A MESSAGE FROM THE VICE PROVOST

In 1996 the Association of American Colleges and Universities (AACU) President Carol Geary wrote that “It has never been more important for educators to make explicit the connection between campus learning and the democratic values that guide diversity work.” Employers demonstrate a similar commitment and in a recent survey conducted for AACU by Hart Associates, 96 percent of employers agreed or strongly agreed that “all college students should have educational experiences that teach them how to solve problems with people whose views are very different from their own.”

Within the Office of Student Access, Success, and Diversity Initiatives (SASDI) our work on behalf of Illinois Institute of Technology has been categorized by building capacity within, across, and beyond the city of Chicago and by working collectively to further understand our differences. We have sought to accomplish this through a variety of ways. Through the (re)imagination of the Student Employment Office, we seek to create work experiences for our students that will lead them to be fully prepared from Day One of their professional lives. Career Services, working closely with students, alumni, faculty and staff, have co-created new programming, services, and platforms for experiential learning within and beyond the campus for our students to develop the agency, authority, and mastery required for their first position post-graduation—and as they think through the 12–14 other jobs and career paths they will likely have, most not yet defined. As a result of its six years of successful operation the Illinois Tech Global Leaders to Illinois Tech Program has emerged as a natural fit to lead the FastForward program, combining its own expertise along with that of the Office of Undergraduate Admission and City Colleges of Chicago.

Other community engagement activities have achieved sustainable and marked results in Illinois Tech’s Bronzeville community through a new Interprofessional Projects (IPRO) course, the Wild Formula Learning Network, and Parent University. Internationally our partnerships with the Institute of International Education and Undergraduate Admission have led to the pilot launch of the Global Experience and Training program, which has the potential to carry forward the work currently being achieved by the Brazil Scientific Mobility Program. Sustainable collaboration with the Office of Institutional Advancement has forged new fundraising and sponsorship opportunities for SASDI, which build upon a successful history over the last several years. As a final point, ongoing work with the Office of Research, the Office of Undergraduate Admission, and the Office of Graduate Academic Affairs enables us to create keystone bridge moments that find common ground across ideas and departments to deliver transformative and breakthrough opportunities for the university.

SASDI remains fundamentally guided by a community organizing set of principles that require deep listening and observing, holding questions, creating safe places for dissent and for new ideas to emerge, and respecting our differences as we work collectively to support the universities Many Voices, One Vision strategic plan. In doing so we hope to echo President Alan W. Cramb’s inaugural message to ensure that Illinois Tech’s impact stretches from Bronzeville and the city of Chicago to across the world. As Provost Frances Bronet advocates, we are prepared as an Illinois Tech community to address the “epic challenges” of today—the same challenges that employers and communities seek to solve.

We are mindful and grateful for the relationships and partnerships that sustain this work on behalf of Illinois Tech.

GERALD P. DOYLE, VICE PROVOST
MISSION

The mission of Illinois Institute of Technology’s Office of the Vice Provost for Student Access, Success, and Diversity Initiatives (SASDI) is to create partnerships that support and empower students’ access to success in higher education and career development. We build and steward sustainable and transformational partnerships through impactful initiatives. This approach contributes toward the diversity of Illinois Tech and supports mutually beneficial community relationships in alignment with the university’s strategic plan Many Voices, One Vision.

VISION

We seek to become a source of and resource for great ideas and best practices that are inspiring and impactful. In collaboration with our partners, we aim to expand innovative pathways and support systems for a diversity of students to access and succeed in their higher education and career development. We do this to develop global learners into culturally competent and career-ready graduates, thus contributing to Illinois Institute of Technology’s role as a leader in the fields of STEM+ education.

› Through Access—We seek to identify and enhance the academic progress and career development of students through a combination of imaginative and persistent educational approaches to innovative and global learning.

› Through Success—We seek to create an innovative educational environment that provides global learners with equitable support and the proper opportunities to develop and achieve their dreams, inspire generations, and succeed as diverse and culturally competent graduates.

› Through Diversity Initiatives—We seek to increase the diversity of the Illinois Tech community in celebration and recognition of the value of the various facets of diversity, contributing toward an environment in which the STEM+ classroom and workforce reflect the rich diversity of Chicago, the United States, and the world.
Career Services

Career Services is an on-campus resource for professional development and career planning. This office provides the following services to students and alumni:

› One-on-one and small group advising with career development coaches and peer career coaches
› Reviews of resumes, cover letters, LinkedIn profiles, and other career-related documents
› Professional development workshops for the general campus community as well as specific student or alumni groups
› Career fairs and other recruitment or networking events to engage with employers
› Internship and co-op programs (including processing of Curricular Practical Training)

This office serves all current students and alumni from the following colleges/campuses: Armour College of Engineering, College of Architecture, College of Science, Institute for Food Safety and Health, Lewis College of Human Sciences, Pritzker Institute of Biomedical Science and Engineering, School of Applied Technology, and the Wanger Institute for Sustainable Energy Research. More information is available at careerservices.iit.edu. Select accomplishments include:

› Created the Illumination Sessions program in fall 2015 to bring to light diversity issues as they pertain to the workplace. Presenters included CDW, Oracle, BP, the Congressional Black Caucus Foundation, and Discover
› Hosted Steve Dalton, author of The 2-Hour Job Search, on campus on October 12, 2015, for a career development workshop that attracted more than 200 students
› Overhauled the Curricular Practical Training process by creating an online video tutorial and transitioning the application and approval process to an online platform
› Developed Illinois Tech’s first Peer Career Coaching program to help students at convenient campus locations, which launched in spring 2016
› Developed a new modular series of six workshops in spring 2016 that provide sequential and concise career development content, from understanding U.S. business culture to building a professional network to preparing for interviews
› Began hosting a Career Fair Prep Night in January 2016, with assistance from Parker Dewey and UpKey, assisting all 126 attendees
› Increased outreach to alumni through career-focused webinars and on-campus events.
› Proactively increased collaboration with faculty members to better serve students, alumni, and employers
› Recognized by the 2015 Students Speak Survey as one of the top three student services departments on campus and earned a ranking in the top three ‘Most Improved’ categories in the survey
› 104 Career Services workshops, 1,579 total attendees, and 877 unique attendees
› Offered more than 3,500 student-coaching sessions to 1,548 unique students since August 24, 2015
› 805 registered semesters of co-ops/internships with 470 unique students participating

› Number of jobs posted in our Career Services Manager (CSM) database: 3,400 postings from off-campus employers since August 24, 2015
› Number of employers active in CSM database: 1,084 employer contacts logged in since August 24, 2015
› Number of unique employers at career fairs: 243 at fall and spring career fairs
› Number of employers doing employer spotlights or information table recruiting: 23 Number of on-campus interviews: 29 employers
› Placement (May 2015 graduates’ placement by November 1, 2015)
  • Overall: 94% (79% of international students remaining in the U.S. for work or continued studies)
  • Undergraduate: 87%
  • Graduate Non-Doctoral: 97%
  • Graduate Doctoral: 96%
Student Employment Office

The Student Employment Office oversees all aspects of on-campus employment for students and their faculty and staff supervisors, including hiring processes and best practices, to provide students with meaningful and professional on-campus employment experiences. The office establishes policies and procedures, develops resources for student employment training and evaluation, and enforces compliance with institutional policies and federal regulations. See the Student Employment website for more information: studentemployment.iit.edu. Select accomplishments include:

- Re-vamped the entire structure of the Student Employment Office to better serve the campus community
- Created a website for student employment to provide students, faculty, and staff with easy access to necessary information
- Developed and implemented training and a communication plan for supervisors of student employees
- Launched a campus-wide celebration of National Student Employee Week
- Created awards to recognize three outstanding student employees and three outstanding supervisors on campus
- 2,694 semesters, worth of student employment
- Total number of hours students worked: 394,669
- Average number of hours worked per week: 11
- Number of supervisors: 200

Diversity and Community Initiatives

SASDI partners with community organizations, governmental entities, and colleagues across the university to provide opportunities for engagement that increase access to higher education and career development to a diverse array of individuals. Select initiatives include:

- STEM Launch, which was a series of educational events for Chicago Public Schools students supported through a grant with the U.S. Navy, benefitted 123 students, two of whom became scholars in the Illinois Tech Global Leaders Program.
- Parent University, which provided 112 parents of aspiring first-generation college students with the knowledge and resources needed to support their children throughout the college preparation, admissions, and financial aid processes.
- The donation of 15,000 books in 2015–16 through the Wild Formula Learning Network, a program that collaborates with book donors and community members. This program is designed to inspire children, parents, and families to explore opportunities that promote the power of imagination and literacy.
- Developed a new Martin Luther King Jr. Day celebration model that allows Illinois Tech to partner with the adjacent community to honor his legacy and promote social justice. The first year was dedicated to veterans and the importance of voting to impact change.
- Coordinated an annual Graduation Parent Pinning Ceremony where graduating students can recognize and honor their parents’ support.
- Implemented the annual Block City, a free event attended by 1,000+ members of the campus, alumni, and Chicago communities where they built structures and cities using thousands of LEGO bricks.
- Provided direct mentorship to cohorts of students such as the Presidential Scholars, undocumented students, Syrian and Caribbean students, and others.
- Collaborated with the Brazilian Consulate and regional colleges/universities to offer Brazil Day and an End of the Year Celebration for Brazil Scientific Mobility Program students, engaging 100 students from the program.
- Increased outreach and support to sponsored and visiting students.
- Served as a nation-wide expert on supporting Syrian students and scholars through the IIE Scholar Rescue Fund Forum and by contributing to the development of the Syrian Refugee Education Principles and Practices declaration.
Illinois Tech Global Leaders Program

The Illinois Tech Global Leaders Program is a free, two-year academic enrichment program for Chicago-area high school students. This program inspires high-achieving youth from across the city to lead and serve through STEM (science, technology, engineering, and math) and supports their path to higher education. The Global Leaders Program aims to be a catalyst for Chicago’s talented youth as they develop their interests in STEM fields, hone their unique leadership abilities, and take steps toward college and a career. Students are admitted during their sophomore year for participation throughout their junior and senior years of high school. Serving more than 100 total juniors and seniors each year. Some program highlights include:

› The current cohort of 108 total juniors and seniors represents more than 60 different high schools in the Chicago area; throughout its history, the program has served students from 100+ high schools and 48 of Chicago’s wards.

› The 2016 graduating class of 49 scholars features six Posse Scholars, three Gates Millennium Scholars, and two QuestBridge Scholarship recipients, who are ready to matriculate to 33 different institutions in 18 states.

› The program is poised to see its first class of scholars graduating from bachelor’s degree programs. Program alumni persist in college at a rate of greater than 96 percent.

› Provided 5,000+ mentoring contact hours to current scholars by continuing the Community Innovation Project Mentoring program and initiating a new College and Career Mentor support initiative for graduating seniors.

› Junior scholars completed 1,600+ hours of direct service in implementing their year-long Community Innovation Projects.

› Scholars collectively earned 200+ digital badges from the Chicago City of Learning for their participation in summer and academic year programming.

› Summer Program contact hours with current scholars: 16,000+.

› Received applications from 450 Chicago-area high school students.

› Equipped summer staff (composed of current Illinois Tech students and program alumni) with 1,200+ hours of training and leadership development programming and contributed to the university $50,000+ in outside grant-funded student employment.
WHO WE ARE
SASDI Staff List
(as of April 2015)

GERALD DOYLE
Vice Provost of Student Access, Success, and Diversity Initiatives

TANYA CABRERA
Career Development Coach

LUKE CHITWOOD
Program Manager, Illinois Tech Global Leaders Program

BJ ENGELHARDT
Director of Operations, Digital Analytics, and Strategic Intelligence

ANDRÉS GARZA
Director of Industry Partnerships and Sponsorship, Career Services

GLADIS HERST
Program Manager, Intercultural Outreach & Engagement

CHARLES LINQUIST
Program Coordinator, Illinois Tech Global Leaders Program

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MOLLY MCCAUGHEY
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