of Time Clock Plus with your supervisor

This is an example listing of the jobs offered on campus at Augustana:

- Residence hall desk assistants: Westerlin and Swanson Commons
- General office assistant
- Departmental Assignments
- Life-guards at Carver Athletic Center Pool
- Centennial Hall performance staff
- Dining Service employees & Catering
- Library assistants
- CORE, Admissions, Dean of Students Office, etc.
- Information Technology Systems assistants
- PepsiCo Intramural assistants
- Augustana Bookstore employees
- Facilities-grounds, general student assistant, summer paint crew, etc.



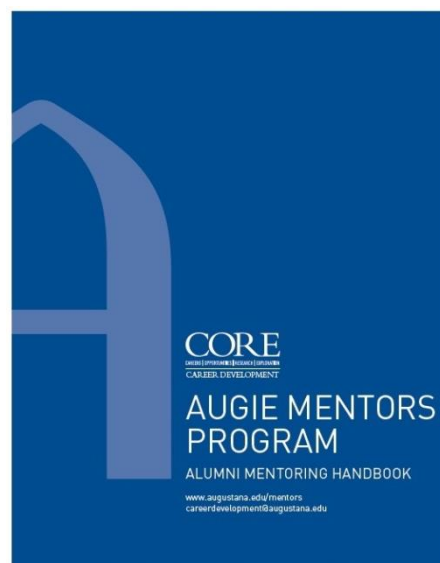
Alumni Connections Portfolio of Programs

Alumni Connections offers a portfolio of programs that allow alumni to connect to students for career and professional development. This partnered approach allows students to feel comfortable exploring careers, graduate school and life after Augustana and encourages alumni to reconnect to the Augustana community through different options. The portfolio of programs covers a spectrum of opportunities and allows alumni to choose their volunteer level of involvement.

Alumni who want to share their industry and career knowledge, give advice and answer questions related to career and professional development are encouraged to participate.

Options include:

- Informational Interviews
- E-conversations
- On-campus Events
- Alumni Wall of Fame
- Panel Discussions
- Job Shadow
- Workshops
- Internships and Jobs
- In-class Presentations
- Speed Networking Events
- Mock Interviews
- Mentorship Program



Augustana College

Symposium Day 2014 was full of exciting, thought-provoking conversations centered on the theme of identity. One of the sessions students could attend was an alumni panel discussion titled “The Many Identities of Your Major.”

Organizers Kevin Carton ’10 and Alex Washington ’09 knew this topic was a perfect way to connect CORE and Augustana alumni with current students. By showing how an Augustana degree can lead to diverse careers, the session aimed to expose students to modern-day career development and trends. Now more than ever, career paths must be flexible and adaptable. Instead of staying in a position for many years, it has become increasingly acceptable (and sometimes encouraged) to explore multiple industries, jobs and careers when trying to find meaningful, impactful and fulfilling work.

During the panel discussion, students heard how Matt Pelton ’10, Erin Platt ’92, Kevin Tracey ’10, Marc Hayes ’08 and Javier Perez ’97 are making a meaningful impact in their communities and professions. It was interesting to see how the panelists’ majors and concentrations during their undergraduate studies are not necessarily the focus of their careers today. Sixty students attended this panel discussion and saw real-life examples of how “soft skills” and other traits that are fostered during their time at Augustana transfer in the professional world, regardless of industry or job. Hopefully, students understood what can happen when they connect passion and interests with an Augustana degree!

Alumni Wall of Fame (partial list)

- Mike Avallone, 2011: After temporarily working the corporate field, Mike decided to become his own boss, obtaining a franchise of Jet's Pizza restaurants in the west suburbs of Chicago.
- Jeff Becker, 2009: A three-time varsity letter winning athlete at Augustana, Jeff continues to feed his passion for basketball working as the Director and Skill Development Trainer for the Arizona Power Basketball Academy.
- Vuk Bojovic, 2014: An accomplished Economics and Communications Major at Augustana, Vuk is currently working as an Account Executive at JKR Global, helping companies such as Kraft Foods and General Mills create a corporate identity.
- Kyle Brill, 2006: Kyle attributes his study abroad experiences with Augustana to his current research of Seismic Investigation of Volcanic Fluid Movements at Michigan Tech University.
- Kevin Carton, 2010: After working for John Deere, Kevin returned to Augustana as a Career Counselor for the CORE Office, and continues to pursue his passion for music with his piano-rock band, Minus Six.



Augie Career Teams

Alumni Connections created a new program called the **Augie Career Teams** to better connect current students and young alumni to professionals in their fields of interest. This concentrated effort encourages students to complete certain career development goals in order to gain access to assistance from our vast network of alumni and friends of Augustana. The **ACTs** (Augie Career Teams) are anchored around industry clusters; with a Career Development Staffer serving as the leader. The main goal is to take prepared students and connect them with industry professionals for all things related to career development; there is a direct line of communication that a student can use to learn more in-depth information about a specific industry.

Industry Clusters Include:

Aerospace
Chemicals
Energy
Environment
Health Care
Media
Social Justice
Tourism

Agriculture
Economic Development
Entertainment
Financial Services
Law/ Public Policy
Natural Resources
Sport Management
Transportation

Art
Education
Entrepreneurship
Government
Manufacturing/ Trade
Non Profit Management
Technology/ Software

The magnificent thing about the Augie Career Teams is that the professionals who participate can opt in / out at their convenience. We have designed the program so that students and ACT Leaders are cognizant of our volunteers' time. The ease of use for the Augie Career Teams make it an option for all alumni and friends of the college to be involved at whatever level they deem appropriate.

Vocational Exploration

During the Winter Term, CORE offered the course LSC250-Vocational Exploration and Research. Co-taught by Dr. Michael Edmondson and Rev. Kristen Glass Perez, the course helps students define their purpose, passions and interests as well as connect those to their future career goals. The course met weekly during Winter Term in the CORE office and students engaged a variety of experiential learning activities to help them map out a plan for engagement for their time at Augustana and beyond.

In January, 25 students attended the Vocational Exploration Winter Retreat. Co-sponsored with Campus Ministries, the annual overnight retreat offers a unique opportunity for students to step away from campus to learn about ways to become a more reflective student, as well as gain insights into their values, interests and goals. Students on the retreat have the chance to relax, reflect and unplug in a beautiful natural setting and much hot chocolate was consumed by all!

Augustana's vocational exploration component of CORE was profiled in "**Inside Higher Ed**" (<https://www.insidehighered.com/news/2014/10/06/college-moves-campus-pastor-out-chapel-and-career-counseling>).

Augustana was pleased to attend the **President's Interfaith and Community Challenge Conference** Sept. 22-23, 2014, at George Washington University in Washington, D.C. Augustana President Steve Bahls, Pastor Kristen Glass Perez and Keri Bass both from CORE attended the conference with three Augustana students. The Augustana team learned about ways that interfaith partnership and community service can strengthen one's understanding of vocation or calling in life, as well as how interfaith understanding can be an essential part of one's career development.

Augustana College received a **\$10,000 professional development award** from the Council of Independent Colleges with generous funding from the Lilly Endowment, Inc., to support a program that will train 118 faculty and staff members to effectively educate, advise and mentor students to navigate the various callings and commitments in their lives and make academic, co-curricular and career choices based on those understandings. This grant will be implemented throughout the 2014-2015 academic year.

Kristen Glass Perez, chaplain and director for vocational exploration, attended a **consultation** convened by the Evangelical Lutheran Church in America (ELCA) to discuss opportunities for partnering with other ELCA-related networks for vocational exploration opportunities with young people funded by money raised from the ELCA capital campaign titled "Always Being Made New."

Vocational Exploration, Career Counseling and Community Service staff led a **training** for Augustana career ambassadors. The career ambassadors serve as high-level student mentors in the area of career development. They help students consider questions of meaning and purpose as it relates to career and professional development. Career ambassadors are an exciting addition to the CORE team.

Many students stopped by CORE offices during the first week of the fall term for vocational exploration. Our staff helps students examine questions about majors, co-curricular activities, academic advising, and community and volunteer service.

Community Involvement and Service

Winter Symposium-

There were three volunteer events that occurred on Winter Symposium

1. **Social Dreaming Workshop-** Collaborated with Chuck Hyser and Vicki Phipps. Using the resources of the Education Department, the Art Department and CORE. A classroom of students was brought to Augustana on Symposium Day to answer the important question of what might the world look like in the future and what might we need to develop as humans to address the needs of the world population. Volunteers from the two departments worked with the elementary and college students to create, with play dough, the world that will exist in the future. The college students completed their tasks separately from the elementary students and were able to look at their answers and engage in conversation surrounding the difference between the two groups.
2. **Student Food Drive-** Collaborated with Amy Fagan (Greek Council) and Katey Bignall (OSL). Amy Fagan, in collaboration with Augustana's Sororities and Fraternities held an all-day food drive in the CSL. The purpose was to address the social justice issue of food inequality. They collected and delivered food to the River Bend Food Bank.
3. **River Bend Food Bank-** Keri Bass from CORE organized two different shifts of volunteers to work at the River Bend Food Bank. The student volunteers packaged food for mobile food pantries and organized donations for the food bank.

Friendship Manor event- Hosted an Alumni Event at Friendship Manor in Rock Island. We presented a slide show about the changes that have occurred on campus in recent years. Additionally, we listened to the stories of the alumni present and answered questions about current life at Augustana.

Water to Thrive Initiative: This campaign has been established in partnership with a group of Augustana students who are interested in addressing the global water crisis. They have set a goal to raise awareness for the need for clean water in Africa, as well as funds. They are planning multiple awareness and fund-raising events throughout the year, with the goal to raise \$10,000 to build two wells in Africa.

What has happened:

- Awareness event on Fall Symposium Day, September 2014. Students distributed information about Water to Thrive and asked students sign for Water to Thrive awareness. Money was raised, and the campaign was launched.
- On Oct. 13, 2014, Ed Scharlau, founder of Water to Thrive, came to campus and spoke with Chris Strunk's Geography of the Global Economy class. A lunch-and-learn event was held with student leaders from across campus.

What is planned:

- Working with students to host one fund-raising event in the winter.
- Working with students to organize the Walk for Water, an event in which students raise awareness and money about the global water crisis. The students will collect pledges and walk a predetermined path around campus while carrying water from the slough.

Community Partners: It is important that students find meaning in the work that they do, whether it is paid or unpaid. In collaboration with Amy Fagan '16, community service chair of the Greek Council, three Greek organizations want to create lasting partnerships with community organizations. This will enable both parties to work with one another from year to year as opposed to working with each other from event to event. The intention is to create relationships that will solve community concerns. These kinds of relationships will help lead to the collaborative leadership, ethical citizenship and critical thinking skills that we hope to develop in Augustana students.

What has happened:

- Interest has been assessed, and three organizations have expressed a desire to create partnerships with various community organizations.

What will happen:

- Reach out to the community organizations and assess interest.
- Set up a meeting between the Augustana groups and each community organization to assess the needs of the community organization and develop a plan.



Entrepreneurship

Augustana is uniquely positioned to appeal to the sharp increase in market demand for entrepreneurial opportunities as part of a student's college experience. A combination of factors including the economic recession, increased news coverage of entrepreneurship, and a generation looking at the changing job market have all contributed to the importance of these offerings. Add to that the market focus on having demonstrable skills at graduation has made entrepreneurship more relevant. This trend will not end anytime soon as we look at the students coming in over the next 10+ years because the iGeneration values independence and the idea of being an entrepreneur.

Augustana has three important entrepreneurial components, all connected to the Career Development Office. Two of these are major entrepreneurship initiatives launched during the 2014-2015 academic year.

The **EDGE/Entrepreneurship Center** is both established and unique. No entrepreneurial center offers what Augustana has in EDGE. This successful program provides over 80 students with opportunities in graphic design, event planning, web site design, programming, and a host of other creative tasks.

The **Entrepreneurship Certificate** allows both non-business and business majors to take classes and gain experience related to launching a venture. This program requires an experiential component overseen by EDGE. Most students will complete a business plan and be introduced to SCORE and the SBDC as part of the experience.

The newest program, the **Augustana Creative Enterprise Fund** provides students with the unique opportunity to start an entrepreneurial venture while serving a local, national, or international need.

The Augustana Creative Enterprise Fund (ACEF)

- Provides our students with the unique opportunity to start an entrepreneurial venture and serve the local and national region, and/or parts of the developing world. ACEF is open to all majors in their first, second and third year at Augustana, who have an interest in launching an entrepreneurship venture that fulfills Augustana's mission of challenging and preparing students for lives of leadership and service in a complex and changing world. The grant supports a wide range of opportunities that include, but are not limited to, business and social entrepreneurship, education ventures, and sustainable community development programs both domestically and in developing countries. In acknowledgement of the importance of arts and music in our lives, students who can effectively link the fine and performing arts or music education to the proposed venture are particularly encouraged to apply. Funds help students develop their business plan and strategy, identify other appropriate funding streams to make the enterprise sustainable if applicable, launch the effort and validate their product or service. It is ideal if the winning projects can position themselves for sustainability and growth, or find avenues/ways for sustaining their service efforts with our Augustana community members. The award recipient will retain any profits from these ventures while in college or after, but it is our hope that recipients will support philanthropic efforts at the college or elsewhere.

Augustana Certificate in Entrepreneurial Studies

- The purpose of the Certificate in Entrepreneurial Studies is to help prepare liberal arts majors (specifically non-business majors) for either starting their own business or working in small business

and to provide them with formal documentation of their competence for doing so. Like traditional academic programs, it will be structured and closely overseen by the faculty. Unlike traditional programs, a substantial fraction of the program involves an experiential component where students will work with either a faculty member in concert with the EDGE Center or at a small business in a role which applies the concepts learned in the academic component to a real-world setting. We believe the program offers a valuable, rigorous experience and, at the same time meets the need of our students who could benefit from entrepreneurial experience to realize their goals and aspirations. .

Entrepreneurship/EDGE Center

- One of the departments you may or may not have heard about is the Entrepreneurial Center (or EDGE Center for short). The EDGE Center essentially functions as an advertising agency, working on projects for nonprofits and small businesses throughout the Quad Cities. We do a number of different projects and house several student groups, including:
 - **Augustana Web Guild:** a student group that functions as its own web development business with over 160 clients on annual contracts and a constant stream of ongoing design and development projects
 - **ADs:** a student group that competes in the annual National Student Advertising Competition. In this competition, we get a case study from a large corporation and proceed to build a year-long advertising campaign, which we pitch to representatives of the company
 - **advantEDGE Design:** These designers work on a number of projects, including book layouts, the campus directory, letterheads, logos, handouts, flyers, DVD/CD covers, and business cards
 - **Video editing:** this includes the Black Squirrel Productions student group, which produces videos, along with various video projects done through the EDGE Center for area businesses and nonprofits
 - **EDGE Event Planning:** Currently there are two sets of event planners: one that helps to run the college's three Symposium Days, and one that assists in running an international conference of family therapists

The EDGE Center is open to all students of all majors, no matter what their experience level. We are always happy to work with students to help them learn the ropes (after all, most of us came in without any experience and had to learn from more experienced students!). While it is still very early in your college path, there is no time like the present to start building skills that will look fantastic on your resume when you apply for internships and full-time positions. And while work in the EDGE Center is generally unpaid, you can work your way to various rewards, from t-shirts and free pop to expenses-paid trips to conferences and even scholarships

Students who work in EDGE have opportunities to learn a wide spectrum of software programs that include:

Photoshop	Illustrator
Adobe suite	InDesign
Dream Weaver	HTML
CS5	Java
PhP	Responsive web design
Final cut pro	Raspberry pi
Adobe Premier	Powerpoint
Flash	AcrobatPro9

The Advertising Developers (Ads) Group 2014-2015 Competition



A group of Augustana students is thinking a lot about pizza, but not about how tasty it is. They're trying to figure out how to get more people to order it online instead of calling on the phone. They're the Advertising Developers (ADs) group, which every year competes in the National Student Advertising Competition. A corporate sponsor presents the students with a real problem the company wants to solve. Students research the company and the competition, then come up with an

integrated marketing campaign for the client, just as a marketing company would do. Doug Tschopp, director of Augustana's Entrepreneurial Center, has been coaching ADs students since Augustana joined the competition in 2000. He said the competition brings together Augustana students looking for a special intellectual challenge. The skills required for the competition are across the curriculum, he said, which is why ADs epitomizes the core values and disciplines of a liberal arts education. Augustana is one of only a few schools that allows students to participate in the competition all four years. Tschopp said students often come back because the word has spread: ADs is fun, plus they will get good experience and a valuable portfolio of their work.

Augustana's involvement in the competition was started by Julie Baner '02, a business major who is a production supervisor at Walt Disney Animation Studios and worked on the film "Frozen." "The ADs program encompasses all of the major aspects of what it takes to be successful in the business world. From time management, research, and presentation skills, to keeping your goals client-centric, participants are really given a preview into the 'real world,' said Andrew Bogren '10, now an audit senior at Selden Fox in Oak Brook, Ill. "In the current job market, employers are constantly looking for that differentiating factor between candidates. The ADs experience IS that differentiating factor that they are looking for, regardless of major." This year it's Pizza Hut tapping the brains of about 2,000 college students, while delivering a lesson in how to apply what they've learned in the classroom. Augustana has 38 students in a variety of majors working on its entry. They started work the first week of class last fall and will meet twice weekly until it's time to present their marketing plan in April at the district competition.

The competition is time-consuming, but so engrossing that many students keep coming back, including senior Amber Dalgaard who is working on her fourth competition. "You just feel like you're doing real-world things. This is actually getting to do it," she said. Students who have participated in ADs before have learned the value of research, and lots of it. So this year's group first ran a survey about consumer pizza-ordering habits. The results are a trade secret, but ADs co-president Andy Shearhouse disclosed that 35 percent of respondents said they eat pizza at least once a week. "I think the results may be a little skewed because so many of the people we surveyed are college students," he said with a grin. Dalgaard, ADs vice president, said she was surprised at first to learn how much research plays a role when the group tries to judge which ideas will work. A communication studies and psychology major, she plans to go into advertising and marketing. "I learned the actual terms that I will need to learn out in the field in ADs," she said. "Each year is different and

it shows a different balance of ways of marketing. It makes you get a lot of research on a lot of things and learn how to target different people."

After several months of research the group begins brainstorming ideas. Junior Holly Scholl, ADs co-president now working on her second competition, said some ideas are obviously "golden." The hard part for the group is deciding what other ideas to include and how to connect them into a plan, she said. Different strengths and talents are needed. After all else is done, there's the design, layout and writing of the "plan book" the judges will see. The group also needs a star presenter, because a lot hinges on how well students deliver their plan in the 20 minutes they get in front of judges. They also have to withstand some often "withering" questions, said advisor Doug Tschopp.

Shearhouse, a business administration and computer science major, is in his second ADs competition. Last year he helped prepare a campaign for Mary Kay Cosmetics. "I was always the guy who sat in the back and didn't say anything," he said. "But I was so hooked there was no way I could not come back again. I realized I liked this whole marketing and advertising deal." He said that when he started his first marketing class he already knew about half the terms used. "It almost gives you an unfair advantage in classes," he said. "One of the class projects was to build a survey about consumer preferences. I ended up being the group member who built the survey, and one of the group members said to me, 'This is everything that the professor talked about.' ADs takes it to a whole new level. You're looking at putting together a six-month or whole year plan for a national company."

Scholl, a graphic design major, was drawn to ADs because she wanted to learn something about business. "The plan book is what hooked me," she said, "and learning all these strategies I wouldn't normally learn. "I took typography and it's just funny because the things I needed to learn ended up in the plan book. I thought, 'Now I understand and now I can do better. Oh, OK, now I can use this typeface together with this one.'" Each student team first will compete in one of the American Advertising Federation's 15 districts in April. After the semifinals in May, the top eight teams will pitch their campaigns in Las Vegas in June. Although Augustana has never advanced to the semifinals, Tschopp said students are not discouraged. "It's about the journey," he said.

The word has spread: ADs is fun

Doug Tschopp, director of Augustana's Entrepreneurial Center, has been coaching ADs students since Augustana joined the competition in 2000. He said the competition brings together Augustana students looking for a special intellectual challenge.

The skills required for the competition are across the curriculum, he said, which is why ADs epitomizes the core values and disciplines of a liberal arts education.

Augustana is one of only a few schools that allows students to participate in the competition all four years.

Tschopp said students often come back because the word has spread: ADs is fun, plus they will get good experience and a valuable portfolio of their work. Augustana's involvement in the competition was started by Julie Baner '02, a business major who is a production supervisor at Walt Disney Animation Studios and worked on the film "Frozen."

Many graduates credit ADs with giving them an employment edge.

"The ADs program encompasses all of the major aspects of what it takes to be successful in the business world. From time management, research, and presentation skills, to keeping your goals client-centric, participants are really given a preview into the 'real world,' said Andrew Bogren '10, now an audit senior at Selden Fox in Oak Brook, Ill.

"In the current job market, employers are constantly looking for that differentiating factor between candidates. The ADs experience IS that differentiating factor that they are looking for, regardless of major."

"ADs was a great hands-on experience. I learned about everything from project management to advertising to design--and all with smart people who were committed to our project team. There's plenty of room to develop leadership skills in the organization. All you need is the courage to take the whiteboard marker one night and communicate your vision." Chris Sula, Ph.D '04, now an Assistant Professor at Pratt Institute in New York City

EDGE Client List

Academy for the Performing Arts	Habitat for Humanity QC	Quad City Area Labor-Management Council
Adcraft Printwear	Habitat for Humanity Restore	Quad City Audubon Society
Against the Grain Brewery & Alehouse	Hardwood Veneers Corporation	Quad City Community Engagement Consortium
AnMed Medical Billing Service	High Arctic Institute	Quad City Institute for Cultural and Healing Traditions
Appliance-Parts Supply	Hilltop Greenhouses	QCLinks
Attacking Trafficking	Holy Trinity Angelican Church	Quad City Christian School
Autism Society of the Quad Cities	Illinois QC Catholic Schools	Quad City Medical Society Office
B & W Home Improvement	International Family Therapy Association	Quad City Presenters
Barley & Rye	IFTA Congress	Quad City Rent To Own Homes
Bass Street Chop House	Iowa Association of Alternative Education	Quad City Senior Olympics
Bethany for Children and Families	Iowa Dental Hygienists' Association	Quad City Strongman
Bettendorf Athletics Booster Club	J Marie Interiors	Quad City Trolley Company
Bix Society	Jeff Tady	Razer Safety and Health Consulting Services
Blue Devil Athletic Foundation	Jersey Ridge Place	Rebuilding Together Quad Cities
Blue Ridge Vessels	Jim Spencer	Ride the Rim
Blue Devil Youth Sports Program	Jog for Henry's Dog	River Bend Foodbank
Braking Traffik	John Donald O'shea	Riverboat Development Authority
Bryant Bureau	Kaaba Shriners	Rock Island Arsenal Historical Society
Bucktown Center for the Arts	Kavanaugh's Hilltop	Rock Island County Fair
Business Education Partnership	Kelly Daniels	Rock Island County Health Department
Casa Guanajuato	Krakka Suffolks	Rock Island Girls Softball League
Center for Active Seniors	Lakewood Electric Services	Rock Island County Public Health Department
Cedar Tree Village Homeowners Association	Landlords of Davenport	Rock Island Township
CEDEPCA USA	Law Offices of Thomas Skorepa	Snowball Shootout
Christian Care	LULAC	Gregory Steele Art
Circle K Properties	ManningJoy Products	Sandry Fire Supply
Colonel Davenport Home	Marriage and Family Counseling	Silvis Main Street
College Hill District	Material Logistics Group	St. Ann's Catholic Church
Collegiate Strategy	Microbial Genome Annotation Network	St. Mark's Anglican Church
Competitive Edge Athletics	Midcoast Fine Arts	St. Mark's Lutheran Church - Davenport, IA
Connie Heckert	Milan Chanber of Commerce	Studio Dee Yoga
Creative Custom Cabinets	Milan Fireworks Fund Run	Studio G Salon & Spa
Creekside Vineyards	Milan Medical Group	Thin and Healthy Total Solutions
CSI Homes	Miles for Melanoma - Doin' It For Deb	Transitions
Davenport General Services Corporation	Mohassan Grotto	Tree Medics
Davenport Reads	Moline Booster Club	Tri-City Jewish Center
Digestive Disease Specialists	Moline School Foundation	Trinity United Methodist Church
Digital Papercut	Moline Kiwanis Club	Twin Cities Apartment Finder
Edgerton Women's Health Center	Moline Public School Foundation	United Insurance and Investments
Elephant Trunk Mats	My Daily Director	Valley View Country Club
Enjoy With Troy	NDIA	Village of Annawan
Fillmore Enterprises	NDIA Symposium	Village of Milan
Find Your Place and Breathe for the First Time	Newhouse Health Solutions	Village of Port Byron, IL
First Baptist Church of Moline	Optimum Commercial Real Estate	Vintage Voices
First Covenant Church of Moline	Our Lady of Grace Catholic Academy	Visual Imaging
First Presbyterian Church Milan	Peace Lutheran Church	Western Illinois Area Agency on Aging
Fitness Express	Peer Trucking	World Affairs Council of the Quad Cities
Freedom Ministries	Pendulum Resources	Xenium Golf Carts
Genesius Guild	Phoenix Art Gallery	Youth Service Bureau of Rock Island County
Grace Lutheran Church	Photo Tours For Business	Zion Lutheran Church of Davenport
Gray Machine and Welding	Premier Rehab Centres	
Greater Antioch Church	Printer's Mark	
Greater Davenport Redevelopment Corporation	Public Relations Network of the Quad Cities	
Greenwood Cleaning Systems	Project NOW	
Gustafson Art	QCA Health Expo	
	QC Analytical	

Collaboration with Campus Constituents

- Advising
 - Assisted with first generation student dinner event
- *Information Technology:*
 - worked together to build a new student tracking database for the Viking Score
 - designed a new Augie Hub for internship and employment postings
- *Marketing/Communications:*
 - worked together on a Career Development brochure
 - revised Career Development website
 - created signage for CORE offices
 - collaborated on Career Development post cards
- *Admissions:*
 - worked together for a CORE open house on visit days
 - met with visiting high school students and families interested in attending Augustana
 - Admissions open house and scholarship competition
- *Office of Student Life:*
 - worked with the Student Government Association on special events
 - presented to presidents of various organizations
 - presented to various Greek chapters
 - Advisor to BOS fraternity
 - SOAR: Student Outreach and Recruiting is Augustana's student-run committee focused on advancing professional development on campus. SOAR works with Augustana's CORE Center and Career Development Office to promote professional development events, information, and opportunities. By supporting professional development for all majors, SOAR maintains an executive board that consists of a cross section of student representatives from different sections of the campus.
- *Resident Life:*
 - made several presentations to community advisors
 - presented to Resident Life staff on career development
 - TLA CAs networking event
- *Alumni/Advancement:*
 - launched the Augie Mentors Program
 - coordinated work on grant-funded internship opportunities
 - Attended Winter in the Windy City event to network with alumni.
- *Financial Aid and Human Resources:*
 - started student employment handbook and policies
- *Institutional Research:*
 - collaborated on student internship survey and leveraged career data for Alumni Connections portfolio
- *Athletics:*
 - working with coaches and staff to promote CORE and career development
 - presented to men's basketball team
 - Lacrosse Team - MBTI Reflection
 - routinely meet with athletic recruits for football, hockey and basketball during their visit to campus

- *International Students:*
 - held professional development workshop for international students
- *Registrar's Office:*
 - provided financial support for student who programmed new GPA calculator
- *Counseling Center:*
 - served on a panel at an AugieNAMI meeting to talk about a career as a counselor
- *Symposium Day:*
 - *Fall Term:*
 - Michael Edmondson presented "Divergent: The Clash of Your Identities"
 - Alex Washington '09 and Kevin Carton '10 held an alumni panel titled "The Many Identities of Your Major"
 - Keri Bass facilitated the workshop "Volunteering 101"
 - *Winter Term:*
 - Michael Edmondson presented "Social Justice Careers"
 - Keri Bass
 - Margaret France from English Department, Clarissa Thompson and Michael Edmondson on Justice Movement: A Yoga Experience

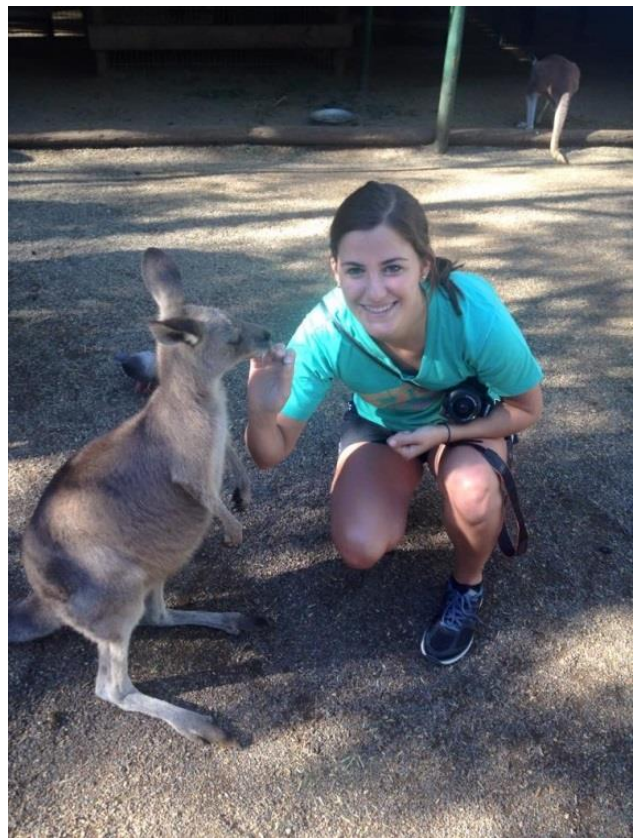
Faculty Collaboration

- *Accounting:*
 - John Delaney – class presentation
 - Accounting mentorship program
- *Biology:*
 - Jason Koontz and Brad Kennedy – pre- med event with Genesis
 - worked collaboratively on the Unity Point Cardiology Rotation job shadow
- *Business:*
 - Amanda Baugous – class presentation
 - Entrepreneurship Certificate
 - Business Club trip to Chicago
- *Chemistry:*
 - Pam Trotter – class presentation
- *Communication Sciences and Disorders:*
 - Kathy Jakielski – class presentation and career development booklet
- *English*
 - Department wide presentation
- *Finance:*
 - Dennis Norling – class presentation
- *Geology*
 - Department wide presentation
- *History:*
 - Jane Simonsen - Support for the \$tart \$mart workshop
 - Department wide presentation
- *LSY:*
 - Farah Marklevits – class presentation
- *Music*
 - Department wide presentation

- Center for Creativity discussions
- Philosophy:
 - Heidi Storl - Support for the Texas Medical Center Summer Research Internship Program
 - Doug Parvin – class presentation
- Psychology:
 - Fen Fenwick – class presentation
 - Career event for law/criminal justice
 - Masters Program Panel with Psych Department
- Sociology
 - Department wide presentation

Faculty Advisory Board: An informal discussion group of faculty members interested in CORE and Career Development:

- Chadia Chambers-Samadi (Foreign Language)
- Doug Parvin (Philosophy)
- Forrest Stonedahl (Computer Science)
- Jacob Bancks (Music)
- John Delaney (Accounting)
- Joe McDowell (English)
- Pam Trotter (Chemistry)
- Kathy Jakielski (CSD)
- Mark Vincent (Psychology)
- Jason Koontz (Biology)



Grounded in Theory

Augustana's Career Development Office is grounded in theory. Specifically, there are two theories that drive our portfolio of programs and services: Existential (Vocational) and Chaos. There is no doubt that life is uncertain. Students want to know what major to select in order to be certain that they will have a job. To obtain some level of certainty students often ask: "If I major in X what type of job will I get?" or "What type of career will major X provide me?" By holding out some level of certainty, customary models of career development focus on what is probable and de-emphasize the possible. Such an approach severely limits the career options for students. Within both the Existential and Chaos Theories anything is possible when it comes to one's career development.

In "Positive Uncertainty: A New Decision Making Framework for Counseling," (*Journal of Counseling Psychology*, 1989) concluded that "positive uncertainty is compatible with the new science and beliefs of today's society and incompatible with yesterday's decision dogma. It involves ambiguity and paradox because the future is full of ambiguity and paradox. In the future it will help to realize that one does not know some things, cannot always see what is coming, and frequently will not be able to control it. Being positive and uncertain allows one to be able to act when one is not certain about what one is doing."

Augustana's Career Development Office is built upon the convergence of two dynamic theories that help students understand that their journey from being to becoming is full of possibilities:

1. *Existential Career Decision Making Theory*: involves exploring how students subjectively experience themselves and their quality of life in their career search, assessing career possibilities that are congruent with their sense of authentic self, and encouraging them to move beyond their real and perceived barriers. Aligned with the pursuit of vocation and the development of one's authentic self.
2. *Chaos Theory of Careers (CTC)*: based on four components: a) it is useful and vocationally mature to be both certain and uncertain when making a career decision; b) too much order and stability is actually quite hazardous to adaptation; c) changing one's mind after having made a choice is an adaptive trait for the future and not necessarily a sign of incompetence or stalling; and d) complexity need not be feared but rather embraced with humility and openness to its inherent possibilities.



In *The Chaos Theory of Careers: A New Perspective on Working in the Twenty-First Century* (2011), Robert Pryor and Jim Bright identified three elements to explain how in today's uncertain and unpredictable world the notion of stable or predictable careers paths becomes ever more questionable:

- *Complexity*: The dynamics driving today's complex economy include: technological innovation and adoption, speed of communication, and the globalization of consumer markets to name a few.
- *Change*: Given the emergence of new markets, employment positions, and types of work, research now indicates that changing careers is not only the norm, but is beneficial for career satisfaction.
- *Chance*: Research indicates that serendipity often has an impact on vocational decisions and career development.

To deal with complexity, change, and chance, H.B. Gelatt identified four major paradoxes in *Creative Decision Making Using Positive Uncertainty* (1991, rev. 2003). Students need to understand each paradox can help them move forward in their career decision making process:

- Be focused and flexible about what you want.
- Be aware and wary about what you know.
- Be objective and optimistic about what you believe.
- Be practical and magical about what you do.

The Five Career Development Commitments of Augustana College

Introduction

In collaboration with faculty, staff, alumni, parents, and others, Augustana's Career Development office provides students with a valuable portfolio of programs and services that include career counseling, information on employment and internship opportunities, entrepreneurship guidance, graduate school preparation, professional development training, and vocational reflection.

Augustana College will develop new relationships and resources so all students will have the knowledge, confidence and specific tools to connect their education with immediate goals after graduation and changing goals throughout their lives. Our graduates will find professions that honor their aspirations and investment, and vocations through which they will effect positive change in the world.

As evidence of our success, Augustana College will seek to achieve the following statistics:

- For non-graduate school applicants, full-time employment rates of 90% within 6 months of graduation in positions requiring a college degree.
- 80% of recent alumni in the workforce indicating that Augustana prepared them well to succeed in their current positions.
- 90% of recent alumni in graduate school indicating that Augustana prepared them well to succeed in their current program.
- 90% of students provided with internships (or similar intensive practical training experiences) or intensive/significant research projects.

The Five Career Development Commitments of Augustana College represent the institution's dedication to integrating a residential liberal arts education with career development. The Preamble to the *Augustana 2020 Strategic Plan* highlighted the emphasis and commitment placed on preparing students:

Our students will make greater gains in the skills, dispositions and interpersonal sensibilities needed to achieve their career goals and secure meaningful lives of accomplishment and contribution. Augustana will offer intentionally designed curriculum and integrated learning experiences through active engagement, both within and outside the classroom, that recognize the holistic nature of student learning and development. The curriculum and these experiences will take full advantage of the comprehensive learning resources of a residential liberal arts and sciences college. We will purposefully connect the knowledge, skills, and dispositions that are the hallmark of a liberal arts education to our students' post-graduate career plans.

Commitment One: *The services and programs offered by Career Development support Augustana's nine learning outcomes in order to help educate students on the professional competencies required to pursue a successful and meaningful career path.* Examples of programs and services include:

- Outcome: Publishing findings from Augustana's Institutional Research surveys to communicate the career paths and collective knowledge of alumni through lessons and case studies. (Understand/Intellectual Sophistication)
- Partnering with the faculty to schedule class visits for brief presentations on strategies students can use to respond to critical issues related to the 21st century workplace. (Respond/Intrapersonal Conviction)

Commitment Two: *Career Development will help students identify, develop, and communicate the professional skills employers expect from college graduates.* Examples of programs and services include:

- Scheduling workshops on various career development topics with campus constituents such as Resident Life, Athletics, and Student Government, to name a few, that complement the academic experience.
- Training Career Ambassadors (student workers in Career Development) to proactively engage teams, clubs, and organizations about key issues related to internships, graduate schools, or employment opportunities.

Commitment Three: *Career Development works with alumni, parents, and friends to expand career opportunities and potential sources of useful career-related information. Examples of programs and services include:*

- Connecting with Augustana's Alumni office to work with alumni who have expressed interest in offering students job shadowing, internship or employment opportunities.
- Collaborating with Augustana's Marketing and Communication office to create marketing materials to help employers better understand the value that an Augustana intern or graduate brings to their organization.

Commitment Four: *Career Development educates students on the changing nature of work, the emergence of new employment fields and graduate school programs, and the impact that technology has on finding a job. Examples of programs and services include:*

- Working with Web Services and related offices on campus, Career Development will produce a series of videos on various professional development issues.
- Organizing juniors and seniors to discuss Augie Choice, study abroad, faculty led research projects, internships, and other co-curricular experiences with freshmen and sophomore.

Commitment Five: *Career Development leverages technology to support faculty and students with a dynamic online resource center related to internships, employment opportunities, graduate school programs, and professional development training. Examples of programs and services include:*

- Building an online database that will allow faculty and students to identify available internships and employment opportunities in a specific field.
- Working with Web Services to redesign the Career Development web page www.augustana.edu/careers to better serve students, alumni, faculty, parents, and others in the Augustana community.

CONCLUSION

The Five Career Development Commitments of Augustana College demonstrate the institution's commitment to preparing students as they launch their career in today's dynamic and hyper-competitive global marketplace. Augustana students need to understand the changing nature of employment, the dynamics involved with finding employment, and the professional skills employers expect from college graduates. To help students and alumni identify and compete for the best jobs and graduate schools, Augustana's Career Development office provides career counseling, community service opportunities, entrepreneurship based experiences and training, graduate school preparation, internship and employment opportunities, professional development, and vocational reflection.



Career Development Professional Staff

- Keri Bass - Community Service Coordinator
- Judy Campos - Projects, Programs & Events Coordinator
- Kevin Carton - Career Counselor
- Erin Doty - Career Development Fellow
- Dr. Michael Edmondson - Assistant Vice President Career Development
- Kristen Glass Perez - Chaplain and Director of Vocational Exploration
- Karen Petersen - Director, Employer Relations and Internships
- Leslie Scheck - Career Counselor
- Lisa Slater - Office Coordinator
- Clarissa Thompson - Asst. Director of Student Employment and On-Campus Internships
- Doug Tschopp - Director of Entrepreneurship and EDGE Center
- Alex Washington - Assistant Director, Alumni Connections



CORE

CAREERS | OPPORTUNITIES | RESEARCH | EXPLORATION

CAREER DEVELOPMENT