The 2016—17 academic year was transformative for the Office of Student Access, Success, and Diversity Initiatives (SASDI), focused on three key themes.

Our first theme was a focus on being good stewards of resources. We developed a strategic planning framework for the division and initiated more professional development opportunities for our staff, which helped drive purpose and enhance capabilities.

Our second theme was listening and learning from communities, both internal and external. Through intentional conversations with students, alumni, employers, colleagues, community organizations, and advisory boards, we learned more about how we could best serve them. We also improved outward communications in a variety of ways, such as through redeveloping the SASDI website, by establishing a new office space for our Student Employment Office, and through developing strategic communication plans and a cohesive and efficient team approach for marketing and communication efforts.

Our third theme was rethinking and restructuring our approach to supporting students and alumni in their career development. In response to the listening and learning we did, we developed two new units to complement the career coaching offered through Career Services: Inclusion, Diversity, and Employer Engagement (IDEE) and Early Career Communities (ECC).

This three-pronged approach allows us to leverage our existing networks to their full capacity and to fully learn from them to deliver truly transformative results for the Illinois Tech community, Chicago, and beyond.

**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 and success in higher education and career development. We build and steward sustainable and transformational partnerships through impactful initiatives. This approach contributes to 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 diverse array 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 résumés, cover letters, LinkedIn profiles, and other career-related documents
- Professional development workshops for the general campus community and for specific student or alumni groups
- Career fairs and other recruitment or networking events to engage with employers
- An internship and co-op program (including processing of curricular practical training)

Career Services primarily supports 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 Wanger Institute for Sustainable Energy Research (WISER).

Our priorities for Career Services in the 2016–17 academic year were (1) scaling services, (2) developing deeper student roles, and (3) developing methods to ensure sustainable, well-run events. One of our biggest changes was transitioning from a one-day to a two-day, industry-based Career Fair to better serve students and employers. We also redeveloped the Student Career Fair Associates Program. We hosted seven additional major events for students, including both Career Crash Courses and Career Fair Prep Nights in the fall and spring semesters, as well as three notable speakers:

- Steve Dalton, author of The 2-Hour Job Search
- Marcelo Barros, author of The International Advantage: Get Noticed. Get Hired!
- Alaina Levine, author of Networking for Nerds

Consistent with Illinois Tech’s spirit of innovation, we piloted several new programs and initiatives throughout the year, including:

- Student Employer Ambassador Program
- HawkNet, an online mentorship platform
- Interprofessional Projects (IPRO) Program course Dragon Slayer: Designing Your Future (curriculum development and teaching)
- Faculty Innovation Grants Program in collaboration with the Faculty Council, receiving more than 20 applications and awarding 10 grants in the inaugural year
- Career Treks program during spring break, with more than 50 student participants visiting 15 companies across industries connected to Illinois Tech academic programs
- Career coaching to alumni, with a special focus on mid-career professionals

EARLY CAREER COMMUNITIES

In early 2017 we launched Early Career Communities (ECC), an initiative designed to create innovative pathways and experiential learning settings for students to take meaningful steps in their career preparation—leveraging the power of cohorts, networks, and communities in the process of becoming professionals. Within SASDI, the ECC team supports higher education access and subsequent success, furthering the university’s mission and vision through a diverse and comprehensive suite of services. Highlights of these services include first- and second-year undergraduate career development programming, the Global Leaders Program, FastForward to Illinois Tech, and collaborative development of the Dragon Slayer IPRO course.
By the Numbers

- Facilitated Gallup Strengths Finder workshops for more than 100 people
- 32 Career Services workshops, which served more than 1,100 attendees
- 1,091 students attended more than 3,169 coaching sessions since August 2016
- The Career Fairs attracted 1,343 student attendees and 142 employers in fall 2016; 1,641 student attendees and 146 employers in spring 2017; and 235 different employers throughout the year
- 15 employers recruited on campus through employer spotlights or on-campus recruiting
- 490 students participated in 846 internships or co-ops (with more than 363 of them being in summer 2016)

Placement

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<tr>
<td>Overall</td>
<td>90%</td>
<td>94%</td>
<td>95%**</td>
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<tr>
<td>Undergraduate</td>
<td>89%</td>
<td>87%</td>
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<tr>
<td>Graduate Non-doctoral</td>
<td>95%</td>
<td>97%</td>
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<tr>
<td>Graduate Doctoral</td>
<td>89%</td>
<td>96%</td>
<td>100%</td>
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*Career Services started reporting to SASDI in the 2014–15 academic year  
**77 percent of international students remained in the U.S. for work or continued studies

ILLINOIS TECH GLOBAL LEADERS PROGRAM

The Illinois Tech Global Leaders Program (GLP) is a free, two-year academic enrichment program for Chicago-area high school students. Our program empowers motivated youth from across the city to lead and serve while exploring STEM and supports their pursuit of higher education. The Global Leaders Program catalyzes Chicago’s talented youth as they hone their unique leadership abilities, develop their interests in STEM fields, and take steps toward college and career. We are a selective program, admitting students during their sophomore year for participation through high school graduation. We serve more than 100 total juniors and seniors each year. Also worth noting is the GLP makes Illinois Tech fairly unique in the regional landscape and in its service to the Chicago community, since only the University of Chicago and Northwestern University have similarly comprehensive access programs.
Overall Program
The current cohort of 106 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. We have maintained GLP’s record of having more than 100 scholars participating per year, **100 percent college enrollment**, and very high **satisfaction rate in the program (more than 95 percent)**. External interest in and support for the program manifests itself in multiple ways. For instance, we renewed grants from the Brinson Foundation and the Monsanto Fund, reconvened the GLP Advisory Council, and partnered with Illinois Tech’s Institute of Design and IPRO Director Jeremy Alexis to host a group of FedEx executives and marketing professionals to perform a deep-dive design and innovation challenge exploring GLP’s mission, identity, and branding.

Career Exploration
In addition to our regular STEM career exploration programming, this year we offered **twice as many Job Shadow Day opportunities** as last year, providing structured exploration and networking experiences at eight different Chicago-area STEM employers. We also provided a 3-D printing skills-development workshop to a group of scholars and used the 3-D printers to make awards in recognition of this new technology. As part of our effort to continuously improve our program, we refined and documented the “Serving through STEM” project curriculum in partnership with Illinois Tech’s Institute of Design.

College
The 2017 graduating class of 54 GLP scholars, which included three Posse Scholars and two QuestBridge Scholarship recipients, matriculated to 34 different institutions in 16 states. Not only do GLP alumni matriculate in college, they persist; alumni from throughout the program’s six years of existence are persisting in college at an impressive rate of **more than 90 percent**. A particular highlight of the 2016-17 year was Chicago’s 3rd Annual Scholars College Fair, which GLP co-hosted, with more than 155 colleges and universities represented and with **nearly 1,000 students in attendance**.

Community
GLP thrives on engagement with the community. Our scholars engaged in more than **2,500 hours of direct service** to positively impact their communities in implementing their year-long Community Innovation Projects. Our scholars earned more than 200 Digital Badges from the Chicago City of Learning (CCoL) for their participation in summer and academic year programming, and GLP College Access Manager Charlie Lindquist was one of two featured program speakers at the annual State of CCoL event, sharing about GLP’s leading work on digital badgeing and microcredentials. GLP’s strength in developing community relationships is evident in new partnerships formed with the Shedd Aquarium, FORUM, Southside Roots, and City of Chicago’s Office of the City Clerk. Additionally, GLP Manager of Programs Luke Chitwood organized and served as a featured speaker on the panel “Community-Based Organizations and College Partnerships, a case study: Scholars College Fair (2015-16)” at the Illinois Association of College Admissions Counselors’ Annual Conference.

Mentorship
Building capacity around mentorship has been a significant program focus during the last few years. The Summer Program yielded **more than 16,000 contact hours** with current scholars, and current scholars benefitted from **more than 5,000 mentoring contact hours** due to continuation of

“GLP gave me the resources and motivation I needed to realize that attending a good four-year college was a possibility in my reach. It gave me the opportunity to meet so many kind, energetic, passionate students who had similar backgrounds and goals as me. Being in interaction with people who believed in me and who encouraged each other allowed me to grow into a more positive, confident, and driven individual.”

—Paty Calderon, GLP ’17 and Pomona College ’21
INCLUSION, DIVERSITY, AND EMPLOYER ENGAGEMENT

Mission
Inclusion, Diversity, and Employer Engagement (IDEE) serves as a catalyst to connect industry, individuals, and communities in support of education and career preparation that is respectful, responsible, and professional.

Vision
Our overarching lens will be one of diversity and inclusion in our approach to create a comprehensive network of opportunities that will broaden mindsets, yield growth, and provide and transition support.

DIVERSITY AND COMMUNITY INITIATIVES

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

Locally, we implemented Block City, a free, annual event where attendees build structures and cities using more than 40,000 LEGO bricks; 377 members of the campus, alumni, and Chicago communities attended this year.

We hosted the second Martin Luther King Day celebration, allowing Illinois Tech to partner with the local community to honor his legacy and promote social justice. The second year was dedicated to his speech “Rediscovering Lost Values” and included Global Leaders Program Scholars and youth

the Community Innovation Project Mentoring program and initiation of a new College and Career Mentor initiative supporting graduating seniors. We achieved a 50 percent increase in Speed Mentor volunteers, with more than 20 organizations represented at the event, which served 100 students. Our focus on mentorship resulted in us receiving a Mentor Illinois 2017 IMPACT Award: Group Youth Mentoring Program Award, Runner-Up. In addition to mentoring our scholars, we take seriously the preparation of our staff and equipping summer staff, which is composed of current Illinois Tech students and GLP program alumni, with more than 1,200 hours of training and leadership development programming. Additionally, we were proud to host an AmeriCorps VISTA through Illinois Campus Compact for the third consecutive year.
speakers. We also facilitated the donation of **12,000 books** in 2016–17 through the Wild Formula Learning Network, a program that gives free books to young readers. For the second year we participated in the After School Matters Advanced Internship Program, during which Illinois Tech hosted Summer Advanced Interns for up to 20 hours a week for six weeks. To expand upon our diversity work in conjunction with our focus on career development, we also created the Inclusion, Diversity, and Employer Engagement unit.

Looking globally, we provided direct mentorship to cohorts of students, such as students from Syria and undocumented students, including the creation of the Undocumented Students Working Group. We actively supported the establishment of partner organization Jusoor’s 100 Syrian Women program and won several grants from the Institute of International Education, which supported Syrian students’ access to higher education. A highlight of the year was hosting two visiting scholars from Palestine Technical University—Kadoorie, who explored the similarities and differences in student career preparation between their context and ours.

**STUDENT EMPLOYMENT**

The Student Employment Office (SEO) 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. This 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](http://studentemployment.iit.edu).

The 2016–17 academic year was transformational for Student Employment at Illinois Tech. We moved into a new independent physical office space, where we were better equipped to receive the **968 students who came to us through walk-ins** (10/1/2016–5/31/2017). We expanded our online presence by creating a new website and the SEO Facebook page, the latter of which gained about 250 followers. We established hiring policies to ensure compliance with university and government regulations, as well as created a new Electronic Payroll Authorization Form (EPAF) system, which we used to process **2,593 electronic payroll authorizations**, in addition to numerous paper ones. Student Employment issued 624 job offer letters to international students to acquire work authorization in the U.S. We paid out more than $1 million to student employees during the year.

Our focus on empowering student employees and the 137 supervisors led us to develop more than 20 training documents and templates and to host 14 events on professional development and supervision, including monthly trainings for students and supervisors. Additional outreach included partnering with 15 off-campus nonprofit agencies to employ students in community service efforts, as well as hosting a successful National Student Employment Week, with more than 300 student interactions, 69 supervisor of distinction award nominations, and 53 student employee of distinction award nominations.
TESTIMONIALS

“Student employment is critical to engaging students in the life of the university, building life skills, enriching student experience, and creating a sense of community at Illinois Tech.”
—Kimberly Soss, student supervisor, Graham Resource Center at Illinois Tech

Testimonial from a student who worked at the National Society of Black Engineers through the Federal Work-Study Program: “I feel that I have learned many skills that I will carry with me into my educational journey and my professional career after graduation. I have learned skills that have helped with my coursework for my major as well as skills in networking. It has been a great experience being a part of something bigger than myself.”

Testimonial from a student’s supervisor from Project Vision: “Our experience with [Federal Work-Study students] from Illinois Tech has been great! They are reliable, responsible, and have been great tutors for our students. We are really grateful to be a part of this program!”
Illinois Tech recognizes employees who on either an individual or a team level exemplify the university’s spirit of excellence each calendar year. Two of the three categories were awarded to members of the SASDI office.

**Staff Excellence Award winners**

Illinois Tech recognizes employees who on either an individual or a team level exemplify the university’s spirit of excellence each calendar year. Two of the three categories were awarded to members of the SASDI office.

**Recognitions & Service**

**Gladis Herst**  
Staff Excellence Rookie Award Winner

**Gladis Herst**  
Chicago Roundtable Board Member

**Molly McCaughey**  
Prosci Change Management Certification

**Molly McCaughey and Megan Mozina**  
Lean Six Sigma Yellow Belt Certification

**Megan Mozina**  
NCCI Professional Development Committee Member

**Megan Mozina**  
Illinois Tech President’s Staff Advisory Council Member

**Akshar Patel**  
SkillsUSA Board Member

**Student Employment Office**  
(Molly McCaughey, Muqadas Munir, Kathryn Potts, and Andrea Watkins) Staff Excellence Team Award Winner

**Andrea Watkins**  
Illinois Student Employment Group Chair

**Muqadas Munir and Kathryn Potts**  
Illinois Student Employment Group Members

**Illinois Tech Global Leaders Program**  
Mentor Illinois Group Youth Mentoring Program Award Runner-Up
Courses Taught by SASDI Staff

SASDI staff members are encouraged to share their expertise in the classroom. In 2016–17, four staff members taught the following courses.

- IPRO 312: Eat the (Food) Desert: The Bronzeville Challenge (Lisa Montgomery)
- IPRO: Dragon Slayer: Designing Your Future (Annie Littrell and Tracy Skala)
- IPRO: Innovating Solutions to Global Health and Well-Being Challenges (Akshar Patel)
- General Learning Strategies (Tracy Skala)
## WHO WE ARE

<table>
<thead>
<tr>
<th>Name</th>
<th>Title and Responsibilities</th>
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<tbody>
<tr>
<td>Gerald Doyle</td>
<td>Vice Provost of Student Access, Success, and Diversity Initiatives</td>
</tr>
<tr>
<td>BJ Engelhardt</td>
<td>Director of Operations, Digital Analytics, and Strategic Intelligence; Career Services</td>
</tr>
<tr>
<td>Luke Chitwood</td>
<td>Manager of Programs, Illinois Tech Global Leaders Program</td>
</tr>
<tr>
<td>Gladis Herst</td>
<td>Program Manager, Intercultural Outreach and Engagement</td>
</tr>
<tr>
<td>Desmend Jetton</td>
<td>STEM Access Specialist, Illinois Tech Global Leaders Program; AmeriCorps VISTA, Illinois Campus Compact</td>
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<tr>
<td>Michael Kuhn</td>
<td>Career Services Fellow</td>
</tr>
<tr>
<td>Charlie Lindquist</td>
<td>College Access Manager, Illinois Tech Global Leaders Program</td>
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<tr>
<td>Tiffany Liner</td>
<td>Career Services Fellow</td>
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<tr>
<td>Sander Marcus</td>
<td>Career Development Consultant, Career Services</td>
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<tr>
<td>Molly McCaughey</td>
<td>Project Manager and Communications Specialist</td>
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<tr>
<td>Celestine McGee</td>
<td>Senior Employer Relations and Outreach Specialist</td>
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<tr>
<td>Jacqueline McGhee</td>
<td>Budget and Office Manager</td>
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<tr>
<td>Lisa Montgomery</td>
<td>Director, Diversity, Inclusion, and Employer Engagement</td>
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<td>Megan Mozina</td>
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<tr>
<td>Muqadas Munir</td>
<td>Student Employment Specialist, Student Employment Office</td>
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<tr>
<td>Akshar Patel</td>
<td>Career Development Coach, Career Services</td>
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<td>Director, Early Career Communities</td>
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<td>Andrea Watkins</td>
<td>Director, Student Employment Office</td>
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<tr>
<td>W. David Work</td>
<td>Career Development Coach, Career Services</td>
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<tr>
<td>Deborah Young</td>
<td>Director, Industry Partnerships, Employer Engagement, and Sponsorship</td>
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<td>Lisa Montgomery</td>
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sasdi@iit.edu, 10 W. 35th Street, IIT Tower 2C8-1, Chicago, Illinois 60616, USA

web.iit.edu/sasdi