

Practical Experience and Employer Relations

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Key update areas

- Student practical experience scope, type, staff, and numbers
- Employment development staff and efforts
- Outcome of suggestions for collaboration with Engineering and Computer Science
- Competitive intelligence
- Challenges and opportunities



Practical experience scope

- Domestic undergraduates and graduates can engage in practical experience at any time, with or without pay, for credit or not for credit
- International undergraduates and graduates must have academic credit for practical experience, if prior to graduation



Practical experience type & staff

- 4 different types of formal practical experience exist within the School
- These are supervised by a combination of faculty advisors, a few dedicated faculty, one lecturer, and one part-time staff support administrator



Type & staff continued

- Undergraduate practical experience for credit typically taken as a **capstone**.
- Formal ties between employers and course projects are in process.
- **Dmitriy Babichenko**, professor of practice in the School of Information Sciences, coordinates for-credit undergraduate internships and undergraduate ties with employers and course projects.



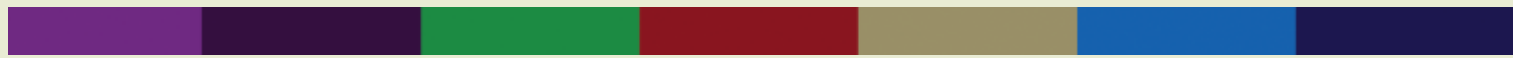
Type & staff continued

- Graduate practical experience for credit is called a **field experience** in LIS and a **practicum** in IS and Telecommunications.
- LIS also hosts a formal not-for-credit practical experience program called the **Partner's Program** that is akin to the co-op model of practical experience often expressed in undergraduate programs



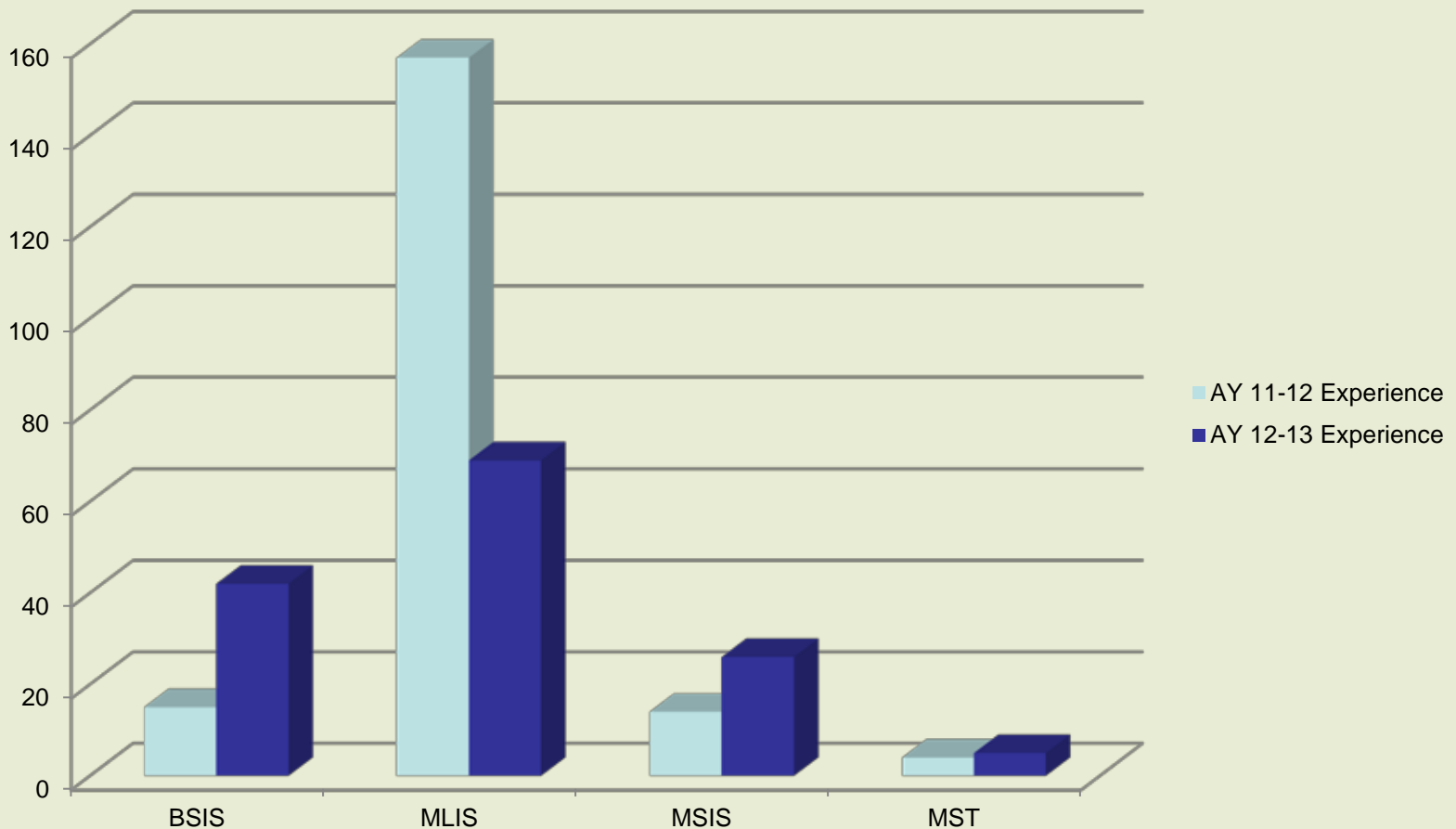
Type & staff continued

- **Faculty advisors** supervise and grade LIS field experiences and Tele practica.
- **JoAnn Kavalukas, part-time staff support,** coordinates LIS Partner's Placements
- **Two dedicated faculty** – Roger Flynn and Mike Spring – supervise and grade IS practica
- Faculty may coordinate ties with industry and the courses they teach, but this is done on an individual basis



Practical experience numbers

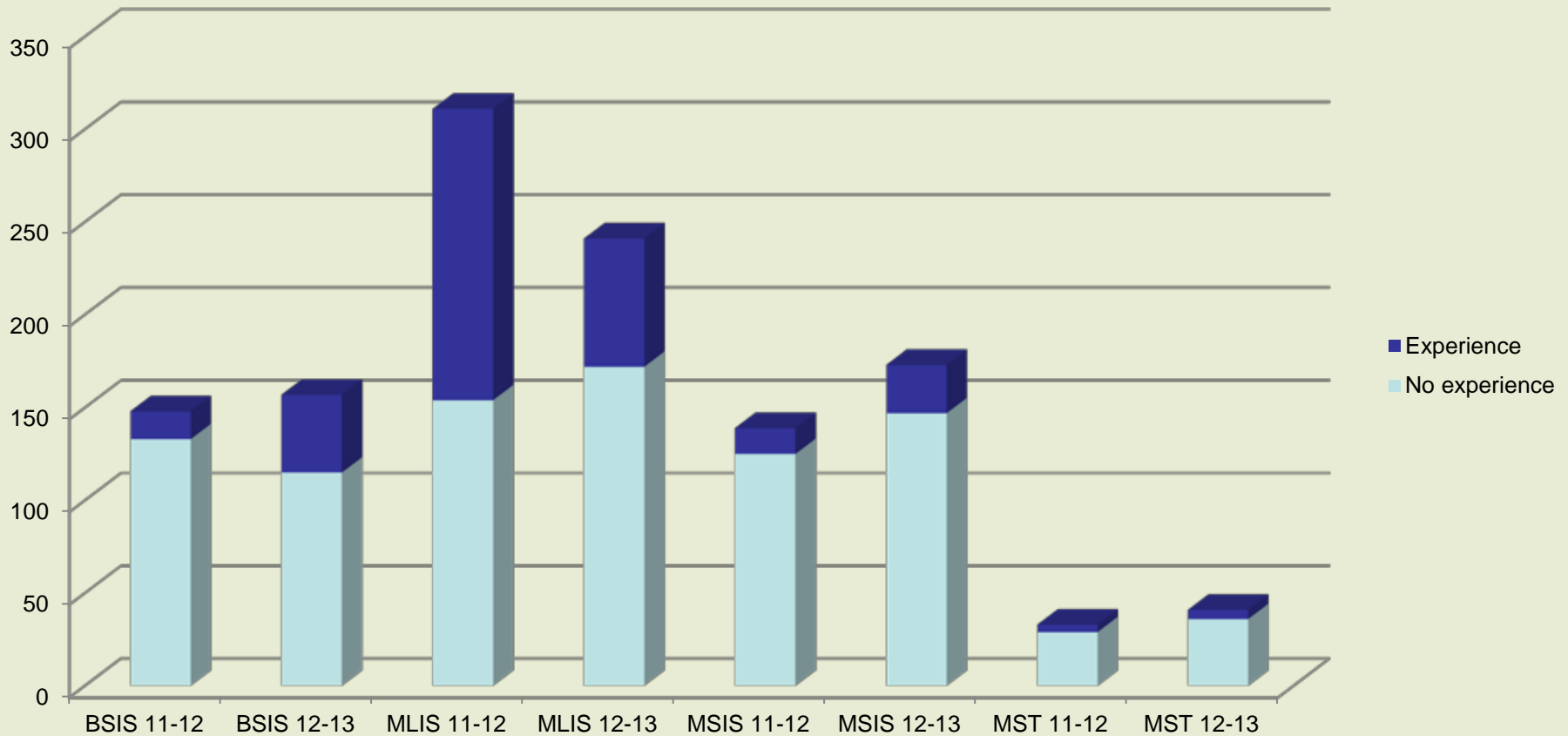
Headcount in for-credit experience by academic year





Practical experience numbers


Proportion in for-credit experience by academic year






Employment development staff

- Marci Carothers, Director of Constituent Relations, and Sandra Brandon, Chief of Staff, have existing relationships with employers
- Wes Lipschultz, Manager of Student Services, takes referrals from Marci and Sandra and offers opportunities for employers to interact with our students.
- Dmitriy Babichenko capitalizes on existing employer relationships and courts more for undergraduates
- JoAnn Kavalukas maintains relationships and courts new relationships with local employers of LIS students



Employer development efforts

- Utilizing 15 hour/week student worker to build employer database and initiate email and phone campaign to those employers
- Compiling a resume book of undergrad and graduate talent from BSIS, MSIS, MLIS, and MST to use to engage employers. Currently at 150+ resumes
- Fall 2013 – hosting 12 outside the classroom professional development sessions for students (9 done, 3 remain, sum total of 290 student attendees so far)
- Fall 2013 – directly engaged 15 employers to facilitate interactions with our student talent (**7Delta, Abercrombie & Fitch, ALCOA, Del Monte, Carnegie Museum of Natural History, Cogent Info Tech, Confluence, Dell, Fedex, IBM, MSA, Microsoft, Plus Consulting, SDLC Partners, and U.S. Steel**)
- Spring 2014 – hosting an executive roundtable and career fair exclusively for our School as part of iFest



External Collaboration Outcomes

- The Swanson School of Engineering and the Department of Computer Science declined a proposed full-time cost-shared practical experience coordination position at this time
- Trisha Hyatt and Jim McCarthy in Career Development and Placement Assistance (CDPA) work closely with Wes Lipschultz
- The model presented to employers is that CDPA helps employers access undergraduate student talent across the University, while our School helps employers access more targeted student talent that includes substantial graduate student numbers



Competitive intelligence, internal

School at Pitt	Total Enrollment	Career/Advising/Counseling/ Professional Development staff headcount
Information Sciences	700	1
Business, Graduate School	900	15
Business, Undergraduate	2000	12
Engineering	3400	10
Public Health	650	1
Public & International Affairs	420	3
Nursing	1100	4



Competitive intelligence, external

iSchool	Total Enrollment	Career/Advising/Counseling/Professional Development staff headcount
Pitt	700	1
Drexel	TBD	5
Rutgers	2300	4
Syracuse	1300	6
UIUC	680	4
Michigan	450	5
UNC	400	1
UT Austin	220	3
UW	1400	6



Challenges and opportunities

- The current involvement of multiple faculty and staff in student practical experiences yields a variety of ideas and contacts.
- Yet this means common issues – immigration authorization, developing resumes, elevator speeches, cover letters, interview skills, job and internship search – are being addressed in parallel by multiple people, and there is no standard protocol for assisting employers



Challenges and opportunities

- A staff line dedicated to these endeavors would:
 - increase efficiency in addressing practicum administration issues
 - allow faculty more time to forge partnerships with industry in the classroom
 - yield more direct engagement with new employers and enhance relationships with existing employers
 - sustain existing professional development activities for students, develop more activities, and reach a wider audience of students



Questions?