



# UNIVERSITY CAREER SERVICES

## SFAC FY 24-26



# ABOUT US

University Career Services is a full-service career center offering students and UH alumni resources and assistance in the formulation and implementation of their career plans.





# TOPICS

## Mission

What we do/how we  
accomplished it  
Unit Challenges and Needs

## Budget

Base budget overview  
Justification for request

## Question and Answer





# OUR MISSION

- Provides customized resources to our constituencies through intentional programming and collaborative relationships founded on integrity.
- Our constituencies include students, faculty, staff, alumni, and employers.
- Dedicated to advancing student career readiness and take a leadership role in uniting the entire campus career ecosystem to support comprehensive student career development.
- Committed to expanding student support systems beyond individual needs, fulfilling our leadership role in scaling student success





# Our Team



University Career Services  
Division of Student Affairs



**Dr. Monica Thompson**  
Executive Director  
University Career Services



**Priyanka Raut**  
Associate Director



**Cynthia Olmedo**  
Assistant Director  
Alumni Career Services



**Arrianna O'Quin**  
Assistant Director  
UH Sugar Land and Katy



**Torrence Douglas**  
Associate Director  
Employer Relations



**Rose Sanchez**  
Administrative Assistant



**Bina Benavides**  
Career Development  
Specialist



**Toia Polk**  
Career Development  
Specialist



**Madison Brown**  
Senior Recruiting Manager



**McKell Peidl**  
Career Development  
Specialist



**Dr. Olivia Hayes**  
Career Development  
Specialist



**Asha Wilson**  
Career Development  
Specialist



**Vacant**  
Recruiting Coordinator



# Our Team Structure

## Career Development Team

(Current students & alumni)

- Provide one on one coaching via career clusters
- Programming weeks (resume reviews)
- Teach career planning courses

## Employer Development & Relations Team

- Help employers brand, recruit and engage with students and alumni
- Coordinate career fairs & events
- Manage Cougar Pathway



# Our Shared Values

## DSA Values

Care  
Collaboration  
Empowerment  
Integrity  
Innovation  
Community

## UCS Values

Collaboration and Team spirit  
Innovation and Vision  
Individual Performance  
High Team Execution  
Empathy for our constituents  
Quality and Accountability



# WHAT WE DO AND HOW

## Who we serve

All students, all majors and alumni  
UH, UH at Sugar Land, and UH Katy

## Career Programs and Education

Prep Weeks, Industry Panels, Career Course, Research and White Papers, Workshops, Classroom Presentation, Student Employment

## Career Events and Outreach

14 career fairs and mixer, meet and greet employer meetings, annual employer summit, employer consultations, collaborate with student leaders, campus partners, faculty and college-based career centers, strategic marketing and outreach to students and employers.

## Data Collection and Strategic Alignment

Streamline data collection of internship and post graduation plans, Partner with Institutional Research, Comprehensive employment website, Report data to support National Rankings, make informed decisions to effectively serve







## UNIVERSITY CAREER SERVICES

- Supports all enrolled students at UH, all majors, and recent graduates.
- Offices at Main Campus, Sugar Land, and Katy

## SIX COLLEGE-BASED CAREER CENTERS

Conrad N. Hilton College of  
Global Hospitality Leadership

Cullen College of Engineering

Law Center

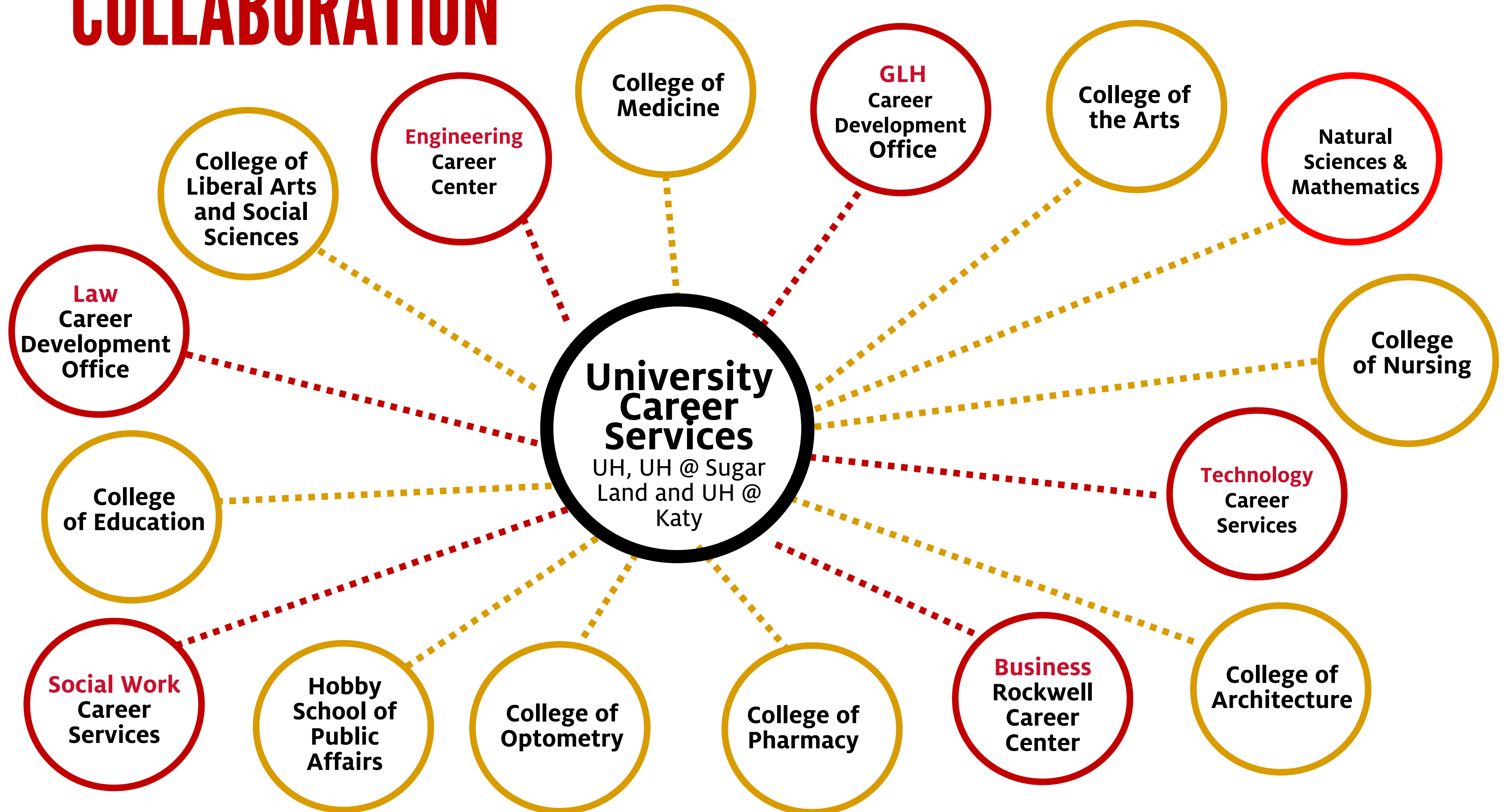
College of Natural Sciences and  
Mathematics

C.T. Bauer College of Business

Graduate College of Social  
Work



# COLLABORATION





# OUR SERVICES

**The Cougar Experience - CoogCareers**

- Career Counseling
- Alumni Career Services
- Student Employment
- Employer Development and Relations
- Career Fairs & Mixers
- Grad School Prep Events
- Professional Development
- Career Closet and JCP Suit Up
- College to Career Transitions
- Financial Literacy







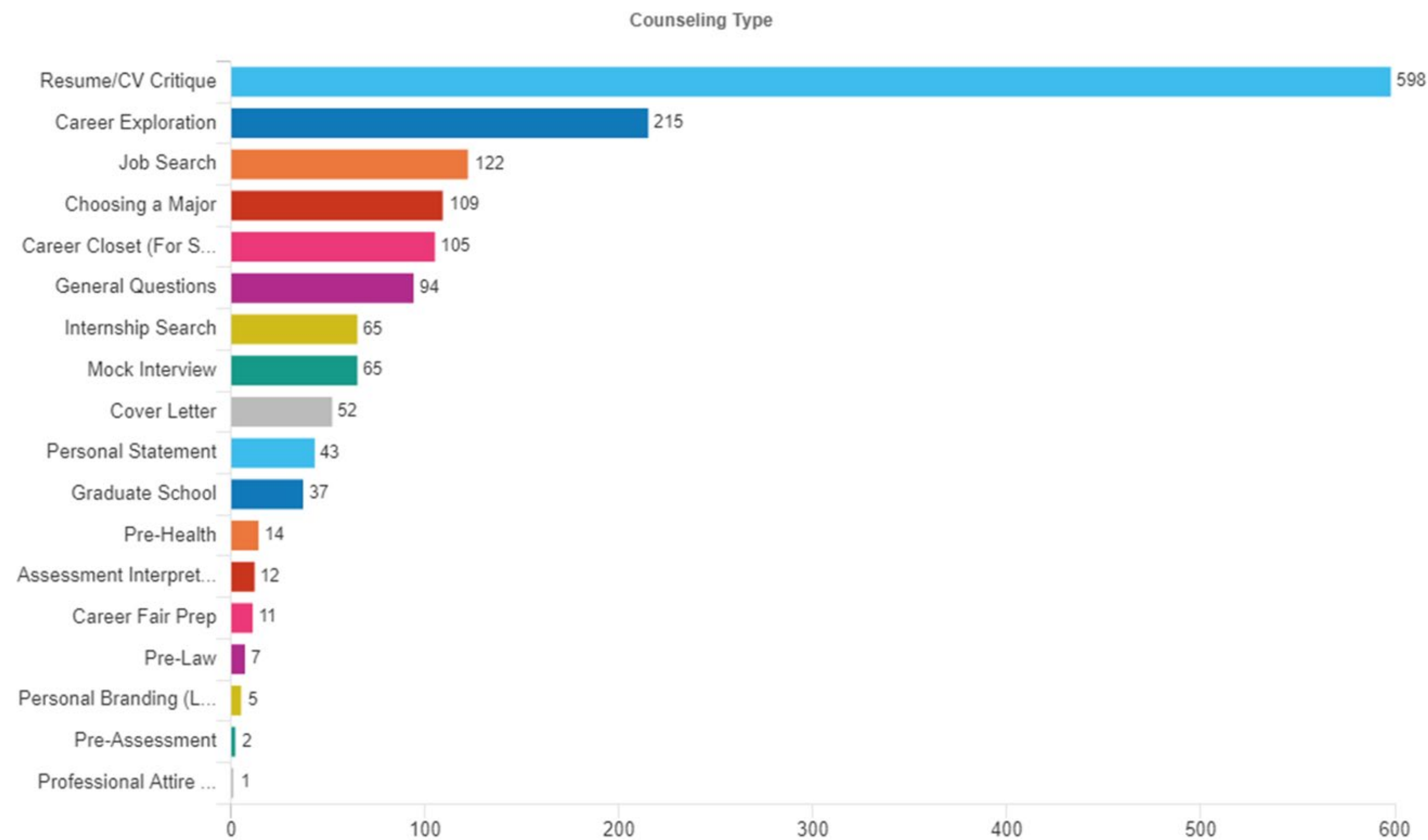
# UTILIZATION – CAREER COUNSELING

## Successes & Accomplishments

- **11,669** students / alumni served!
  - **1,748** Individual Counseling Appointments and Drop-ins (in-person & virtual)
  - **1,470** UCS Career Workshops (in-person & virtual)
  - **3,218** students served via Individual Appointments/drop-ins/workshops (in-person & virtual)
  - **8,451** SFAC Outreach: Group Sessions, Workshops, Classroom Presentations
- **Progress Since last year:** hired new staff and return of **IN-PERSON** Graduate School Prep and Major & Career Exploration weeks

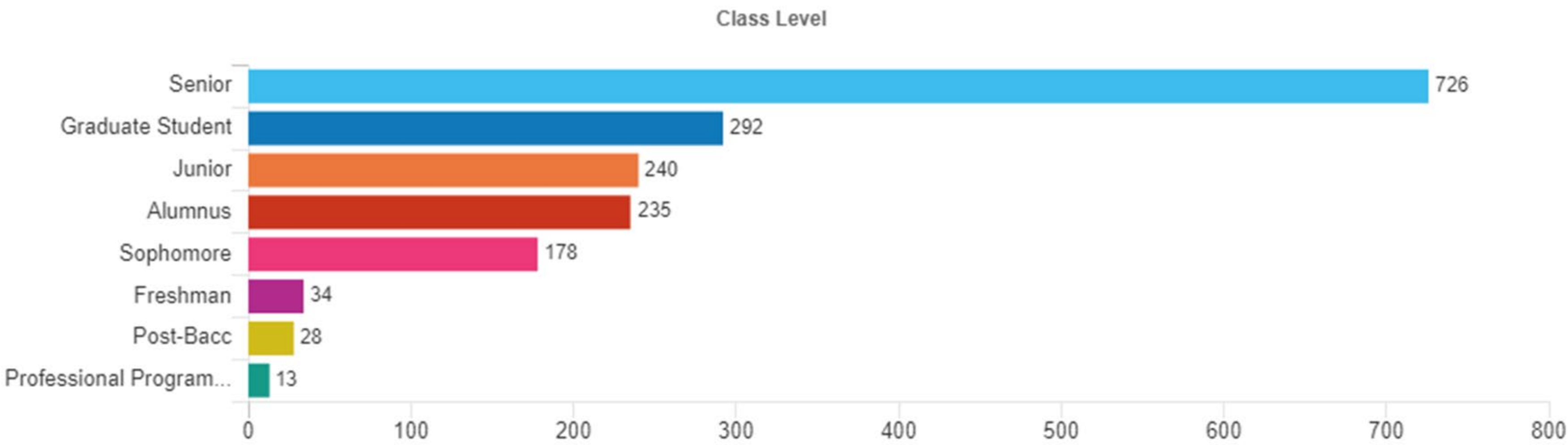


# 1:1 APPOINTMENTS AND DROP-INS - COUNSELING TYPE



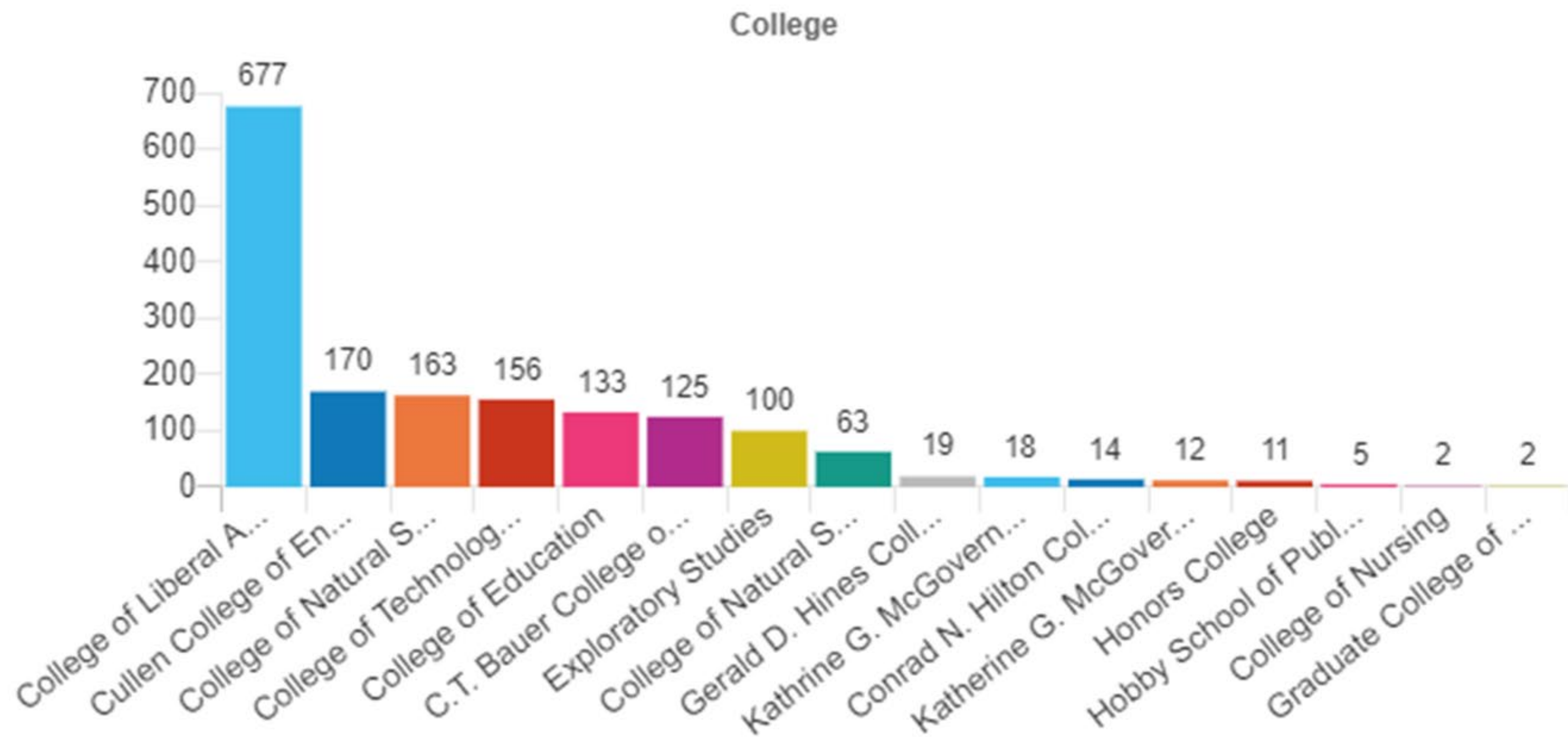


# 1:1 APPOINTMENTS AND DROP-INS – CLASSIFICATION TYPE





# 1:1 APPOINTMENTS AND DROP-INS – COLLEGE





# UTILIZATION – ALUMNI CAREER SERVICES

**1,993** recent alumni

logged into Cougar  
Pathway post-graduation

**Alumni Corporate Connections**

**65** Alumni attendees

**Job Search Platform Utilization**



**12,111** Accounts





# EMPLOYMENT TRENDS

## Fall 2023 Career & Internship Fair

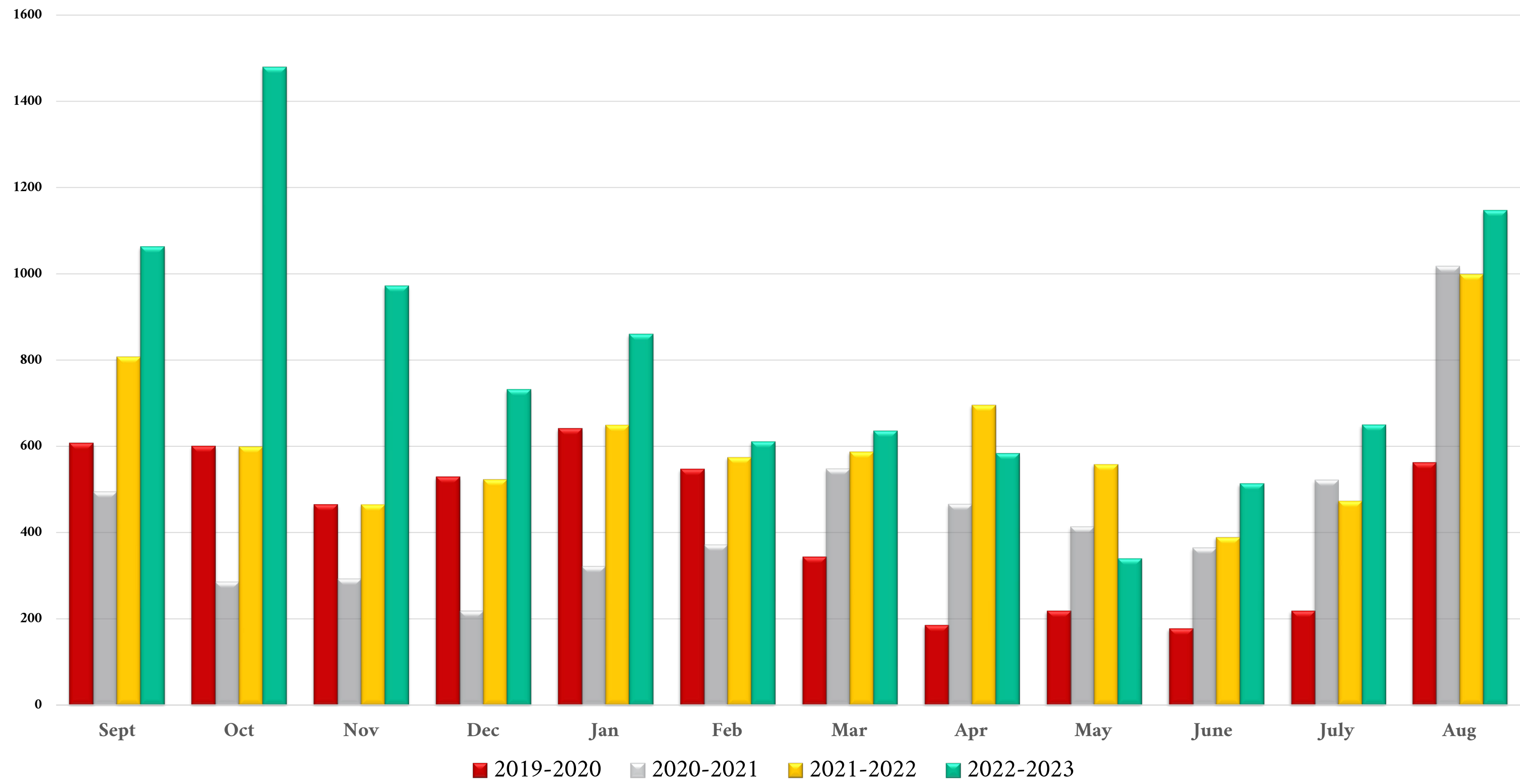


## Fall 2023 Energy Career Fair



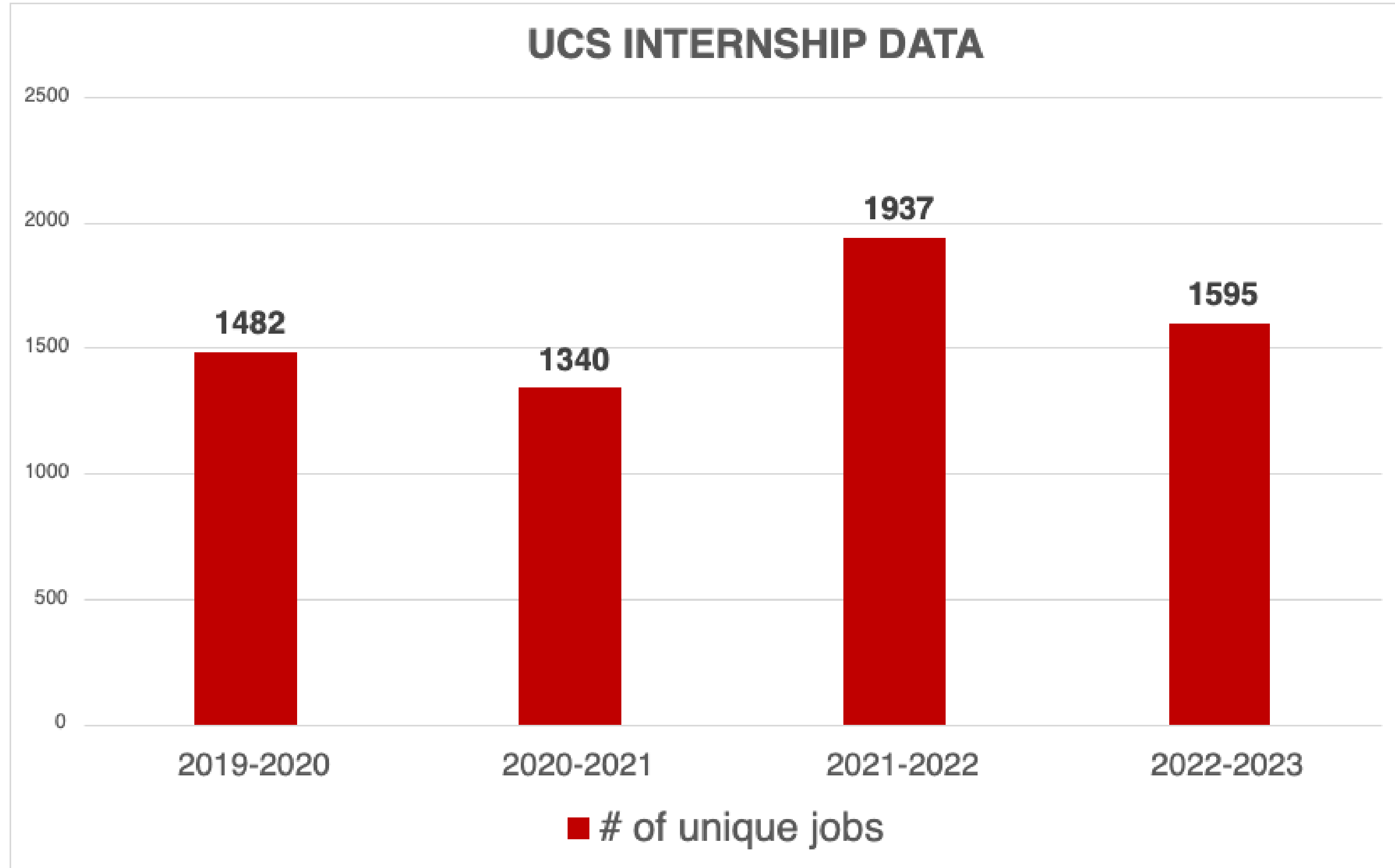


# UCS JOB POSTING DATA





# UCS INTERNSHIP DATA





# UTILIZATION – EMPLOYER DEVELOPMENT RELATIONS

## Career Fairs

- 13 career fairs & mixers
- 2,937 students attended
- 469 employers





# CHALLENGES

- Student Communication – check UH email
- Multiple Communication channels- not all on SM
- Collecting internship and graduation data
- Location and Space
- UCS Awareness and Engagement
- Lack of consistent career education campus wide
- Scaling experiential learning campus wide
- Competitive Salary Adjustments for UCS staff



# INTENTIONAL COLLABORATION AND IMPACT



- UH Energy Career Fair in collaboration with UH Energy Coalition
- Speak Up: The Value of an International Education (ISSSO)
- First Gen College Week; Mental health drop-ins (CAPS)
- National Disability Employment Awareness Month events (DART SAC)
- Wells Fargo Technology –Financial Literacy Programs
- Offered 3 headshot opportunities (250 participants) UH Libraries





# At UCS, we offer special topic programming weeks:



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**Prepare For The Fair  
Week**



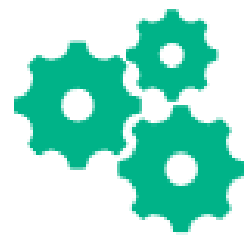
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**Graduate School Prep  
Week**



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**National Student  
Employment Week**



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**STEM Careers Week**



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**Major and Career Exploration  
Week**



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**Health Professions Week**



# GRADUATE SCHOOL

## PREP WEEK



GRAD SCHOOL  
INFO SESSION

Sep. 25 @ 11am-12pm



IS MED SCHOOL  
RIGHT FOR ME?

Sep. 25 @ 2pm-3pm



GRAD SCHOOL  
APPLICATION 101

Sep. 26 @ 11am-12pm



IS PHARM. SCHOOL  
RIGHT FOR ME?

Sep. 26 @ 2pm-3pm



IS LAW SCHOOL  
RIGHT FOR ME?

Sep. 27 @ 12pm-1pm



IS SOCIAL WORK  
RIGHT FOR ME?

Sep. 27 @ 2pm-3pm



HOW TO FUND  
GRAD SCHOOL

Sep. 29 @ 11am-12pm



IS OPTOMETRY  
RIGHT FOR ME?

Sep. 29 @ 2pm-3pm



[www.uh.edu/ucs](http://www.uh.edu/ucs)

University Career Services  
Division of Student Affairs



R  
S  
V  
P

COUGAR  
PATHWAY

# MAJOR & CAREER EXPLORATION WEEK

Discover, Decide, Define

## AM I IN THE RIGHT MAJOR?

Monday, October 16 @ 12pm-1pm  
University Career Services Rm 156

## ANXIETY & MAJOR TRANSITIONS

Tuesday, October 17 @ 12pm-1pm  
University Career Services Rm 156

## HOW TO CHOOSE A MAJOR

Wednesday, October 18 @ 12pm-1pm  
University Career Services Rm 156

## COLLEGE ADVISING PANEL

WITH NSM, BAUER & TECHNOLOGY

Thursday, October 19 @ 5pm-5:30pm  
VIRTUAL (link in Cougar Pathway)

RSVP for all events in  
Cougar Pathway



University Career Services  
Division of Student Affairs

<https://uh.edu/ucs/>



In Collaboration with  
Exploratory Studies Office



# 2024 EMPLOYER SUMMIT

- 30 new and current recruiters to new employers, various industries
- Strategies for recruiting UH talent: Examples and partnerships for success

*"Loved the event! **Great discussions** and ideas! The **networking opportunities** were **FANTASTIC**."*

*"Attended the University of Houston Employer Summit, and I have to say that the **student panel Q&A** was a **standout feature** for me. It was **truly insightful** and **offered a unique perspective** on the recruiting process."*







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# FALL 2024

# SAVE

# THE

# DATE

**AUG 23**

**ON-CAMPUS (CWS & NCWS) JOB FAIR**

**SEP 3-6**

**PREPARE FOR THE FAIR WEEK**

**SEP 8**

**JCPENNEY SUIT UP EVENT**

**SEP 18**

**ENERGY CAREER FAIR**

**SEP 23-27**

**GRADUATE SCHOOL PREP WEEK**

**OCT 16**

**CAREER AND INTERNSHIP FAIR**

**OCT 14-18**

**MAJOR CAREER EXPLORATION WEEK**

**OCT 24**

**SUGAR LAND CAREER FAIR**

**NOV 6**

**HEALTH PROFESSIONS AND HDFS CAREER MIXER**



Prep Week

Special Event

Recruiting Event

<https://www.uh.edu/ucs/>

[@coogcareers](https://www.instagram.com/coogcareers)



# KEY ATTRIBUTES EMPLOYERS SEEK (NACE, Yale 2021)

1. Completed an internship
2. Internship experience in an industry
3. Major
4. Held a leadership position
5. General work experience





**ROI EXAMPLE:**

**UH ALUMNI (BBA, MAY 2023  
GRADUATE)**







# DEVELOPING COUGS

## UCS Strategic Plan 2024-2028

- Integrating career readiness, career education and hands on experience into the **student experience**
- Integrating career education into the student experience
- Collecting rich, relevant data that help **inform strategy** and provide foundation for compelling stories that demonstrate student success impact
- Developing **collaborative partnerships** with **faculty** to increase career **awareness** and support student career success
- Engaging **employers and alumni** to provide meaningful experiences, **mentoring connections** and industry knowledge
- Developing intentional marketing and communication plan to reach students at **UH Main, UH at Sugar Land and UH at Katy.**
- Developing a **holistic model** for delivering quality career education and experiences.
- Foster **meaningful partnerships** with student leaders and organizations to enhance career development initiatives and **promote student engagement in career readiness activities**







# **NEED: LAUNCH OFFICE OF STUDENT EMPLOYMENT**

## **Impact on Student Success:**

- **Data Collection and Tracking Graduate Outcomes**
- **Return of Relevant Programming for Graduating Seniors**
- **Faculty Collaboration and Career Integration**
- **Value Proposition of Obtaining a Degree**
  - **Translate Academic Success**
  - **Maximize Employment Outcomes**



# **NEED: CAREER DEVELOPMENT SPECIALIST**

## **Impact on Student Success:**

- **Increased Access to Campus Employment**
- **Enhanced Career Readiness**
- **Consistency and Improved Support**
- **Program Expansion and Experiential Learning**
- **Building Campus Capacity**
- **Data-Driven Insights and Accountability**



# BASE AUGMENTATION REQUEST FY 2026

<i><b>Need</b></i>	<i><b>Salary</b></i>	<i><b>Fringe+ 6% admin</b></i>	<i><b>Total</b></i>
<b>Staff to launch OSE</b>	<b>\$65,000 –annual</b>	<b>\$22,680</b>	<b>\$82,680</b>
<b>Graduate Assistant</b>	<b>\$17,340</b>	<b>\$6,069</b>	<b>\$23,409</b>
<b>Total</b>			<b>\$106,089</b>



# BASE AUGMENTATION REQUEST FY 2026

<i><b>Need</b></i>	<i><b>Salary</b></i>	<i><b>Fringe+ 6% admin</b></i>	<i><b>Total</b></i>
<b>Career Development Specialist</b>	<b>\$52,000</b>	<b>\$19,845</b>	<b>\$72,345</b>
<b>Total</b>			<b>\$72,345</b>



# BASE AUGMENTATION REQUESTS FY 2026

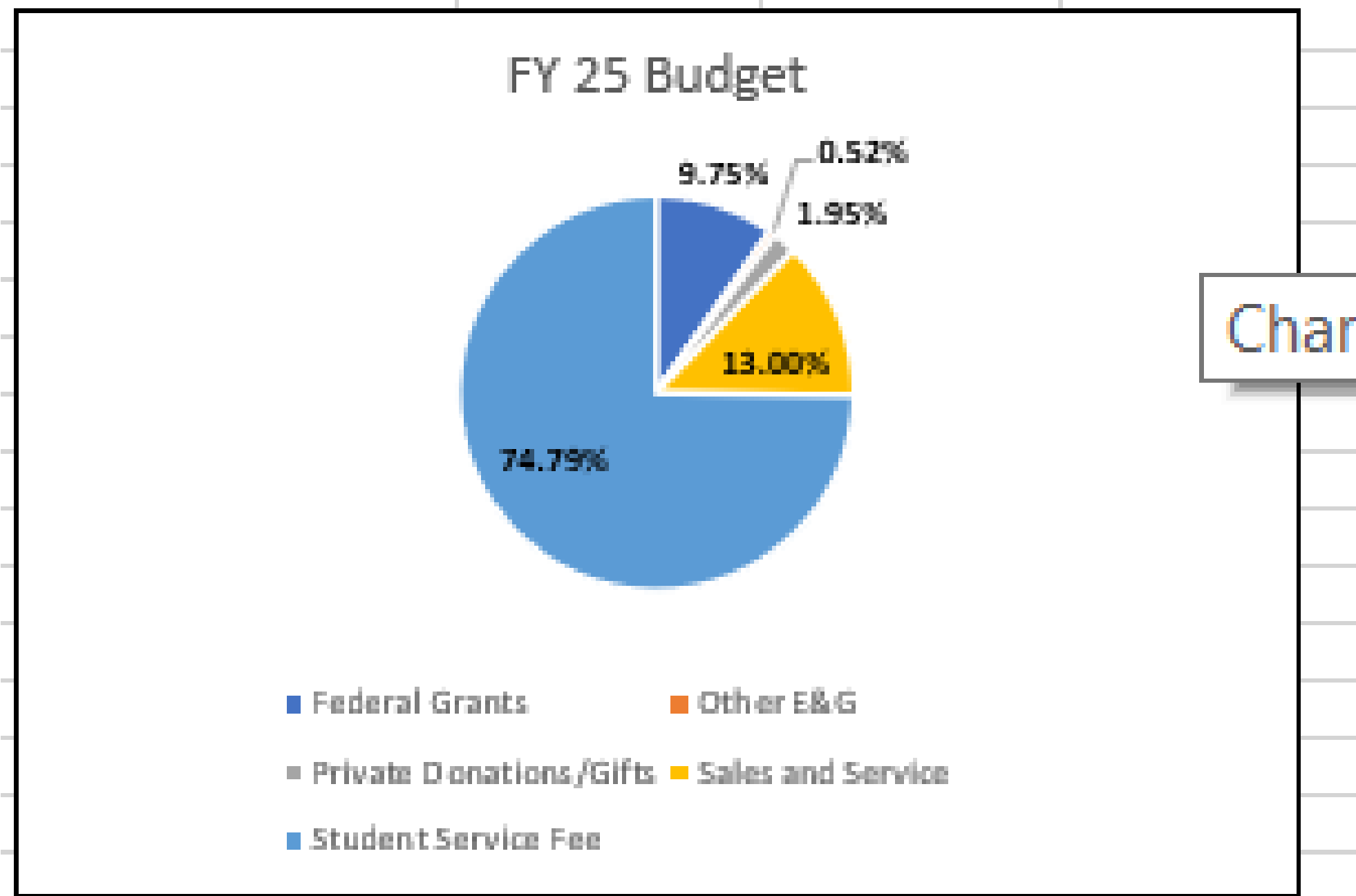
<i><b>Need</b></i>	<i><b>Cost</b></i>
<b>Staff to launch OSE and GA</b>	\$106,089
<b>Career Development Specialist</b>	\$72,345
<b>Total</b>	<b>\$178,434</b>



2025-2026 Student Service Fee Budget Information

Unit: University Career Services  
Dept #: H0215

FY25 Budget by Fund Type



Type of Fund	FY 25 Budget
Federal Grants	9.75%
Other E&G	0.52%
Private Donations/Gifts	1.95%
Sales and Service	13.00%
Student Service Fee	74.79%
Grand Total	100.00%

Student Service Fee Prior Year and Current Year Budget and Actuals				
Budget Node	FY24	FY24	Variance	FY25
Salary and Wage	\$ 1,020,532	\$ 847,052	\$ 173,480	#####
Maintenance & Ops	178,027.00	165,056.83	12,970.17	3,171.00
Travel & Business	20,000.00	18,262.61	1,737.39	5,000.00
Admin Charges	53,138.00	61,822.29	(8,684.29)	65,138.00
TOTAL	\$1,271,697	\$1,092,194	\$179,503	#####





@COOGSCAREERS

IMAGE OF SUCCESS/GOALS

COUGAR PATHWAY ICON

Email Address

UCS Strategic Plan 2024 -

2028





**THANK YOU!**