

ST MARY'S COLLEGE of MARYLAND

The National Public Honors College



CENTER *for* **CAREER & PROFESSIONAL DEVELOPMENT**

2023 Annual Report

Our Mission



Through courses, coaching, and connections, the Center for Career & Professional Development empowers St. Mary's College of Maryland students and alumni to navigate and succeed in their professional journeys.



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Gratitude

We would like to thank all of our campus partners for their collaboration, support, *and* for including us in so many impactful programs throughout the year, including:

Academic Affairs

Institutional Research,
International Education, Registrar

Business & Finance

Human Resources, Business
Office, Information Technology,
Physical Plant

Equity & Strategic Initiatives

Accessibility Services,
Equitable Programming

Enrollment Management

Admissions,
Enrollment Operations,
Student Financial Assistance,
Student Success Services

Institutional Advancement

Development, SMCM Foundation,
Finance & Administration,
Alumni Relations,
Events & Conferences,
Marketing & Communications

Student Affairs

Dean of Students,
Community Affairs,
Athletics & Recreation,
Health Services, Counseling,
Public Safety

Greetings

Navigate. This was our guiding principle over the past year. Through a variety of initiatives, we expanded our ability to serve our students, alumni, and community as an essential part of the signature *Learning through Experiential and Applied Discovery (LEAD)* curriculum.

More students participated in internships than ever before, and a record-breaking number of employers attended the Spring 2023 Career & Internship Fair. To broaden our students'

career readiness competencies, we expanded the Professional Pathways courses and piloted the *Mentor-a-Seahawk* program. These are critical elements for our students' successful launch into post-graduation careers.

Our successes would not have been possible without the leadership and visionary support of our College President, Dr. Tuajuanda C. Jordan; our Vice President for Student Affairs, Dr. Jerri Howland; our dedicated Board of Trustees; and the devoted SMCM Foundation.

Please enjoy this overview of our journey through the past year. Whether you are a student, faculty member, staff member, or community partner, we are grateful for the opportunity to serve you and collaborate with you. We see a bright future as we help our students and alumni navigate and succeed.

Warm regards,

*Your friends at the
Center for Career & Professional
Development*



Center for Career & Professional Development team

Executive Summary

Learning Through Experiential and Applied Discovery (LEAD)

Professional Pathways Courses

68

sections

1,115

students

Mentor-a-Seahawk

250

alumni mentors

405

students

The Honors College Promise

25

different industries
for internships

388

total internships
completed

422

funded internships
approved

Connections

Coaching

1,860+

appointments

27

presentations &
workshops

Career & Internship Fairs

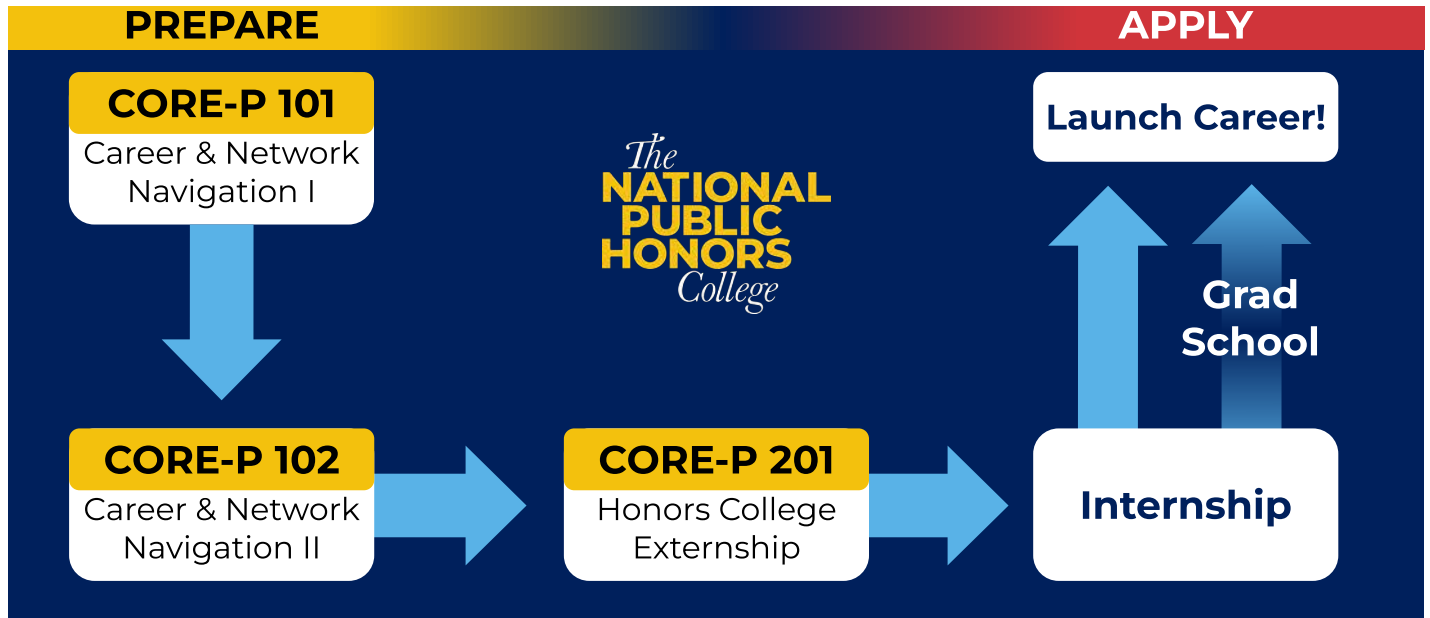
1,093

student attendees

119

employers
participating

Professional Pathways Courses



The *Professional Pathways* courses are a key component of the College’s signature *Learning through Experiential and Applied Discovery (LEAD)* curriculum. These required courses prepare students to successfully bridge from college to career. The Professional Pathways learning outcomes and curricula incorporate the career readiness competencies identified by the National Association of Colleges and Employers (NACE).

The Professional Pathways Team includes:

- Michael Dunn, Director of Professional Pathways
- Meghan Druzgala, Professional Pathways

Externship Coordinator

- Megan Chee, Professional Pathways First Year Coordinator

We also bid a fond farewell to our previous Coordinator for the First Year Professional Pathways, **Julianne Petrilla**, who served as an integral part of our team for two great years.

The course sequence for Professional Pathways includes the following required courses:

CORE-P 101: Career & Network Navigation I

Prepares students to identify specific values, interests, skills, abilities and areas of study relating to their future careers.

Areas of focus include resume building, communication and networking skills, and participation in career and networking events.

CORE-P 102: Career & Network Navigation II

Builds on the fundamentals of CORE-P 101 to help students continue to grow in their career readiness. Areas of focus include alumni mentorship, interview skills, professional branding, and expanding awareness of career options.

CORE-P 201: The Honors College Externship

After completion of CORE-P 101 and 102, students engage in an externship course that

includes weekly classes and outside hands-on experiences. Designed and taught by subject matter experts, these courses allow students to participate in a variety of experiences to explore their professional interests.

In partnership with Academic Affairs, the Professional Pathways team reviewed and strengthened the curricula to better align with student learning outcomes and NACE competencies. The team worked with faculty experts to implement new assessment measures to gauge the efficacy and impact of the courses.

The team also adjusted the scheduling of CORE-P 101 and 102 to accurately reflect the credit value of the courses and to align with the scheduling matrix.

Mentor-a-Seahawk Program

Our team ran a limited pilot program in fall 2022 to connect students in the CORE-P 102: Career & Network Navigation II course with alumni mentors. We partnered with the Office of Alumni Relations to recruit mentors who engaged in ongoing communications with students. These interactions bolstered students’ professionalism and networking skills.

In spring 2023, we partnered again to expand the Mentor-a-Seahawk program. Our Professional Pathways team matched almost 400 CORE-P 102 students with approximately 250 alumni mentors from countries around the world.

We received outstanding feedback from mentors and students. In the post-course survey, a plurality of students (38%) said the Mentor-a-Seahawk program was the most impactful part of the course.

We are grateful to our alumni who give so generously of their time, and we are

Professional Pathways Courses 2022–2023

		Fall 2022	Spring 2023	Fall 2023
CORE-P 101	Sections	21 <i>(including 6 CHEM)</i>	2	18 <i>(including 2 CHEM)</i>
	Students	410	17	430
CORE-P 102	Sections	1	20	1
	Students	16	369	20
CORE-P 201	Sections	13	11	16
	Students	202	141	250

excited to continue to reach out to alumni, Trustees, and other campus partners about the spring 2024 Mentor-a-Seahawk program.

Course Assessment: Fall 2022

The Professional Pathways team analyzed the pre- and post-course surveys completed by CORE-P 101 students in fall 2022.

CORE-P students' confidence in their own skills and abilities relating to the course learning outcomes – including self-awareness, networking, resume-writing, and career planning – increased by a statistically significant amount between the pre- and post-course surveys. These responses rose from approximately 50% to 75% across those questions.

Based on the open-ended responses, approximately 80% of students agreed that the course was helpful, specifically regarding the creation of their resumes, identification of academic goals, and confidence in developing a career exploration plan.

Course Assessment: Spring 2023

A total of 348 students completed the pre-course survey in January 2023, for a response rate of 90%. In April 2023, a total of 209 students completed the post-course survey, for a response rate of 55%.

In the pre- and post-course assessments, students were asked to assess the strength of their NACE career readiness competencies. Students' self-assessments improved over the course of the semester (see

Assessment of Strength of NACE Career Readiness Competencies			
Competency	Pre-course	Post-course	Change
Career & Self-Development	39%	76%	+37%
Communication	55%	76%	+21%
Leadership	51%	70%	+19%
Technology	54%	73%	+19%
Teamwork	68%	82%	+14%
Professionalism	71%	83%	+12%
Critical Thinking	69%	80%	+11%
Equity & Inclusion	82%	88%	+6%

Assessment of Strength in Learning-Outcome Behaviors			
Course Learning Outcome	Pre-course	Post-course	Change
Creating a LinkedIn Profile	31%	80%	+49%
Creating a Cover Letter	29%	71%	+42%
Conducting an Informational Interview	45%	81%	+36%
Building a Career Network	52%	76%	+24%
Communicating During an Interview	52%	75%	+23%
Expressing Professional Identity	55%	73%	+18%



chart *Assessment of Strength of NACE Career Readiness Competencies*).

In the pre- and post-course surveys, students also responded to questions about their confidence engaging in behaviors relating to the course learning outcomes, including expressing their professional identity, creating a LinkedIn profile and cover letter, conducting informational interviews, effectively communicating during interviews, and interacting with peers to build career networks.

Students showed improvement in these categories across the board, highlighting the effectiveness of the curriculum.

Academic Advising Preparation

Our team partnered with the Division of Academic Affairs and the Office of Student Success Services in an initiative to better prepare students for academic advising. CORE-P students learned how to prepare for appointments to help them reach their academic and professional goals. After this initiative was implemented, 67% of students reported that this information helped them prepare for their advising meeting, and 54% reported that they learned new information about advising.

Student Praise for Professional Pathways

Students shared what they enjoyed most about their courses.

CORE-P 101: “I enjoyed learning about the different careers that are available and ... basic things like interview attire and just preparing us for future careers.”

CORE-P 102: “I enjoyed ... activities that we did such as the guest speaker that came and spoke with us the other day. The course content was interesting and helpful.”

“*The lessons were really personalized*”

CORE-P 201: “The course was taught by a professional in the field of environmental science. The lessons were really personalized.”

“I enjoyed our guest speaker the most. He gave very good advice and he wrote the book we were reading for class.”

“The field trips—seeing everything in person made the connections between the concepts and real life much more clear and interesting.”

“I explored a lot of opportunities within the environmental field that I wouldn’t have explored otherwise.” ■

Signature Honors Internship Program (SHIP)

With efforts spearheaded by Internship Coordinator Taylor Flemming, our team continued to expand access to and success of the Signature Honors Internship Program (SHIP). The SHIP program provides funding for on- and off-campus internships as part of the Honors College Promise. Our efforts this past year included work to increase equity and accessibility of internship

funding by partnering with key stakeholders, including:

- **TheDream.US Scholars**, which provides paid internship opportunities via the Parker Dewey platform that help prepare students for their careers and earn payment regardless of work authorization.
- **St. Mary's College of Maryland Institutional Advancement**, which

provides alumni and friends of the College opportunities to support student success, including through funded internships.

- **Federal Work-Study (FWS) Program**, which provides up to 75% funding for qualified students. During the past year, 77 interns in approved SHIP internships qualified to leverage federal funds.

Internships 2022–2023

	Summer 2022	Fall 2023	Spring 2023	TOTAL
Funded internships approved	73	153	196	422
On-campus funded internships filled	56	121	165	342
Off-campus or unfunded internships reported	12	11	23	46
Total internships filled:	68	132	188	388
<i>Interns eligible for Federal Work-Study (FWS)</i>	0	36	41	77

Intern Praise for SHIP

Tiffany Dioko, intern at the Kate Farm, says, “This opportunity has opened my eyes to the Southern Maryland community. Our partnership with Farming 4 Hunger has shown me a new level of fulfillment. When I deliver eggs and produce, I meet other individuals who want to help. It genuinely brightens my day to know that I am part of the community and I can make a difference.”

Jordan Manns, Lab and Building Intern at the SMCM Biology Department, says, “I found great joy and opportunities for growth listening to the faculty and staff. I learned so much, and I’m glad I had the opportunity to learn and grow within the Biology department with the faculty and staff I met!”

Laik Meadows, Marketing & Communications Intern at the SMCM Center for Career & Professional Development, says, “My time as an intern has taught me valuable lessons about myself professionally and personally. I’ve had the opportunity to contribute in team meetings, present with our team to Patuxent Partnership interns, and hone my marketing skills through



Above: Tiffany Dioko takes a quick break from her internship duties at the Kate Farm to snap a picture in a wheelbarrow.

Below: Jordan Manns hard at work watering all of the plants growing in the St. Mary's College greenhouse during his service as a Lab and Building Intern with the College's Biology Department.





Above: Meghan Stevens shows off seagrass beds that she found living in the Chesapeake Bay estuaries during her internship with the College's Environmental Studies Department.

Below: Laik Meadows (center left) and Henok Bedasso (center right) lead a professional development discussion with Southern Maryland 2030 Workforce interns sponsored by The Patuxent Partnership at Bell Flight's facility in Lexington Park, MD during their internship with the College's Center for Career & Professional Development.

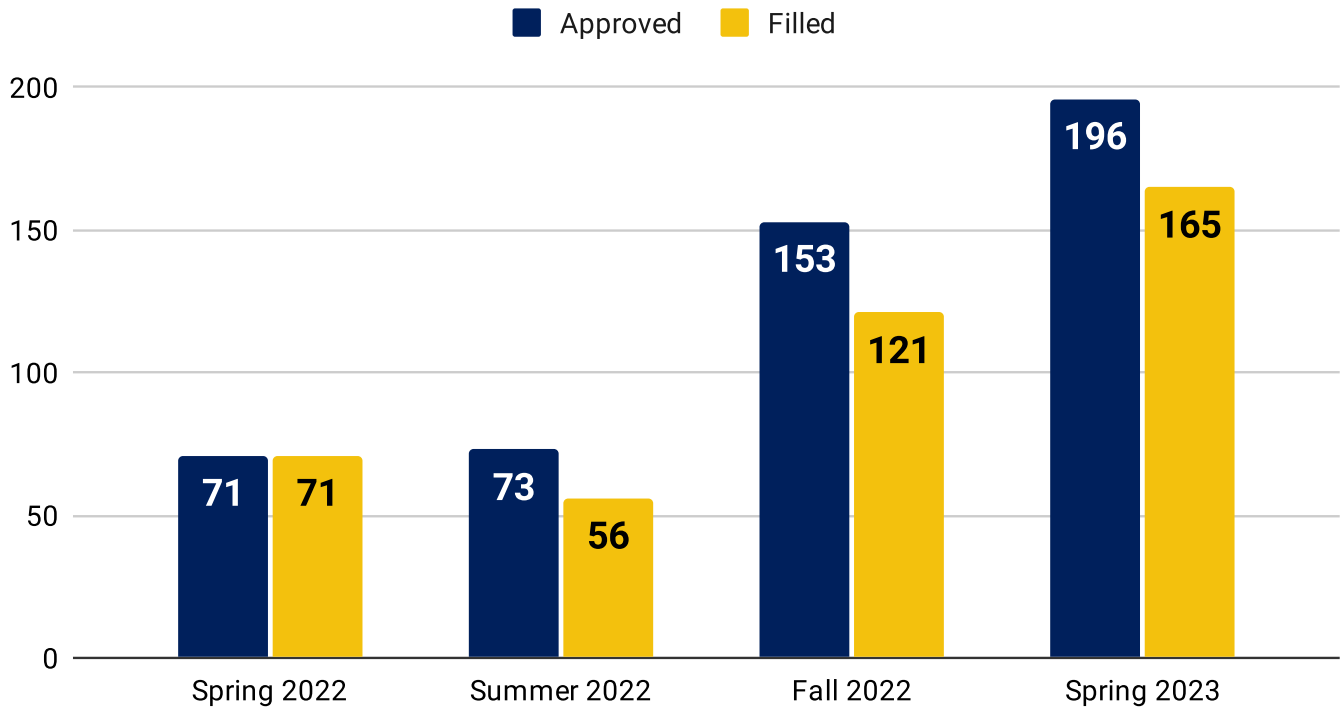


content creation. This has helped me refine my time management and speaking skills. My favorite part has been joining team meetings. I love being able to share my ideas to help plan events and create resources to help students succeed. I am extremely grateful for this experience!”

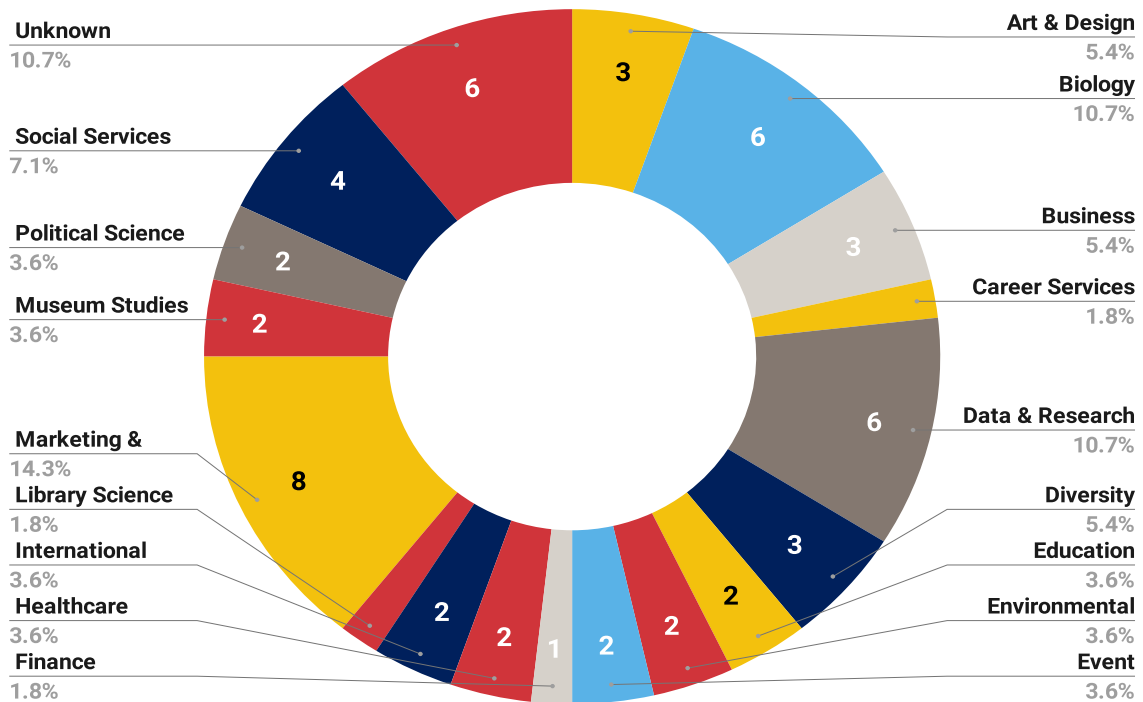
Mary Richardson, Museum Intern at the Rehoboth Beach Museum, says, “My internship was an incredibly educational experience in which I learned about the Nanticoke indigenous people, colonial Dutch settlers, Methodist camp meeting towns, and much more. Most importantly, it was also an opportunity to experience a day-to-day work life much like that which I aspire to post-graduation.”

Molly McCardell, Archaeology Lab and Field Intern at Historic St. Mary's City, says, “I have been working with the St. Mary's Fort crew, helping to uncover a building that was used during the fort's occupation. I've been helping with site opening, excavating, ... and screening for artifacts. In the lab I clean and categorize artifacts. I am grateful to be working here because it has bettered my understanding about Maryland's founding.” ■

SHIP Funded Internships by Semester

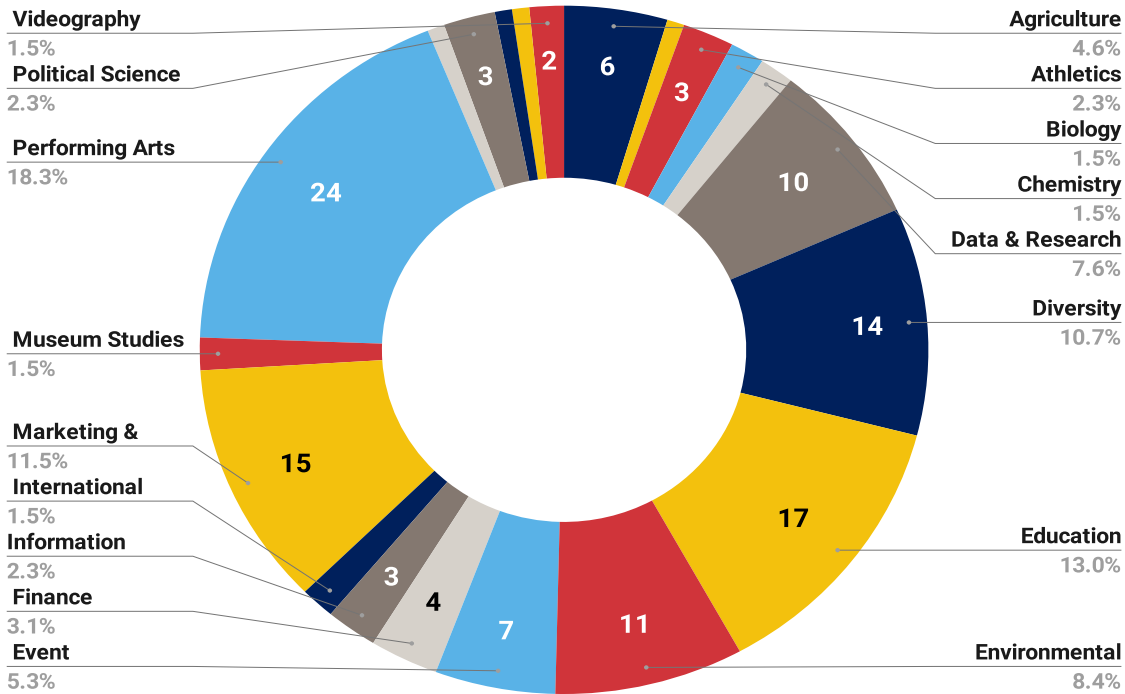


Summer 2022 Internships by Field (total = 68)



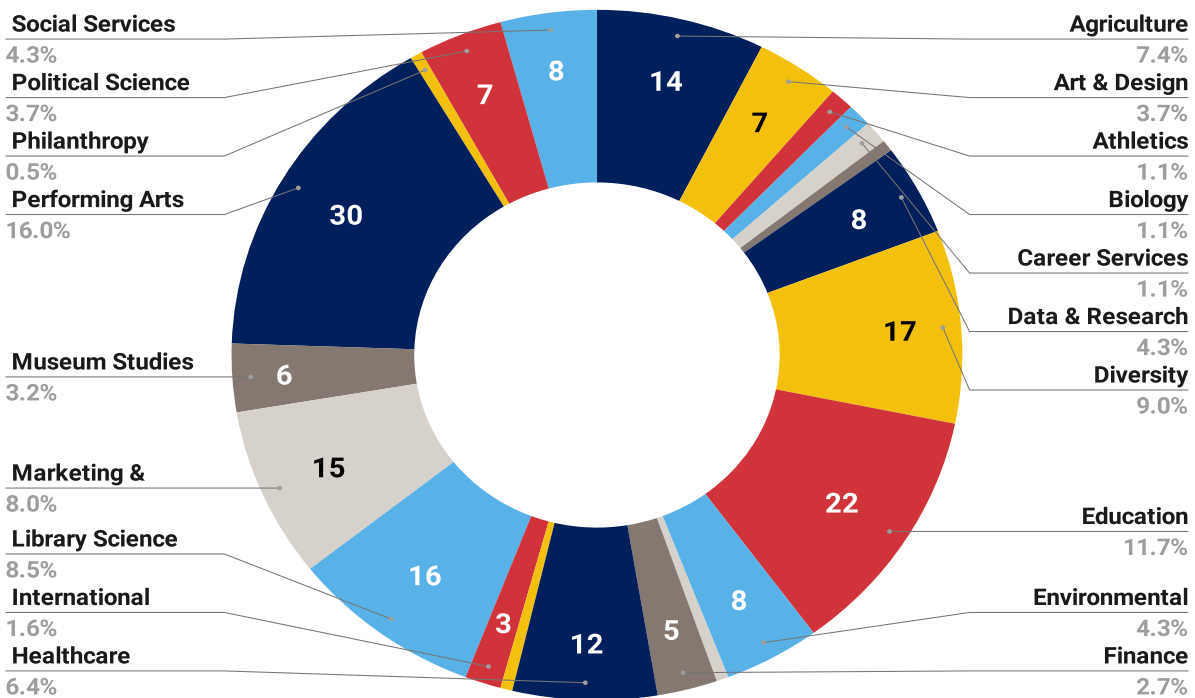
Fall 2022 Internships by Field (total = 132)

*Note: Total internship count includes 121 funded on-campus and 11 unfunded off-campus



Spring 2023 Internships by Field (total = 188)

*Note: Total internship count includes 165 funded on-campus and 23 unfunded off-campus



Handshake Launch

This past April, our Career Development Team successfully launched *Handshake*, upgrading from our prior job board and expanding available features. Handshake is recognized as the national standard for career services software, with a mission to help every student find a great job. Many thanks to SMCM's HR and IT offices for their help!

The platform's features include unparalleled student interface on desktop and mobile, along with robust data tracking and reporting.

Additionally, Handshake provides students access to a wide array of resources, including:

- Job and internship postings



- Career development resources
- An expansive employer network
- Peer-to-peer messaging
- Employer messaging, interviews and info chats
- Events & career fairs,
- Alumni ambassadors,
- Virtual recruiting,
- Company reviews
- Career profiles
- On-campus jobs
- ... and more!

Early Handshake Success

1,800+

employers approved

3,600+

jobs posted

380+

job applications by students & alumni

Career Week

Led by Melissa Golowski, Employer Relations & Events Coordinator, we expanded from a standalone Career & Internship Fair to a full week of activities, to get students excited and prepared to meet with employers.

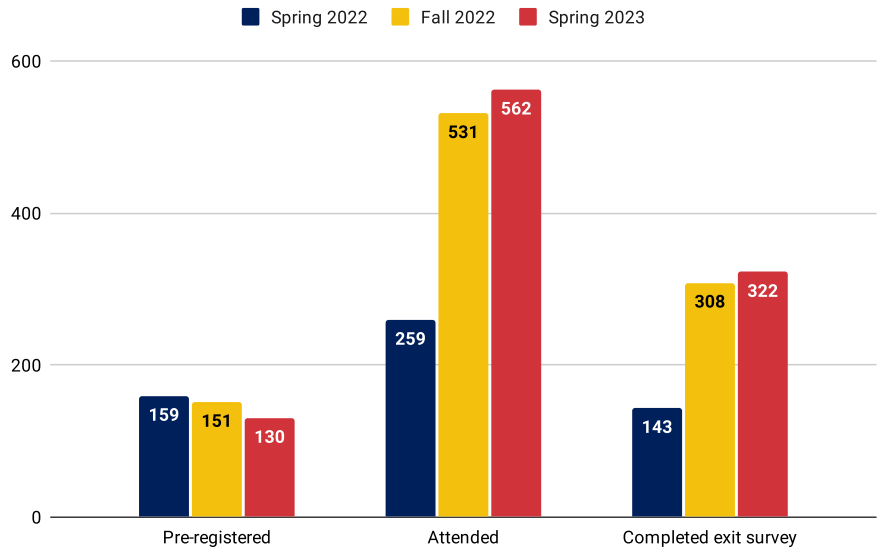
Fall 2022

- Pumpkin Spice Up Your Resume
- Fair Prep Workshop
- Dress for Success Fashion Show
- JCPenney Suit-Up Event
- Career Tip-or-Treat
- Career & Internship Fair

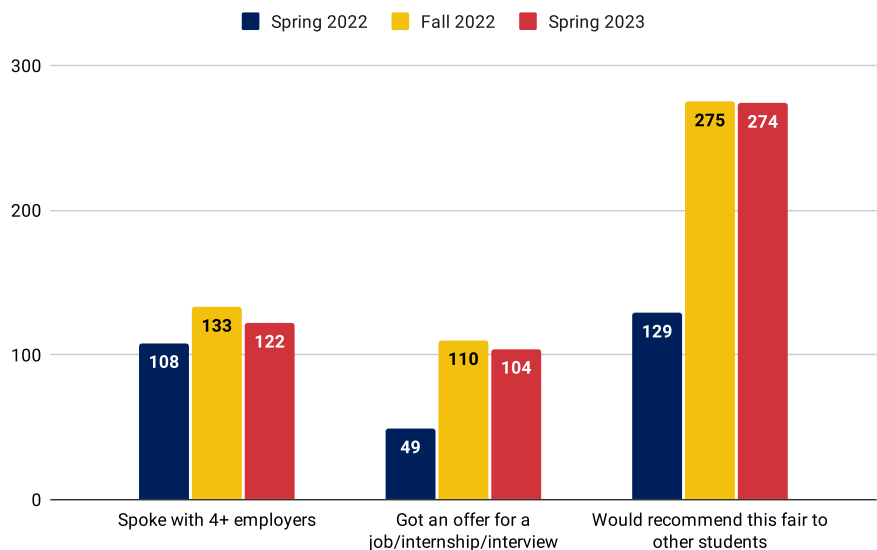
Spring 2023

- Fair Prep Workshop
- Egg hunt to help your job hunt!
- Make Your Resume EGG-cellent!
- Dress for Success Fashion Show
- Professional Pathways Panels:
 - *Diversity in Leadership*
 - *Navigating Your Career Journey*
- Diversity in the Workplace Panel & Reception, sponsored and presented by Morgan Stanley
- Career & Internship Fair ■

Career & Internship Fair: Student Attendance

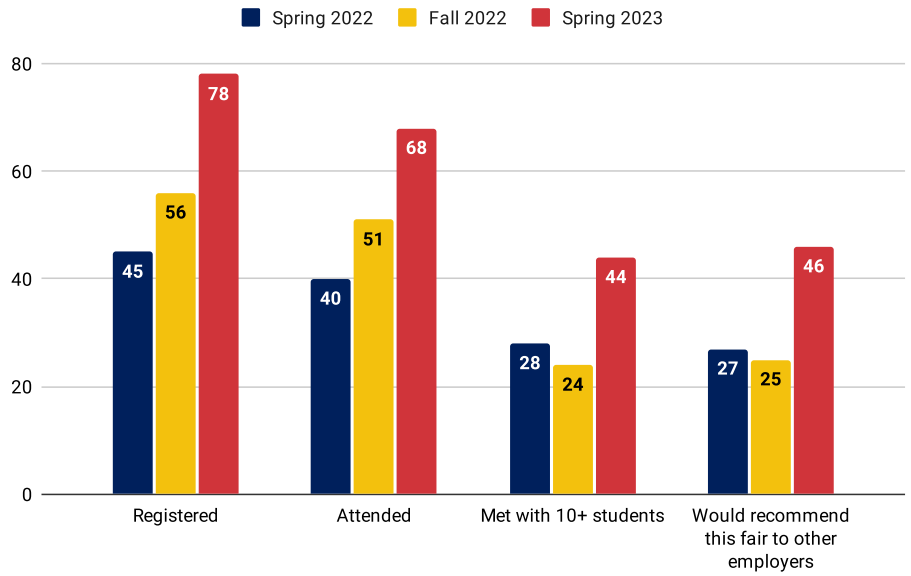


Career & Internship Fair: Student Success





Career & Internship Fair: Employer Data



Below and left: Students participate in various Career Week events, including the "Dress for Success" Fashion Show, Professional Pathways Panels, and the Career & Internship Fair



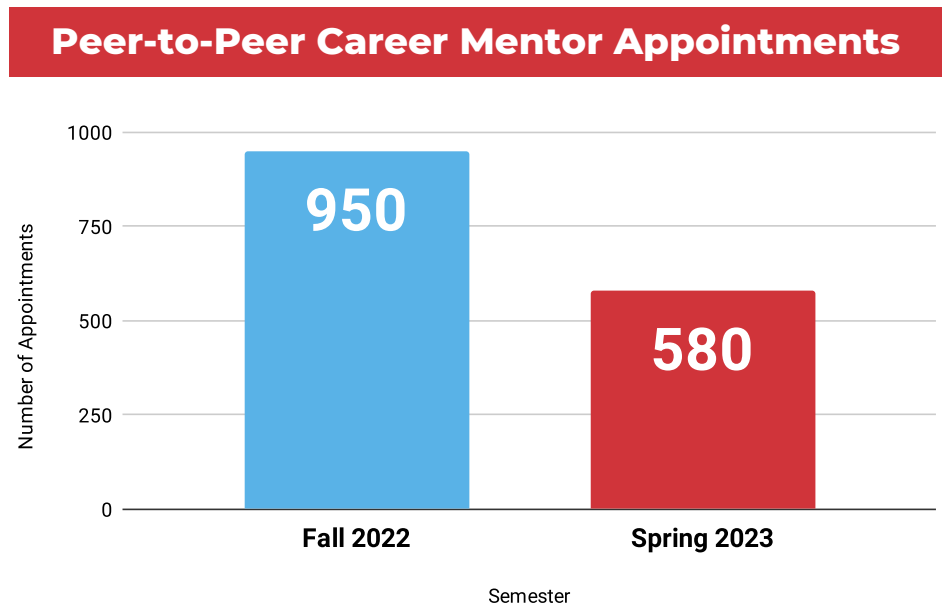
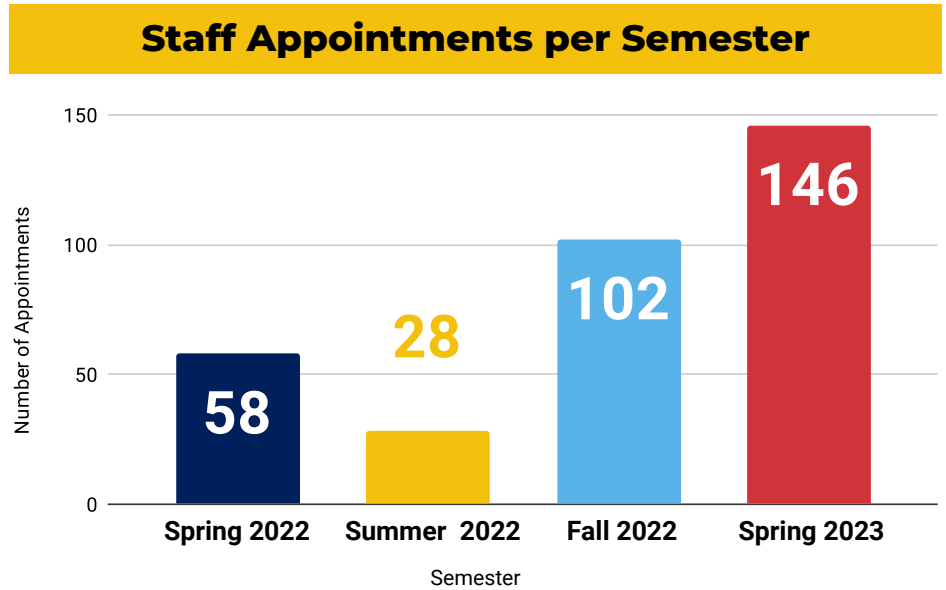
Coaching

Through the Professional Pathways courses, the student Peer-to-Peer Career Mentors had 950+ student appointments in fall 2022, and 580+ appointments in spring 2023, roughly 63% of the College's student body in one semester! In addition to appointments, these mentors assist instructors with course content, engage students in class, and help evaluate their peers' work.

During 2022–2023, our professional staff completed 334 individualized coaching appointments with students and alumni in person and online. We also reached 474 students, parents, and staff through 27 presentations and workshops.

Topics for appointments and workshops included career exploration, internships, grad school preparation, job search and networking, resumes and cover letters, and more.

How beneficial were these appointments? Just ask Class of 2022 alum Samorah Neal, who was accepted into the Social Work graduate program at Boston University. She visited campus to share her enthusiasm for life after



graduation. Samorah said, “I was lucky to have not one but two VIPs to help me: Melissa Golowski & Taylor Flemming, who played a great role in helping me during my senior year. They would allow me to have MULTIPLE meetings with them to talk about graduate school, internships, resume/CV building, guidance beyond graduating a semester

“*The best at what they do for students ... getting them prepared for the next steps.*”

early and more.

“Literally the Career Center is the best at what they do for students as far as getting them prepared for the next steps of their academic career.

“I would 100,000,000,000/10 recommend the services of the Career Center to any student or even staff if they feel that they need a second set of eyes.”



Class of 2022 alum Samorah Neal (center) with Center for Career & Professional Development staff Taylor Flemming (left) and Melissa Golowski (right).

Eastern Association of Colleges & Employers



Above: Director of Professional Pathways Michael Dunn (center) presents at the EACE annual conference in June 2023.

Below: Vice President for Equity and Strategic Initiatives Dr. Dereck Rovaris (right) with fellow panelists from the EACE Leadership Empowerment Series Panel, presented at the conference.



Conference Presentation

Michael Dunn, Director of Professional Pathways, was selected to lead a 60-minute break-out session at the 2023 Eastern Association of Colleges

and Employers (EACE) annual conference in Baltimore, Maryland, in June 2023.

The session was titled *Build More Together! Collaborating with Campus Partners to Build a Career-*

Readiness Curriculum. Based on lessons learned from launching Professional Pathways courses, the session focused on how professionals at other colleges and universities can create and implement their own robust career readiness curricula to prepare all students for their future careers. Michael discussed how successful launch of a career readiness curriculum depends on partnerships with stakeholders across campus, including assessment and instructional planning. Attendees learned how they can incorporate these critical elements in their institutions' career readiness programs.

The lively, interactive session was attended by 136 career services professionals and employers, and was lauded as a highlight of the conference.

Leadership Empowerment Series Panel

Dr. Dereck Rovaris, SMCM Vice President for Equity and Strategic Initiatives, was selected to participate in this empowering panel discussion. He delivered an impactful message to all attendees!

Team Wins Award!

Professional Pathways Director Michael Dunn, along with Julianne Petrilla, coordinator for the first year professional pathways, and the program's externship coordinator, Meghan Druzgala, were awarded the EACE 2023 *Excellence in Program Development & Innovation*

“Requiring career courses for all students ensures equitable access”

Award honoring their work on the Professional Pathways program. EACE officials noted that the decision by St. Mary's College of Maryland to require career courses for all students ensures equitable access.

This annual award honors outstanding program development in either recruiting or career services that can serve as a model for others to replicate. EACE represents over 200 colleges from the northern and mid-Atlantic regions.

The team received the award during the EACE 2023 Conference in Baltimore. ■



Professional Pathways Team display their Excellence in Program Development & Innovation Award at the EACE 2023 conference in Baltimore. Left to right: Julianne Petrilla, Meghan Druzgala, Michael Dunn



Director of Professional Pathways Michael Dunn (right) accepts the Excellence in Program Development & Innovation Award from EACE President Junior Delgado

Professional Pathways Panels

This year our team launched the *Professional Pathways Panels* series, in which experts from a variety of industries shared their experiences and advice with students.

Fall 2022

Our first panel focused on career navigation and preparation, including how students can maximize their opportunities while in college. The panelists included:

Marcia L. Chase

Chief HR Officer, Naval Systems, Inc

David Hickman '07

Vice President, Resource Management Concepts

Commander Zanethia Eubanks

Insider Risk Deputy Program Manager & IT Project Manager, National Oceanic and Atmospheric Administration Cyber Security Division

Jillene VanNostrand

Internal Risk Mitigation Analyst, National Oceanic and Atmospheric Administration



Fall 2022 panelists pictured with College Vice Presidents Dr. Jerri Howland (back left) and Dr. Dereck Rovaris (back center), and Cindy Greb.

Spring 2023

Diversity in Leadership Panel

Leslie Walker '13

Social Justice and Scholarly Programs Manager, Smithsonian National Museum of African American History and Culture

Leslie D. Taylor

Owner, Leslie Taylor Consulting Services
Retired Vice Commander, Naval Air Systems Command

Marc Pirner '11

Principal, Chopticon High School, St. Mary's County Public Schools

Navigating Your Career Journey Panel

Linda Hinmon

Supervisory Financial Management Analyst, Naval Air Warfare Center Aircraft Division

Kate Wilding-Ashman

Campus Recruiter, Northwestern Mutual Mid-Atlantic

Chris Rodkey '11

Assistant Principal, Spring Ridge Middle School, St. Mary's County Public Schools

Erin Emery '98

Senior Technical Recruiter, ACE Consulting Group

Partner Organizations

Beltway Companies

We are excited to partner with Beltway Companies on an exclusive paid internship and scholarship opportunity offered to St. Mary's College of Maryland students each summer. This past year, we have celebrated four excellent internships at Beltway Companies—the largest locally owned trucking business in Maryland:

- **Kaila Webster** (Class of 2024)
- **Elise Bowers** (Class of 2024)
- **Jeffrey Wood** (Class of 2025)
- **Sophia Leshchyshyn** (Class of 2025)

Beltway Companies' CEO Jack Saum is a proud alumnus of St. Mary's College of Maryland (Class of 1989), and has maintained an excellent relationship with the College, offering exclusive paid summer internships and scholarship opportunities each year to our students who work in departments including sales, leasing, business, communications, marketing, IT, parts, service, accounting,



Beltway Companies' CEO Jack Saum (Class of 1989) with College President Dr. Tuajuanda C. Jordan in 2018.

HR, and many more.

With highly trained employees, state-of-the-art facilities, and dynamic relationships with companies nationwide, Beltway Companies is a truly ideal location for our students to intern and gain hands-on experience.

Resource Management Concepts, Inc.

The Center for Career & Professional Development collaborated with Dr. Simon Read of the Computer Science Department, Lauren Sampson of the Advancement Office, and other campus partners to strengthen our partnership with Resource Management Concepts,

Inc. (RMC), a leading information technology services company located in nearby Lexington Park. Through this partnership, RMC generously sponsored eight of our Computer Science students for CompTIA Security+ certification training at their facility. Despite the certification exam's notoriously low pass rate, all eight of our students passed on their first try!

Through this industry-standard certification, our students gain a competitive edge when seeking employment opportunities with leading technology companies like RMC.

Additionally, RMC Vice President David Hickman (Class of 2007) participated in our first Professional Pathways Panel and shared his own career journey, what RMC has to offer, and the professional requirements needed for a career in cybersecurity.

This ongoing collaboration represents a significant partnership between the College's Academic Affairs and Student Affairs in support of our students.

The Patuxent Partnership

As a member of The Patuxent Partnership (TPP), our team actively supports the mission of the SoMD 2030 Workforce Development initiative. In Spring 2023, TPP's program director Jennifer Brown visited campus twice to host info sessions and recruit students. Only 40 interns from the entire state of Maryland were selected for this prestigious program—and five are our students!

- **Ben Carroll** (Class of 2025): *AM Pierce & Associates*
- **James Ripple** (Class of 2024): *Naval Air Warfare Center Aircraft Division*
- **Allison Robinson** (Class of 2025): *RMC*
- **Joshua Swanson** (Class of 2026): *SMX*
- **Tyler Myerberg** (Class of 2028): *WGS Systems, LLC*

Patuxent River Science & Technology Consortium

Our team partners with the Patuxent River Science & Technology (PRS&T) Consortium and the Development Department of the Office of Institutional Advancement at SMCM to offer exclusive internship opportunities to our students.

Members of PRS&T attended both the Fall 2022 and Spring 2023 Career & Internship Fairs.

In addition, one student interned with a member of the Consortium over the 2022–2023 academic school year:

- **Allison Robinson** (Class of 2025), *RMC*

Genco Shipping & Trading

Genco CEO and President John C. Wobensmith is a proud SMCM alum (Class of 1993), and was also appointed by the

Governor of Maryland to serve as Treasurer for the Board of Trustees for the College.

Genco generously provides high-powered internship opportunities for students to learn about the international shipping industry from three unique approaches—finance, operations, and chartering. During Summer 2023, Genco hired one intern from the College:

- **Hudson Christensen** (Class of 2025)

College President Dr. Tuajuanda C. Jordan (right) celebrates with Resource Management Concepts (RMC) interns and leadership





Molly McCardell cleans and categorizes various artifacts found at the St. Mary's Fort archeological dig site during her internship at Historic St. Mary's City.

- **Nicholas Ashenfelter** (Class of 2023), *Data Analyst Intern*
- **Ricardo De Abreu** (Class of 2024), *Business Development Intern*
- **Molly McCardell** (Class of 2026), *Archeology Field School Intern*
- **Ethan Sklar** (Class of 2025), *Archeology Field School Intern*
- **Christopher Lawson** (Class of 2024), *Historic Ship Preservation and Education Intern; Archeology Field School Intern*
- **Adina Field** (Class of 2025), *Archeology Field School Intern*

One of Hudson's internship projects included discussing an amicus brief for an upcoming Supreme Court case with one of its authors. Hudson spoke highly of his experience with Genco: "I would absolutely recommend this internship ... this will be the opportunity of a lifetime to not only get out of your comfort zone but also explore a fantastic industry that does not get the spotlight as much as it deserves."

Hudson said the most rewarding part of the internship was the opportunity to "learn about office culture and hone my soft skills in a very friendly and forgiving environment, giving me skills I'll take with me through

college and the rest of my career." The greatest lesson learned was "to jump at every opportunity and, if necessary, throw yourself outside your comfort zone."

Historic St. Mary's City

Historic St. Mary's City (HSMC) is a walkable museum of living history and archeological wonder that tells a diverse set of stories on the site of Maryland's first capital where our College is also located. The College supports internships in a wide range of disciplines with generous donations from the John McCallister family and The National Society of the Colonial Dames of America. Recent interns include:

JCPenney

We are grateful to partner with JCPenney on the Suit-Up Event, an exciting initiative offering a 30% discount on professional clothing for students—plus their families, alumni and all staff/faculty who volunteer at the event. We first partnered with our local JCPenney in California, Maryland for a Suit-Up Event as part of our Fall 2022 Career Week. With 85 students participating, it was a great success! We look forward to continuing to offer a JCPenney Suit-Up Event each year. ■

Team Highlights



Geoffrey C. Lewis
*Director of Career
Development*

- Serves as a member of the Eastern Association of Colleges and Employers (EACE) Awards Committee
- Completed St. Mary's County Citizens Academy
- Served on the College's Strategic Planning Committee



Melissa Golowski
*Employer Relations
& Events Coordinator*

- Pursuing a Master of Business Administration from UMGC
- Selected as the new SMCM Staff Senate President



Cindy Greb '87
Executive Director

- Pursuing a Master of Science in Strategic Communications from University of Maryland Global Campus (UMGC)
- Serves on the Board of Directors for St. Mary's County Community Development Corporation
- Serves on the Board of Advisors for SoMD 2030 Workforce Development
- Serves on SMCM Strategic Plan Implementation Task Force



Meredith Weiers
Office Manager

- Pursuing a Master of Interdisciplinary Studies in Management from UMGC



Michael Dunn
Director of

- *Professional Pathways*
- Serves as president of the St. Mary's County Library Board of Trustees
- Serving on the SMCM Middle States Commission on Higher Education Steering Committee
- Presented at the EACE Annual Conference
- EACE Awardee



Meghan Druzgala
*Professional Pathways
Externship Coordinator*

- Pursuing a post-graduate Leadership and Management Certificate at UMGC
- EACE Awardee



Taylor Flemming
Internship Coordinator

- Pursuing a Master of Science in Strategic Communications at UMGC
- Serves on SMCM Retention Workgroup



Megan Chee
Professional Pathways First Year Coordinator

- Highly-regarded CORE-P instructor
- Joined our team in June 2023



Julianne Petrilla
Coordinator of First Year Professional Pathways

- EACE Awardee



St. Mary's College of Maryland Strategic Plan

During 2022–2023, SMCM developed a new Strategic Plan, *The Rising Tide*, to guide the College over the next three years. On May 12, 2023, the Board of Trustees approved the strategic plan.

The four pillars on which the plan is based are as follows:

A. Create an innovative, distinctive and competitive academic identity that attracts and retains talented students, faculty and staff.

- **Goal A1.** Develop and implement innovative new programming that continues to make the curriculum more distinctive and attractive to prospective students, faculty, and staff.
- **Goal A2.** Expand the College community's national and global awareness and engagement impact.
- **Goal A3.** Cultivate a curriculum and campus environment that promote physical, mental, and social wellness.
- **Goal A4.** Integrate leadership and professionalization



Students talk with staff from the Center for Career & Professional Development outside the Hilda C. Landers Library

through professional development for students, faculty, and staff.

B. Empower all students for success.

- **Goal B1.** Ensure student access to a centralized, equitable and effective holistic support system.
- **Goal B2.** Foster a sense of belonging for all new students.
- **Goal B3.** Provide a “Graduate Return on Investment” grant to empower (and incentivize) new, first-time students to

engage in activities that facilitate graduation within four years of matriculation.

C. Increase enrollment by building a sustainable, vibrant, and diverse student body that exemplifies an inclusive institution.

- **Goal C1.** Employ strategies to have a student body that reflects the diverse and multiethnic population of the state of Maryland.
- **Goal C2.** As the National Public Honors College, increase the number of out-of-state students.

D. Become a sought-after regional resource and develop opportunities for student educational engagement with communities that are mutually beneficial.

- **Goal D1.** Enrich regional life by assessing and advertising College resources available to the population.
- **Goal D2.** Expand opportunities for students to be engaged within the

region through both curricular and co-curricular offerings that advance the St. Mary's Way.

Our team's commitment

The Center for Career & Professional Development is committed to our integral role in implementing this plan as we work to:

- Develop innovative new programming such as our award-winning Professional

Pathways courses (*Pillar A*).

- Empower all students and alumni to succeed in their professional journeys (*Pillar B*).
- Promote career readiness competencies, including equity and inclusion (*Pillar C*).
- Provide educational engagement through experiential learning such as internships in our community and beyond (*Pillar D*). ■





Looking Ahead

As we look forward to Fall 2023, we continue to refine and elevate our services, with the ultimate goal of launching our students into meaningful, successful careers.

We are taking a number of steps to accomplish this. Our team is strengthening outreach for internships and post-graduation opportunities by connecting with the Board of

Trustees, College alumni, campus and community partners, and other key stakeholders. We are enriching the Professional Pathways curriculum, and expanding career development opportunities, to unite the theoretical and practical experiences that are the hallmark of the LEAD curriculum. And throughout our work, we will implement the bold vision laid

out in the College's *Rising Tide* strategic plan.

On behalf of the entire team, we are thankful for the privilege and opportunity to serve the SMCM community in this special role. Join us as we continue to help our students and alumni navigate their professional journeys, starting right here on the banks of the St. Mary's River. ■

MAKE A DIFFERENCE. MENTOR. HIRE. TEACH.



Get involved today:

Contact us at careercenter@smcm.edu.

CENTER *for* **CAREER &**
PROFESSIONAL DEVELOPMENT

