Career Development Services
Year in Review
2012

Career Development Services
Power Your Passion!

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Message from the Executive Director

Among the top news stories for 2012 has been the national student loan debt crisis. While a college degree statistically remains a good lifetime investment, at a federal level, it often comes with a financial burden. According to various sources including the Federal Reserve Bank of New York, the amount of outstanding student loan debt in the U.S. is closing in on $1 trillion, making it the second largest category of debt next to home mortgages. Additional anxieties about having such a pervasive negative force over the past four years, and that’s a lot to manage for today’s recent college graduates.

We at Career Development Services are an offer with a confidence available short and long term solutions for career-minded students. The average 2012 student, who participated in NJIT’s cooperative education programs this year, earned an average of $15,000 per month, so we can help them pay for their college education. Simply stated, co-op students are less dependent on student loans, because of the money they have earned.

Upon graduation, co-op students find themselves in a much more competitive position for attaining full-time employment. The vast majority of today’s employers seek recent college graduates who have previous major-related work experience and specific technological skills. Co-op students have a larger presence on their co-op classmates. Moreover, co-op graduates often return to their former employers for full-time positions upon graduation. The average starting salary for employed NJIT baccalaureate degree graduates this year is $56,147. These graduates will certainly be in a better position to repay their loans and commence their professional lives.

My staff and I look forward to helping all NJIT students gain the skills, qualifications, and experiences that are needed to secure and succeed in a career. An ever-changing, challenging, and competitive technological world. To assist us in attaining these outcomes, this summer we have transitioned our career center management information system to CDSlink. NJIT students and alumni have access to this best-in-class career management system that serves to facilitate students in communication, platform among career development services, students, and employers.

We are also delighted to announce that beginning September 2012, Career Development Services has been charged with providing curricular advisement for those students who are undecided on an major or transitioning from one major to another. Through a newly designed curriculum that includes elements of a career and a curricular advising, we will guide our undecided students through an academic path that matches their personal and career interests with the most appropriate major. This new initiative is intended to positively impact retention and add another support system for students.

Sincerely,

Gregory Mass
Executive Director
NJIT Career Development Services
Introduction of CDSlink

To maximize our online interaction with students and employers, CDSA has acquired NACElink as its career management system. Called CDSlink for NJIT, the new system will allow students to post profiles and job search documents, search for positions, send their resumes directly to employers, and sign up for on-campus interviews. Employers can post positions, search resume books, and select candidates for on-campus interviews. NACElink is fast becoming the industry standard for career centers, known for its user friendliness.

Focus on Athletes

Funded by a grant from Enterprise Rent-a-Car, CDSA hosted a special workshop for our athletes this past spring. Facilitated by Chris Fitzpatrick, Regional Talent Acquisition Manager for Enterprise, 85 students were treated to a presentation on the importance of good business skills. The session concluded with a dining etiquette seminar hosted by Talina Knox of the Murray Women's Center that used a sit-down dinner to demonstrate proper dining decorum in a business setting.

New Jersey Needs You

New Jersey Needs You (NJNY) is a new initiative that replicates a successful program, New York Needs You, launched in 2010. The goal of the program is to identify high potential freshman and sophomore students who are first in their families to attend college and provide them with financial, professional, and mentoring support. Successful candidates will receive a $2,500 grant; get help in seeking and selecting two summer internships at prestigious companies and organizations; receive individual support from their own mentor coach; and obtain in-kind services and products such as free business attire, free writing and ESL support, subsidized test prep, and discounted laptops and tablet computers. NJITA through Career Development Services was selected as one of the feeder universities for the initial foray into northern New Jersey. A total of 15 students were selected as members of the inaugural class of 2012 NJNY Fellows, comprising 20% of the class.
Campus Champions

NJIT’s Campus Champions assist NJIT to be at the forefront of a recruiting and workforce development for their organizations. Hundreds of engaged alumni promote NJIT as a top tier entry-level recruitment school for their organizations. They share their career experiences with undergraduate and graduate students in Speed Networking, an annual spring event, which attracted 120 students and 65 alumni this year.

Campus Champions also serve on advisory boards, career panels/programs, and are mentors for current students. For example, Kristijan Gobo, BS EE’01, MBA’07, from Siemens Healthcare Diagnostics was a key influencer in opening doors to his corporation’s HR staff. Through his influence, the company elected to recruit entry level talent from NJIT and attended the annual career fair.

Recruitment Partner Program

The NJIT Recruitment Partner Program (RPP) includes the most active recruiting and employing organizations of NJIT students and graduates. These companies are among the strongest in their industry, and represent the very best in supporting NJIT educational initiatives. To be listed among this group, organizations have made a commitment to participating with NJIT Career Development Services in multiple on-campus recruitment programs.

Regular RPP employers include ADP, AT&T, ExxonMobil, Enterprise, Maquet, Panasonic, UPS, and Verizon. The 9th annual Recruiting Partner Professional Development and Networking Event highlighted NJIT’s leadership development opportunities and programs for students and student organizations. Employers shared their organization’s leadership development initiatives, and exchanged ideas to capitalize on campus recruitment programs for their workforces. At a networking reception following the program, employer representatives met with faculty, staff, and various student professional organizations including the Society of Women Engineers, Society of Professional Hispanic Engineers, and the National Society of Black Engineers. Also present were members of the student senate, class representatives, and athletes.

In The Spotlight

Alumni Association of NJIT President Joe Stanley ’78 NCE, ’85 NCE with Vice President Steven Saperstein ’84 CSLA.

Director of Engineering for General Devices Gregory Lowe with student Gabriel Nieves.
CDS Supports Newark Public Schools and K-8 STEM Education

During the 2012 spring semester, CDS hosted a service learning showcase presentation by a group of elementary and middle school students from a Bragaw Avenue Service-Learning Academy SchoolA (Newark Public Schools) which featured research findings and reflections in the areas of homelessness, Alzheimer’s disease, obesity, cancer, environmental issues and world hunger.

CDS partnered with Citizens Schools to host a STEM WOW! event at NJIT focusing on apprenticeships that incorporate STEM education. The showcase entailed a display of STEM projects in robotics, chemistry, astronomy, biology, and engineering across the three middle schools in the Citizen Schools program. In a science-fair style, students created tri-fold posters explaining their apprenticeships and what they learned.

The goal of the STEM WOW! event was to demonstrate the diversity of STEM learning in the program and the diversity of organizations involved.

The programs are supported by representatives from the corporate and foundation sectors. Among those organizations involved are Johnson & Johnson, Merck, Cisco Systems, the New York Academy of the Sciences, and the Victoria Foundation. Combined, both events brought approximately 360 students and educators from the greater Newark area to the University.

NEW...“Power Lunch” Tutoring Program

Over the fall and spring semesters, NJIT students participated in the pilot program, Power Lunch Tutoring, with a Newark Public Schools. This initiative was launched by Everybody Wins! A New York company devoted to promoting children’s literacy through shared reading experiences with caring adults. The NJIT volunteer and work-study tutors paired up with Burnett Street School teachers for weekly reading and mentoring during a lunch time. Although this was NJIT’s first year of a participation, thousands of children throughout the country have benefited from this unique program during the past 20 years.

In The Spotlight

Students from Bragaw Avenue Service-Learning Academy School at a showcase presentation hosted by NJIT.

Farah Mushtaq, NJIT BME student, with Newark public school students.
Veterans Empowerment Room Partnership (VERP) - NJIT Computer Skills Tutors

CDSA launched the first Veterans Empowerment Room Partnership (VERP) in collaboration with the Veterans’ Administration at the NJIT Computer Skills Tutors. A veteran’s representative, Dr. Robert Gibson, a co-founder of NJIT’s Veteran’s Resource Program, was instrumental in creating the opportunity for students to gain support and assistance in their unique technical skills with our wounded veterans who need and appreciate the assistance in reintegrating. VERP’s goals are to help veterans enhance their use of an advanced computer technology to improve lifestyles and build impactful communication skills through social media.

The Cooperative Education and Faculty Partnership

Cooperative Education is an effective means for students to gain a major-related work experience when entering the workforce. Full-time NJIT students receive academic assistance to become co-op ready and in most cases, receive awarded co-op credits for successfully completing a co-op work experience. Academic integration cannot be done without faculty collaboration. Each academic department has a designated co-op advisor who oversees engaged academic experiences. Dr. Reginald Tomkins, co-founder of NJIT’s Academic Advising and Advising for Students, has been a Chemical Engineering faculty member since the early 1990s. In the article by Robert A. Florida of a Strategic Communications linked below, Dr. A. Tomkins shares his observations about co-op and its impact on student learning, classroom connection, and career preparation. He has joined by Lisa Kardos, who received her Bachelor’s and Master’s degrees from NJIT and is now the coordinator for the Undergraduate Program within the Chemical Engineering Department. Read the full story. 
Career Development Services provides a range of programs and services to its students, alumni, and employers. From experiential education and civic engagement to job postings and career advisement, CDS offers comprehensive career preparation for all majors at the undergraduate and graduate levels. A snapshot of results from 2012 indicates an increased presence of employers on campus seeking to hire students and graduates for internships and full-time positions. Growth in the quantity of jobs posted, an increase in the number of students engaged in experiential learning with a related boost in their earnings. The accompanying chart focuses on these and other key outcomes and measures of success.

<table>
<thead>
<tr>
<th>13,032A</th>
<th>3,368A</th>
<th>3,849A</th>
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<tbody>
<tr>
<td>Technology Job Opportunities Posted with CDSlink Database</td>
<td>Students and Alumni Attended the NJIT Fall and Spring Career Fairs</td>
<td>Students and Alumni Attended Career Preparation Workshops</td>
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<th>1,657A</th>
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<th>485A</th>
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<tr>
<td>Students Participated in Community Service Projects</td>
<td>Co-op and Internship Placements</td>
<td>On-campus Recruitment Program Student Participants</td>
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<table>
<thead>
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<th>520A</th>
<th>$3,347,461A</th>
<th>127A</th>
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<tr>
<td>On-campus Recruitment Program Student Participants</td>
<td>Earned by Co-op, Internship, and Community Service Work Study Students</td>
<td>Career Preparation Workshops and Presentations</td>
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<tr>
<th>361A</th>
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<th>26,983A</th>
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<tr>
<td>Elementary School Students K-8 partnered with CDS on the Altimus Annual Service Learning Fair at NJIT</td>
<td>Career Counseling Sessions</td>
<td>Resumes Referred to Employers Nationwide for Students and Alumni through CDSlink</td>
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<table>
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<tr>
<th>2,460A</th>
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<tbody>
<tr>
<td>Resumes Critiqued</td>
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Career Development Services produces an annual employment and salary report for the May graduating class. The report is compiled from multiple sources including the NJIT graduating student satisfaction survey and hiring results information submitted by students and employers who have utilized the career center. Nearly 50 percent of all BS and MS graduates received job offers upon degree completion, which is twice the national average for all college graduates this year, as reported by the National Association of Colleges and Employers (NACE). NJIT graduates are beginning their careers at companies that include AT&T, ExxonMobil, Merck, Forbes, Deloitte & Touche LLP, Boeing, Skanska, Samsung, Verizon Wireless, Lockheed Martin, and BASF.

Class of 2012—What They Are Doing

Undergraduate Students, N= 439

- Not Seeking Employment: 39%
- Seeking Employment: 39%
- Employment Offer: 45%
- Employed or Employment Offer: 54%
- Graduate School: 13%
- Full-Time: 4%
- Part-Time: 0%

Graduate Students, N=518

- Not Seeking Employment: 8%
- Seeking Employment: 34%
- Employment Offer: 54%
- Employed or Employment Offer: 54%
- Graduate School: 4%
- Full-Time: 4%
- Part-Time: 0%
### NJIT Salary Report of May 2012 Graduates

#### School of Architecture & Design

<table>
<thead>
<tr>
<th>A</th>
<th>COLLEGEA</th>
<th>Salary Data</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>ArchitectureA</td>
<td>nA</td>
</tr>
<tr>
<td>A</td>
<td>InteriorDesignA</td>
<td>m</td>
</tr>
<tr>
<td>A</td>
<td>InfrastructurePlanningA</td>
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#### Newark College of Engineering

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<tr>
<th>A</th>
<th>COLLEGEA</th>
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<tbody>
<tr>
<td></td>
<td>BioelectronicsEngineeringA</td>
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</tr>
<tr>
<td>A</td>
<td>BiomedicalEngineeringA</td>
<td>m</td>
</tr>
<tr>
<td>A</td>
<td>CriticalInfrastructureSystemsA</td>
<td>m</td>
</tr>
<tr>
<td>A</td>
<td>ChemicalEngineeringA</td>
<td>6A</td>
</tr>
<tr>
<td>A</td>
<td>CivilEngineeringA</td>
<td>12A</td>
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<tr>
<td>A</td>
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<tr>
<td>A</td>
<td>ElectricalEngineeringA</td>
<td>18A</td>
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<tr>
<td>A</td>
<td>EngineeringManagementA</td>
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#### Computer/IT Programs

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<tr>
<th>A</th>
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<tbody>
<tr>
<td></td>
<td>ComputerTech.A</td>
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</tr>
<tr>
<td>A</td>
<td>ConstructionEng./Tech.A</td>
<td>7A</td>
</tr>
<tr>
<td>A</td>
<td>ConstructionMgmt./Tech.A</td>
<td>5A</td>
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<tr>
<td>A</td>
<td>Elect.&amp; Comp.Eng./Tech.A</td>
<td>9A</td>
</tr>
<tr>
<td>A</td>
<td>MechanicalEng./Tech.A</td>
<td>9A</td>
</tr>
<tr>
<td>A</td>
<td>SurveyingEng./Tech.A</td>
<td>2A</td>
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### School of Engineering

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<tr>
<th>A</th>
<th>COLLEGEA</th>
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<tbody>
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<td>EnvironmentalEng.</td>
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<tr>
<td>HealthcareSystemsMgmt.</td>
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<tr>
<td>IndustrialEngineering</td>
<td>5A</td>
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</tr>
<tr>
<td>MechanicalEngineering</td>
<td>19A</td>
<td>56,527A</td>
</tr>
<tr>
<td>PharmaceuticalBioprocessing</td>
<td>m</td>
<td>N/A</td>
</tr>
<tr>
<td>PharmaceuticalEngineering</td>
<td>m</td>
<td>N/A</td>
</tr>
<tr>
<td>PharmaceuticalSystemsMgmt.</td>
<td>m</td>
<td>N/A</td>
</tr>
<tr>
<td>Power&amp;EnergySystems</td>
<td>m</td>
<td>*A</td>
</tr>
<tr>
<td>Telecom/CSLAA</td>
<td>m</td>
<td>N/A</td>
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#### School of Management

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<tr>
<th>A</th>
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<th>Salary Data</th>
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<tbody>
<tr>
<td>Business/Management</td>
<td>14A</td>
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<tr>
<td>InternationalBusiness</td>
<td>2A</td>
<td>37,500A</td>
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<tr>
<td>MBA</td>
<td>m</td>
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#### College of Science & Liberal Arts

<table>
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<tr>
<th>A</th>
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</thead>
<tbody>
<tr>
<td>AppliedMathA</td>
<td>m</td>
<td>*A</td>
</tr>
<tr>
<td>AppliedPhysicsA</td>
<td>2A</td>
<td>37,500A</td>
</tr>
<tr>
<td>AppliedStatisticsA</td>
<td>m</td>
<td>*A</td>
</tr>
<tr>
<td>BiologyA</td>
<td>2A</td>
<td>42,500A</td>
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<tr>
<td>BiostatisticsA</td>
<td>m</td>
<td>*A</td>
</tr>
<tr>
<td>ChemistryA</td>
<td>2A</td>
<td>30,000A</td>
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<tr>
<td>EnvironmentalPolicy&amp;StudiesA</td>
<td>m</td>
<td>*A</td>
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<tr>
<td>EnvironmentalScience</td>
<td>1A</td>
<td>42,500A</td>
</tr>
<tr>
<td>HistoryA</td>
<td>m</td>
<td>*A</td>
</tr>
<tr>
<td>Law&amp;Technology&amp;CultureA</td>
<td>m</td>
<td>*A</td>
</tr>
<tr>
<td>MathematicsA</td>
<td>1A</td>
<td>67,500A</td>
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<tr>
<td>Math&amp;ComputationalFinanceA</td>
<td>m</td>
<td>*A</td>
</tr>
<tr>
<td>Math&amp;Fin&amp;ActuarialScienceA</td>
<td>m</td>
<td>*A</td>
</tr>
<tr>
<td>PharmaceuticalChemistryA</td>
<td>m</td>
<td>N/A</td>
</tr>
<tr>
<td>Prof.&amp;Tech.Com/CommunicationA</td>
<td>m</td>
<td>N/A</td>
</tr>
<tr>
<td>Science&amp;Tech&amp;ArsityA</td>
<td>1A</td>
<td>42,500A</td>
</tr>
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</table>

#### College of Computing Sciences

<table>
<thead>
<tr>
<th>A</th>
<th>COLLEGEA</th>
<th>Salary Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>BioinformaticsA</td>
<td>m</td>
<td>*A</td>
</tr>
<tr>
<td>Business&amp;Info.SystemsA</td>
<td>m</td>
<td>*A</td>
</tr>
<tr>
<td>Computing&amp;BusinessA</td>
<td>m</td>
<td>*A</td>
</tr>
<tr>
<td>ComputationalScienceA</td>
<td>m</td>
<td>*A</td>
</tr>
<tr>
<td>ComputerScienceA</td>
<td>10A</td>
<td>57,500A</td>
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<tr>
<td>EmergencyMgmt.&amp;Res. ContinuityA</td>
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</tr>
<tr>
<td>InformationSystemsA</td>
<td>1A</td>
<td>52,500A</td>
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<tr>
<td>IT/Admnistration&amp;SecurityA</td>
<td>13A</td>
<td>75,833A</td>
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<tr>
<td>Software&amp;EngineeringA</td>
<td>m</td>
<td>N/A</td>
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<tr>
<td>Web&amp;InformationSystemsA</td>
<td>1A</td>
<td>62,500A</td>
</tr>
</tbody>
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n = Sample Size  
Salary = Average Annual Salary  
* Not all students with job reported a salary

A Computing A science A related A majors A were A one A again A at A top A the A most A sought A after A disciplines A list A this A year. A This A is A not A surprising A given A the A strong A demand A for A information A technology A talent A from A organizations A across A all A industry A sectors. A Among A the A organizations A hiring A the A most A graduates A were A AT&T, A eClinical A Works, A and A Verizon A Wireless. A Demand A for A engineering A and A engineering technology A graduates A remains A strong A particularly A for A computer A engineering, A civil A engineering A and A construction A management A technology A majors A.

A IT A Administration A and A Security A majors A were A among A the A best A compensated A BSA A graduates A at A this A year A with A an A average A annual A starting A salary A of A $78,833. A Graduate A level A students A from A our A engineering A management A major A readily A attained A high A employment A and A salaries A nearing A the A $80,000 A range. A Graduate A level A professional A and A technical A communication A majors A reported A starting A salaries A of A over A $70,000. A MBA A graduates A realized A strong A employment A outcomes A and A starting A salaries A averaging A nearly A $78,000. A
Students were asked to report how they attained employment. Sixty-three percent (63%) of the 277 total responses (176) indicated they found employment through the Career Development Services on-campus recruitment program (35%), CDSlink job posting service (26%), NJIT career fairs (17%), conversion of co-op or internship program (13%), or faculty/staff referral (9%).

### How Students Received Employment Offers 277 Responses
- NJIT Employment Sources 63%
- Non-NJIT Career Fair 1%
- Personal networking 19%
- Non-NJIT On-line job listings 15%
- Classified Ads 2%

### Distribution of NJIT Employment Sources 176 Responses
- On-campus recruitment 35%
- CDSlink job listings 26%
- NJIT Career Fair 17%
- Faculty/staff referral 9%
- Co-op/internship conversion 13%
- Non-NJIT Career Fair 1%
- Personal networking 19%
- Non-NJIT On-line job listings 15%
- Classified Ads 2%

#### Top Employers of NJIT Graduates
- 3L Inc
- Anta Electric
- BASFA
- KOVA Corporation
- 3MA
- Apicore LLC
- Becton Dickinson
- Kulite Semiconductor Products
- Abbott Labs
- Apple
- Colgate Palmolive
- Merck & Co., Inc.
- Abercrombie & Fitch
- APTEC LLC
- Coperion Corporation
- Panasonic
- Addteq LLC
- ARDECA
- Dewberry + Goodkind
- Merck
- Abercrombie + Fitch
- AECOM
- Army National Guard
- Dialight Corporation
- Samsung
- Alcoa
- Arup
- Digitech Computer
- Schneider Electric
- Alcon Laboratories
- Ashland
- eClinicalWorks
- Tata Associates
- Alcon Laboratories
- Audco
- Emerson Network Power
- TATA Consultancy Services
- AlphaWire
- AT&T
- Emerson Network Power
- TATA Consultancy Services
- Amtrak
- Atlantic Zeiser
- Enterprise Rent-A-Car
- Telcordia Technologies
- Anheuser-Busch Companies
- Audico
- ExxonMobil
- Verizon
- Ansair Laboratories
- Auspicate
- Forbes Media
- Vytran LLC
The majority of our new degree holders pursue full-time employment upon graduation. This year, 13% of our bachelor’s degree and 4% of our master’s recipients indicated that they will enroll in full-time graduate or professional school during the fall 2012 term. The NJIT degree serves as excellent preparation for advanced study. During the past several years, NJIT graduates have been accepted to the most prestigious graduate degree programs.

A Sample List of Graduate and Professional Schools that NJIT Graduates Will Attend

Carnegie Mellon University
Colorado Technical University
Columbia University
Cornell University
Drexel University
Georgetown University
ISB Law
John Jay School of Criminal Justice
MIT
National University of Singapore
NJIT
Northwest Missouri State University
NY School of Interior Design
NYU
Penn State University
Rutgers University
Seton Hall University
Stevens Institute of Technology
UMDNJ
UMDNJ/NJDSU
University of Pennsylvania
WPI

Fields of Graduate Studies
423 Respondents

Graduate degree recipients, N=167

Undergraduate degree recipients, N=256
Staff Contributions and Accomplishments

- Patrick Young
  - Served on the Eastern Association of Colleges and Employers’ Sponsorship Committee for 2011’12.

- Jane Gaertner
  - Member of the Undoing Racism Committee at the Unitarian Universalist Congregation in Montclair.
  - Volunteer at Bob’s Seekers.

- Rosalind Newton and Alexia Jones
  - Presented a workshop on job search strategies and networking through social media for MetroWorks, an initiative of Metropolitan Baptist Church.

- Alexia Jones and Jane Gaertner
  - Spoke at Careers Day at North Star Academy in Newark, sharing their experiences with high school students.

- Christine Cervelli, Dominique Clarke, and Alexia Jones
  - Designed and facilitated a workshop entitled “How Career Awareness Month Promoted Co-op Participation” at annual conferences of the NJ Cooperative Education and Internship Association and the Eastern Association of Colleges and Employers.

- Christine Cervelli
  - Appointed VP for Programming for the NJ Cooperative Education and Internship Association for 2012’2013.

- Dominique Clarke
  - Selected for a two year term as co-chair of the Committee on Women’s Issues at NJIT.

- Jo-Ann Raines
  - Served as a member of the Arc of Essex County’s Board of Advisors and was appointed to the Executive Committee.
  - Co-chaired the 50th Scholarship Benefit Luncheon sponsored by the North Jersey Alumnae Chapter of Delta Sigma Theta Sorority, Inc. which raised $50,000 for high school seniors moving on to college.
  - Presented a workshop on resume writing and interviewing skills for the Iota Phi Theta Fraternity annual state conference.

- Greg Mass
  - Served as the collaborative programs coordinator between the NJA talent networks and the NJA university career centers.
  - Member of the Panasonic Creative Design Challenge Management Team.
  - Member of the Middles States Accreditation report writing team.
  - Member of the Shared Governance Task Force.
NJIT Finds Students Co-op Jobs That Launch Their Careers

Over the years, Reginald Tomkins, a professor of chemical engineering, has taught thousands of students. But he's also helped many of those students launch their professional careers.

Along with teaching, Tomkins is also the co-op adviser for the Otto H. York Department of Chemical, Biological and Pharmaceutical Engineering. It's his job to help students find co-op jobs.

A co-op is like an internship but it's more involved: Co-ops are structured so that the student's work relates directly to and complements his or her academic major. A co-op is well paying -- students earn about $17 dollars an hour -- and usually last four to eight months. Students also earn three academic credits for a co-op.

In the end, the students emerge from co-ops with solid work experience. And that experience helps them find good jobs after they graduate: Employers prefer to hire students who have experience.

Consider, for example, Lisa Kardos, a 2004 NJIT grad who majored in chemical engineering. While a student, Kardos did a co-op at Firmenich, a chemical manufacturing company. The experience she gained on that co-op set her apart from her peers. As graduation approached, she received job offers from Colgate-Palmolive, ExxonMobil and Infineum.

She took a job as a process engineer with Infineum. She also continued to study part time at NJIT for a master's degree. Her co-op experience helped her excel at her job at Infineum. The company quickly promoted her to Manufacturing Technology Specialist and later to Section Leader for the Americas Power Transmission Fluids Deployment Team. Six years later, she took a senior level management position at Chemtura Corporation, a maker of specialty chemicals.

At both of those companies, Kardos helped to recruit and train co-op students, including NJIT students. She worked closely with Professor Tomkins to ensure that the work the students were given related to their coursework.

So Kardos has seen how co-ops operate from both sides – first as a student and later as a senior corporate manager. Recently, she left the corporate world to return to NJIT, where she works as the Coordinator of the Undergraduate Program for the chemical engineering department. In that capacity she strongly encourages students to consider co-op jobs.

In this interview, Professor Tomkins and Kardos discuss the value of co-ops. They also explain how the chemical engineering department works closely with the Career Development Services office to find co-ops that help students succeed in their careers.

Reginald Tomkins:

Why should students consider co-op jobs?

RT: Students should consider co-op jobs in that they give students experience working as chemical engineers. Students get an appreciation of the different types of jobs available to them in the chemical industry such as R&D, Process Development, Manufacturing and Marketing. They get an overview of how a corporation operates and the procedures that are essential to its success. Moreover, co-ops help students to fuse practical work experience with their classroom learning. And that motivates students to excel in their studies, since after a co-op they know how their class work connects to the corporate world and to jobs they want. I’ve also noticed that students returning to the classroom following a co-op tend to be more confident and engaged with their professors.

Are the co-ops structured so as to complement a student's studies?
RT: The co-op experience is varied. Sometimes it involves a lot of hands-on experience in the chemical plant, while other times the experience involves modeling and simulation and the use of various new computer software programs. I always visit with the students’ industrial supervisors to ensure that the co-op has both educational and racial value.

**How closely involved are you in the co-ops?**

RT: My role is first to talk to our students about the benefits of a co-op. I do this when they are freshmen. When they have co-ops, I then visit all of the co-op students at their companies. I meet with both the students and their supervisors and see the work the student is doing and tour the workplace. As the co-op is listed as a course, the student must do a report on his work experience and also do a presentation, both of which are graded.

**You work with the Career Center to advise students. How is that doubly beneficial to students?**

RT: I’ve worked closely with Career Development Services and we’ve worked together to help students find good co-ops. Over the years, the CDS office has expanded its staff and I work closely with career counselors there on co-op opportunities for our students. CDS helps students in all aspects of their job searches, from resume writing to interviewing to finding the right company. Gregory Mass, the CDS director, has a staff that advises students on their job searches. CDS maintains an on-line database that lists job openings at 5,000 companies. And they host on-campus career fairs during which top companies recruit NJIT students. I encourage my students to attend the fairs and use CDS to the fullest.

**Does working a co-op make it easier for students to find jobs after they graduate? Do they sometimes get hired by the company they worked for?**

RT: There is no question that the co-op experience is very beneficial to students in securing a full-time position with the company. We have had many cases where the student has been offered a position with the company for which they have interned. Also, companies look to hire students who have work experience on their resumes. Having co-op experience fulfills that requirement and helps students to get hired.

**Interview with Lisa Kardos:**

**You supervised the co-ops, so what skills did the students learn on the job?**

LK: Students come into co-ops with the technical knowledge they have gained through coursework but they have little or no industry experience. The co-op introduces them to standard corporate procedures such as project management, working cross-functionally in teams and working with management. They need to achieve goals and meet deadlines, often advancing projects and then presenting the results to management. They learn to deal with responsibilities. At first, it can be very intimidating to the students but the more they do it the more at ease they are with corporate requirements. This type of on-the-job learning can help a student develop the skills that they may not directly learn via coursework. One of the most important aspects of on-the-job learning is to develop anticipatory thinking – the ability to anticipate, meet and exceed the expectations of management. You cannot learn that from a textbook but rather you can learn that from working a co-op – making observations and gaining experience. This is the type of skill one needs to develop in order to advance one’s career.

**Does having those skills help students excel on their first full-time jobs?**

LK: Yes, when you work in industry you are being evaluated from the start, and if you start off strong early in your career you’re more apt to advance into other roles and get promoted. Having the skills that a co-op gives you will really help you set up a successful trajectory for your career.

**You also work with Career Development Services to help students find co-ops, right?**

LK: When I was in industry I worked closely with Career Development Services. I recruited students at the NJIT Career Fairs and I came for on-campus recruiting. The career counselors were helpful and professional, ensuring that the students were well-prepared for their interviews and were a good fit for the companies where I worked. And now, as a coordinator in chemical engineering, I work with CDS and with Reginald Tomkins to encourage students to consider working co-ops. A co-op usually lasts about four to eight months and sometimes a student will graduate a semester or two later. But I can tell you from my experience in the corporate world that an employer would rather hire a student with co-op experience; it doesn’t matter that he or she took an extra semester or two to graduate. It’s the experience that counts.

By Robert Florida
It’s well-known that NJIT graduates have the edge in knowledge, and one look at the hiring outcomes for the Class of 2012 reveals that they also have the edge in a lukewarm and highly competitive job market. Nearly 50 percent received job offers upon graduation, which is twice the national average for all college graduates this year, as reported by the National Association of Colleges and Employers (NACE). NJIT graduates are beginning their careers at companies that include AT&T, ExxonMobil, Merck, Forbes, Deloitte & Touche, Boeing, Skanska, Samsung, Verizon Wireless, Lockheed Martin and BASF.

“We fully expected these positive outcomes,” says Greg Mass, executive director of Career Development Services (CDS) at NJIT. “We have seen a significant increase in the number of employers recruiting our students this past year. Organizations participating in our career fairs and on-campus recruitment programs increased by thirty percent to 485 employers during the 2012 academic year. The number of technological job postings increased by twenty-one percent to over 3,200 during this same period. These numbers are strong signals that by the time we conclude our first employment survey 2012 will be the strongest employment outcomes year for our graduates since 2008.”

The CDS employment, salary and graduate school report for the graduating class is compiled from multiple sources. These include the NJIT graduating-student satisfaction survey, and hiring-results information submitted by students and employers who have used the university’s career center. A follow-up report provides information about employment outcomes for graduates six months out.

**THEY'RE IN DEMAND**

“Companies are eager to hire NJIT graduates because they possess advanced technological knowledge and skills,” Mass says. “Moreover, employers state that NJIT graduates possess a keen ability to apply their know-how to real workplace challenges.”

Students earning degrees in majors such as computer and information science and engineering had the best chances of landing jobs after graduation, according to a 2012 job outlook report published by NACE. Scholar-athletes Daisy Gallegos and Christopher Early are two examples of this trend.

Gallegos, who received her master’s degree in IT Administration and Security in May 2012, excelled both in the classroom and as co-captain of the women’s cross-country team. While
Rodriguez, Gallegos and Early are in the ranks of NJIT students who have added leadership experience to their already-long rosters of achievements.

Working toward her bachelor’s degree in information technology, Gallegos completed two internships. At AT&T in Middletown, New Jersey, she was a project manager in the Information Technology Department, and one summer worked at the Vanguard Group in Malvern, Pennsylvania, as a security operations analyst. She spent a second summer at Vanguard as a mobile application developer. Now, master’s in hand, Gallegos will be working as a consultant at Deloitte & Touche.

A varsity swimmer, Early received a bachelor’s in computer engineering at NJIT’s 2012 commencement ceremony. He completed internships at McGraw-Hill and Credit Suisse, where he landed a position as an IT business analyst.

“NJIT has opened many doors for me with internship opportunities and involvement in a wide array of organizations,” Early says. “This exposure improved my interpersonal skills and prepared me for life after college.”

As an undergraduate, Daisy Gallegos served as president of the NJIT student chapter of the Society of Hispanic Professional Engineers and was a member of Phi Eta Sigma, the freshman honor society, as well as Omicron Delta Kappa, the national leadership society. In 2011 Gallegos received NJIT’s Presidential Leadership Award, which honors student leaders who have enhanced campus life. Christopher Early chaired the Albert Dorman Honors College recruitment committee, arranging tours and special events for high school students considering NJIT.

Taking the Lead

As president of the student chapter of Engineers Without Borders at NJIT, Paul Rodriguez joined more than a dozen civil and mechanical engineering students, faculty, and staff volunteers who helped the residents of Milot, Haiti, to improve their water supply. Rodriguez, a Ronald E. McNair scholar who added a master’s in environmental engineering to the bachelor’s in mechanical engineering he earned from NJIT, will be working as an engineer at Hatch Mott MacDonald.

Rodriguez, Gallegos and Early are in the ranks of NJIT students who have added leadership experience to their already-long rosters of achievements. In addition to assisting students in gaining experience related to their major at private-sector companies, CDS helps to match students seeking to volunteer their talents with nonprofit organizations and social service agencies in direct need of technological help. “The students contribute their knowledge and skills toward improving communities, and in return they enhance their own lives and add value to their resumes by getting experience in their field,” says Mass.

A Fair Advantage

Students seeking full-time, part-time, and summer positions can connect with numerous employers at NJIT’s twice-yearly career fairs. “The number of employers attending this year’s spring fair was the largest ever,” says
Mass. “We added 50 recruiting organizations to the 125 participating in 2011.”

Perhaps even more important was the diverse representation of employer industries, Mass says. “We work very hard to ensure that we recruit organizations seeking students from all NJIT majors.”

Some 20 percent of NJIT’s May 2011 graduates reported finding jobs through the career fairs. “Survey results thus far for our May 2012 graduates indicate that this trend will continue,” says Mass.

In all, some 1700 students attended each fair, which was expanded to both the campus gym and the Naimoli Family Athletic and Recreational Facility to accommodate the significant increase in employers and students. “Our students were very pleased with the career fairs this year,” Mass says. “They told us that they greatly appreciated the event being held on campus and felt that the employers with whom they met appeared to be serious about hiring.”

Along with career fairs, CDS offers on-campus recruitment, which gives employers an opportunity to interview graduating students and recent alumni. Employers can register online, post jobs for students and alumni to view, and select students for on-campus recruitment.

While the majority of new degree holders pursue full-time employment upon graduation, this year sixteen percent of bachelor’s degree and four percent of master’s degree recipients indicated that they will enroll in full-time graduate or professional schools for the fall 2012 term.

In addition to affording a decided edge in today’s job market, NJIT degrees are excellent credentials for further education. This year NJIT graduates have been accepted to prestigious graduate programs at schools that include Carnegie Mellon, Columbia, Cornell, Georgetown, MIT, New York University, the University of Pennsylvania, and the University of Medicine and Dentistry of New Jersey.

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