A MESSAGE FROM THE VICE PROVOST

As we look back on 2017–18, we see it as an important year in the growth of the Office of Student Access, Success, and Diversity Initiatives (SASDI). Throughout the year we reflected deeply and moved substantially from what is known to the unknown, motivated by the idea to be “open to everything and attached to nothing” (Wayne Dyer). This mantra is challenging to practically embrace, both individually and collectively. Despite that challenge, it manifested itself in the themes that emerged in SASDI throughout the year: the themes of collaboration and evaluation. Being collaborative and evaluative has helped SASDI align with the strategy and core circumstances of Illinois Institute of Technology, respond to reduced staffing numbers, and, yet, still move to a place of heightened trust and respect.

Our theme of collaboration is the result of significant proactive engagement with campus partners and of exploring new, creative models for engagement. To ensure a strategic integration of career development into the strong pre-existing communities of Athletics, the College of Architecture (CoA), Disability Services, the Interprofessional Projects (IPRO) Program, and Residence and Greek Life, SASDI has partially sponsored initiatives and programming for each of these teams. Additionally, SASDI staff members’ time has been allocated so that they could deeply integrate themselves into projects co-created with a wide variety of university units, such as the Department of Chemical Engineering, CoA, General Learning Strategies, Human Resources, IPRO, Stuart School of Business, and Technology Transfer. Relatedly, formalizing a unit of Continuous Improvement within SASDI, meant to serve not only our division but the whole university, has resulted in valuable collaborations and the whispers of a cultural shift on campus.

We have been particularly rigorous in our theme of evaluation this year. In addition to our annual evaluation of the progress toward SASDI’s strategic goals, we initiated a programmatic audit of Career Services, responded to the Student Speak Survey, created interventions after the Staff Speak Survey, started the Student Employment Advisory Board, wrote a historical document about the Global Leaders Program, and developed an evaluation structure from the inception of the Continuous Improvement unit, all with intentionality and largely proactively.

This report summarizes the work and impact that the portfolio of departments, initiatives, and staff has accomplished in the 2018 fiscal year, between June 1, 2017, and May 31, 2018. With this report, we celebrate and recognize successes of the core departments in SASDI (Career Services; Student Employment Office; Inclusion, Diversity, and Employer Engagement; Continuous Improvement; Illinois Tech Global Leaders Program), which would not be possible without the quiet yet critical efforts of the administrative and communications work done by key staff members. This report also highlights the SASDI Fellows Program; the university’s Community, Inclusion, and Diversity Committee; courses taught by SASDI staff members; and the impressive recognition and service of the individuals that make up my division. And, mostly, we are grateful and mindful of the collaborative support received by the Student Government Association and other students, as well as our faculty, staff, and alumni stakeholders. Your vision has inspired us.

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 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.
Mission: To prepare students and alumni to become career-ready and culturally competent graduates. We seek to give all students agency to advance their careers through high-quality coaching, expansive experiential learning opportunities, and a wide industry network supported broadly by the worldwide Illinois Tech alumni community. 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.

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)

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 (WISER).

The main themes for Career Services in the 2017–18 academic year were: (1) improved student experience with the implementation of the online career platform Handshake, (2) continued development of student worker roles, and (3) expansion of services around holistic development, specifically through the development of a curricular component of Experiential Learning and through Strengths Training workshops. Transitioning our primary software from Jobs4Hawks (Symplicity) to Handshake in the fall was a major change, as students, employers, and on-campus stakeholders had to learn to use the new system. The change has resulted in increased employer engagement and a tool that is more intuitive and useful for our students. We hosted nine major events during the fall and spring semesters. The events were two Career Fairs, two career fair prep nights, and two career crash courses, as well as three notable speakers:

- Marcelo Barros, author of The International Advantage: Get Noticed. Get Hired!
- Lydia Lazar, author of Dean Lazar’s Golden Guide: Pragmatic Career Advice for Smart Young People
- Daniel Moser, professional presentation expert and Northwestern University faculty member

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

- Audit of Career Services—Throughout 2018 four committees of five volunteers each are evaluating 12 different aspects of our Career Services office and operations against industry standards.
- Career Fair Student Success Sessions—Workshops were held the mornings of the career fair to get students motivated.
- Conversations of Inquiry—This introspective e-book, about engaging in productive conversations in creative ways, was created in-house and was more thoroughly integrated into the Career Services
curriculum this year, aiding students as an “informational interview guide to life.”

- **Experiential Learning Curricular Component**—Career Services used Blackboard to develop a curricular component for students enrolled in co-ops or internships, prompting them to complete assignments focused on career development and reflectively analyze their experiences.

- **Preparing for Life Beyond a Career**—Career Services collaborated with Chemical Engineering Professor Fouad Teymour to develop a course designed to help introduce graduate chemical engineering students and other students who may have interest to Gallup’s “Big6” experiences linked to life preparedness.

- **Supporting Students with Disabilities**—A team of students and faculty members partnered with SASDI, the Center for Disability Resources, and the Student Health and Wellness Center on a Faculty Innovation Grant entitled “Promoting Career Development for Students with Psychiatric Disabilities.” We conducted a needs assessment with 22 students, 11 faculty members, and 13 staff members, and developed a curriculum for supporting the career development of students with psychiatric disabilities.

- **Virtual Career Fairs**—We offered 10 virtual events in total, engaging 82 employer contacts. We hosted eight virtual events specifically for Illinois Tech job seekers, which were attended by 396 unique students, and an additional two in collaboration with other STEM-focused universities, attended by 291 unique students.

- **Clothing Closet**—We expanded the Clothing Closet to support the year-round needs of our students who require business attire for the career fair and interviews. Serving more than 100 students this year, the Clothing Closet collected gently worn clothing from members of the Illinois Tech faculty and staff in excess of an estimated $20,000 in value.

**By the Numbers**

- 477 unique students participated in 816 semesters of internships or co-ops between summer 2017, fall 2017, and spring 2018.

- International students graduating during the 2016-17 academic year were 17% more likely to have placement in the United States within six months if they completed an Experiential Learning (Curricular Practical Training) experience.

- More than 1,300 students/alumni and 135 employers attended the fall 2017 campus-wide career fair and more than 1,100 students/alumni and 102 employers attended the fair in spring 2018; 195 unique employers attended between the two fairs.

- More than 90% of Introduction to the Profession courses provided career development workshops.

- 49 Career Services workshops were facilitated, either as regular programming or specifically for student organizations.

- 14 employers recruited on campus through Employer Spotlights or Bridge Recruiting.

- 10 faculty projects were funded through the Faculty Innovation Grants program.
Placement

Placement outcomes include graduating students who indicate that they will be working, continuing education, volunteering, serving in the military, choosing to take time off, or returning to their home country (for international students).

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>90%</td>
<td>94%</td>
<td>95%</td>
<td>96%**</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>89%</td>
<td>87%</td>
<td>89%</td>
<td>90%</td>
</tr>
<tr>
<td>Graduate Non-doctoral</td>
<td>95%</td>
<td>97%</td>
<td>98%</td>
<td>99%</td>
</tr>
<tr>
<td>Graduate Doctoral</td>
<td>89%</td>
<td>96%</td>
<td>100%</td>
<td>99%</td>
</tr>
</tbody>
</table>

*Career Services started reporting to SASDI in the 2014–15 academic year
**77% of international students remained in the United States for work or continued studies

Strengths

Career Services has invested in certifying three staff members as Strengths Coaches through Gallup to support a Strengths-based culture on campus. To date, nearly 600 Illinois Tech students have taken the Clifton Strengths assessment. During the 2017–18 academic year, the Gallup Certified Strengths Coaches completed personalized Strengths sessions for almost 200 participants, including English Language Services staff, Greek Life presidents, a Human Resources training and development session, an Institute of Design class, an IPRO class, the Leadership Academy, and the Student Government Association. We were thrilled to determine that the top Strengths across campus are Learner, Achiever, Restorative, and Strategic. Illinois Tech students are inquisitive problem solvers who know how to implement a long-term solution!

In the spirit of contributing to a culture of Strengths, we created a blog series to explore each of the Strengths in detail. Rodrigo Lopez, a mechanical engineering student, wrote a guest blog post about Strengths, aptly reflecting: “Since I know my strengths, I can narrow my search for a career that best suits my ambitions and strengths. As a college student I find the Clifton Strengths Assessment a valuable tool that every Illinois Tech student should take. As the future leaders, we should take [advantage] of every tool, resource, and support we can get.”

**Dragon Slayer**

The IPRO course Dragon Slayer: Designing Your Future, co-developed and co-taught by Institute of Design faculty and Career Development Coaches was piloted in the spring 2017 semester. In the 2017–18 academic year, 27 students took it over two semesters. Students in this course use the Design Thinking process to develop something very important: their lives and careers. They learn the fundamentals of teamwork, communication, and problem solving while designing their futures.

A student studying biomedical and electrical engineering felt that the course “gives you a framework for how to approach the future—thinking about where you come from, where you’re going, what problems you’ll face, and the impact you want to have along the way. It’s all stuff you should be doing anyway to plan for life after college, but the course forces you to do it and makes it easier since you’re doing it all with a group.”

**Employer Relations and Outreach**

Employer Relations and Outreach communicates...
with the 250+ companies that attend the annual fall and spring career fairs and regularly updates a database of several thousand companies that supports the job search strategies for our students and alumni. Employers are invited to participate with on-campus related events included but not limited to on-campus interviews, Bridge Recruiting visits, Career Connections, and other events tailored to the employer’s needs. We also serve as a point of contact as it relates to job posting and marketing job opportunities to our student and alumni populations. Special internal collaborations with various groups during 2017-18 have included the Office of Technology Development, IPRO, Stuart School of Business (Career Connections, Beta Gamma Sigma Ceremony), and the College of Architecture.

**Partnership with Residence and Greek Life**

The Greek Life coordinator liaised with Career Services to build connections with fraternities and sororities, and to help them better understand the resources available to their chapters. This goal was successfully met by hosting the 2-Hour Job Search Workshop during Greek Values Week, with 12 students attending, and the StrengthsFinder Workshop in March 2018, with 73% of the Greek chapter presidents attending.

*A more in-depth review of Career Services is available in that group’s dedicated annual report at careerservices.iit.edu.*

---

**STUDENT EMPLOYMENT**

IIT Tower 9D6-2  |  seo1@iit.edu  |  312.567.5729  |  web.iit.edu/student-employment

**Mission:** To support and improve all aspects of on-campus employment for students and their faculty and staff supervisors by establishing standardized practices and procedures, developing resources for training and evaluation, and enforcing compliance with institutional policies and federal regulations.

**Vision:** To provide students with meaningful and professional on-campus employment experiences that will create capable, ethical, and effective leaders of tomorrow.

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. The office establishes policies and procedures, develops resources for student employment training and evaluation, and enforces compliance with institutional policies and federal regulations.

In the spirit of recognizing great individuals for their work, **SEO instituted three awards at the university in 2017-18:** the Outstanding Student Employee of the Year award, recognizing four students at the university’s Stryker Awards Banquet with plaques and gratitude; the Outstanding Supervisor of the Year award, recognizing five supervisors of student workers with certificates; and the Rave Awards for students and supervisors to recognize one another for going above and beyond. There were 109 quality nominations in which individuals “raved” about a student employee, supervisor, and/or co-worker; nominees were honored with a certificate during a breakfast celebration.

In an effort to streamline the student-hiring process during the summer semester and eliminate a paper process, SEO updated the Electronic Payroll Authorization Form (EPAF) to allow for summer federal work-study hiring. SEO processed 3,100 hiring electronic payroll authorizations through the EPAF system, with approximately 1,500 student employees working during any given semester, supervised by about 180 faculty or staff members.
To ensure equitable and appropriate positions for student workers, SEO reviewed and approved 218 on- and off-campus position descriptions through Handshake. Additionally, SEO supported the professional development of 624 international students by issuing them the employment letters needed to acquire work authorization in the United States.

SEO proactively engages with the community. In 2017 we hosted 20 high school students through the After School Matters internship program, providing local students with college campus experience, work skills, and professional development. SEO collaborates with a variety of community organizations to provide federal work-study students with community service employment opportunities. We hosted an on-campus event so that our community partners could network with our students and showcase opportunities at their organizations, such as tutoring, website automation, coding, farming, and rebuilding computers. We also supported Black History Month and Martin Luther King Jr. Day programming, presented to Perspectives High School students on federal work-study and the financial lifecycle, hosted an Etiquette Luncheon, presented to parents and students on “Earning while Learning” at the SOAR orientation, and invited campus colleagues to SEO’s anniversary celebration.

Additional points of pride:

- More than $900,000 was paid out to student employees over the course of the year (not including teaching and research assistants).
- Students graduating in May 2017 who had worked on campus were 5.13 percentage points more likely to have jobs in their fields six months post-graduation than those who did not work on campus.
- Our focus on evaluation resulted in 481 student employees completing surveys and approximately 350 supervisors completing performance evaluations of their student employees.
- Approximately 1,650 students visited the SEO.
- 68 students participated in the community service program.
- SEO established a student advisory group, which includes various departments on campus.
- During the third annual National Student Employment Week, SEO started a new tradition and inspired 12 departments across campus to celebrate their student workers through office decorations.
- SEO hosted 13 professional development events for students and supervisors on topics such as conflict resolution, diversity and inclusion, financial and budget literacy, and transferable skills.
- Student Employment Specialist Muqadas Munir provided services to the Office of Human Resources and worked on the following projects: updated job offer letter templates, set-up a Domo dashboard, created proposals for an Illinois Tech Employee Exchange Program and for phased retirement, created a welcome video for new faculty and staff members, and worked on improving the onboarding process.
TESTIMONIALS FROM STUDENTS WHO WORKED ON CAMPUS:

When asked what they liked about their on-campus jobs, student employees overwhelmingly cited skills and experiences such as communication, professionalism/professional experience, confidence, leadership, and interaction with different cultures. Through on-campus employment opportunities, students are gaining skills and experiences that are essential in their future careers and that complement the technological knowledge from their classes.

• “[I appreciated] being valued and respected for who I am. My work environment was truly challenging and at same time blissful and I loved working with my supervisors.”

• “I loved the experience of working in a professional setting in the U.S. It has improved my communication skills and confidence by leaps and bounds.”

• “[I appreciated] the trust and responsibility given to me. Overall, [this] was a tremendous learning experience.”

Testimonial from a student who worked at a community partner organization through the Federal Work-Study Program: “The off-campus work was AMAZING and worthwhile. I did gain a lot of experience working with teens from the community that IIT is in.”

Testimonials from community partners who supervised student workers through the Federal Work-Study Program:

• “The work-study students are great to work with. They are generally very knowledgeable, hard-working, friendly, and our kids work very well with them. Several of our high school seniors chose IIT for college for this coming fall, and we believe it’s in part of the great experience they had with these tutors!”

• “It is wonderful having such capable, energized, and skilled students.”
INCLUSION, DIVERSITY, AND EMPLOYER ENGAGEMENT
IIT Tower 2D7-2  |  idee@iit.edu  |  312.567.3777  |  web.iit.edu/idee

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.

We are committed to excellence and quality in all of our endeavors. Three key pillars have been identified to provide strength and support for our vision:

- Pillar 1: Employer and Alumni Engagement
- Pillar 2: Core Initiatives and Programs
- Pillar 3: Transformative Student Experience

The Office of Inclusion, Diversity, and Employer Engagement promotes diversity and inclusion by providing students and alumni with resources, enriching educational experiences, and references. We also work with industry partners to stay informed about the current needs of the workplace to best prepare our students for their careers. We strive to enhance the experience of high school students by introducing them to new career opportunities and educating them on industry expectations.

Students arrive to college from a wide range of academic backgrounds and their unique identities include social, political, and religious affiliations; linguistic preferences; and sexual orientation, to name a few. Their campus experiences at Illinois Tech also includes an environment of cultural diversity where students benefit from learning how collaboration, inclusion, empowerment, and equality work with and alongside others.

We value our company partnerships where we welcome new ideas and fresh approaches to advancing diversity and inclusion initiatives to improve workplace experiences. Today, savvy companies are prioritizing diversity and inclusion in the workplace and positioning themselves to attract talented employees. Many companies define talent as employees who know their craft and can also work well in teams and treat others fairly with dignity and respect. Additionally, companies are impressed with career seekers who are capable at resolving equality, diversity, and inclusivity challenges and have the conflict resolution skills that are valuable in a global economy.

Diversity and inclusion are the cornerstones of our values, which we base our work upon in helping students and alumni achieve their ideal careers. Therefore, we strive to provide students and alumni with the knowledge, tools, and resources necessary to be successful in their careers and community.

Signature Initiatives

- Corporate Ambassador Program—The program served as the corporate advisor to 40 professional student organizations and honor societies, which represent half of the student population. The groups are introduced to companies and connected with alumni, and group leaders are trained to serve as peer advisors to other students.

- Illumination Sessions—The sessions comprise a platform where companies come to campus and share insight on business culture and the workplace environment to prepare students for the workforce. At least three alumni from different companies participated in this event per semester. Some of the participating companies were CSL Behring, Fermilab, Ford Motor Company, and General Motors.

- True North Diversity Career Guides—These guides serve as career planning toolkits and reference guides for marginalized groups as they look for companies and organizations that are supportive of their identity. This year’s focus was on researching support for LGBTQ individuals, women in STEM, veterans, and persons with disabilities.
Industry Diversity and Inclusion Alliance—Thought leaders from a variety of organizations lend their voice to finding solutions to advancing diversity and inclusion in the workplace. The work and conversations focus on three main areas: sharing best practices, identifying and reviewing industry barriers, and exploring unique ways to harness the power of diversity and inclusion for innovation. A few of our collaborators include Goodwill Industries, Chicago Urban League, and Adler University.

Programs

Industry Sharing Table is a lunchtime networking program that provides faculty members, alumni, academic departments, and companies with a connection to one another and to students for the purpose of exchanging ideas and information. More than 20 participants joined the conversation each month.

The Wild Formula Learning Network is a program that inspires children, parents, and families to explore opportunities that promote the power of imagination and literacy. Three programs are under this umbrella: Visions of Other Worlds Book Festival, Storytelling Safari, and Bronzeville Book Exchange. 2,500+ books were given to community organizations this year.

Diversity Research Scholars is a diversity research internship program that encourages students from other universities to participate in the investigation of the global workforce and examine the impact of workplace hiring, promotion, and retention practices. During the fall 2017 and spring 2018 semesters, four doctoral interns from Adler University performed 580 hours of research to support the development of the True North Diversity Career Guides.

Alumni Red Carpet Welcome warmly greeted alumni from companies attending the career fair by leaders from the professional student organizations and honor societies. 50+ alumni were welcomed back to campus.

Alumni Career Voices is a collection and sharing of alumni career experiences that helps students prepare for their career. 25 alumni provided advice and suggestions.

We hosted the third annual Martin Luther King Jr. Day celebration, using a model that allows Illinois Tech to partner with the adjacent community to honor his legacy and promote social justice. The third year was dedicated to his speech “We Shall Overcome,” and included Adler University interns and various speakers from the community.

Partnerships

Z-Summit is a community-based nonprofit organization that provides a unique career-exploration experience free of charge to high school student leaders. A total of 200 students participated this year.

The SodexoMAGiC health and wellness half-day program introduces Chicago Public Schools high school students to careers in food science, culinary arts, and management. In 2018, 100+ students participated in the workshop on campus.

Community, Inclusion, and Diversity Committee

The Community, Inclusion, and Diversity Committee meets regularly throughout the year to develop programs and strategies aimed at strengthening Illinois Tech’s commitment to diversity. Illinois Tech’s Community, Inclusion, and Diversity Committee is chaired by Vice Provost Jerry Doyle and is supported by 20 leaders from across the university. Throughout the year we supported education for students with psychiatric disabilities, work related to signage for gender-neutral restrooms, and Illinois Tech’s Coalition on Inclusion.

Additional information is available at web.iit.edu/diversity.
CONTINUOUS IMPROVEMENT
IIT Tower 2C8-1 | continuousimprovement@iit.edu | 312.567.5219 | web.iit.edu/ci

CI Mission: To use established methodologies to catalyze colleagues’ goal achievement and efforts to perpetually increase the efficiency and effectiveness of their work.

CI Vision: To serve as a university-wide asset that helps to further the impact and resources of Illinois Tech.

The Continuous Improvement (CI) unit within Illinois Tech’s Office of Student Access, Success, and Diversity Initiatives was established in 2017 by Vice Provost Jerry Doyle. It was started to support the division’s organizational agility and to ensure greater success of our projects for the benefit of our students, alumni, and community partners, especially in times of greater demand on resources and greater global competition in higher education. He also saw it as a means to create opportunities for systemic conversations across the university about continuous improvement, as well as an opportunity to expand learning opportunities to the Illinois Tech community by offering trainings on continuous improvement topics. The development of the CI unit was informed by research gathered from other institutions of higher education and from change management organizations.

Key services offered by CI include:

- Goal-setting, strategic planning, and reporting
- In-house change management consultancy on large projects
- Process improvement and prioritization support
- Advising on project management and communication planning
- Development and facilitation of trainings, workshops, and retreats

University Workshops

To support a culture of continuous improvement on campus, the CI unit hosted six workshops open to the campus community on change management and/or quick-wins process-improvement methodologies, as well as provided six workshops for specific departments upon request. We proactively built an evaluation system of baseline and finish line surveys for the workshops, as well as ongoing evaluation of participants using what they learned.

- Reached more than
10% of all university staff (73 unique individuals) and 98 participants total through campus-wide and department-specific workshops

- Reached 80% of the university’s colleges/divisions
- 100% positively agreed that the workshops were interactive
- 97% positively agreed that they can apply what they learned to their work
- For the CI 101 Workshops:
  - 192% increase in participants’ familiarity with basic continuous improvement methodologies
  - 163% increase in awareness of the work that SASDI’s Continuous Improvement unit plans to do/is doing
- For Quick-Wins Workshops:
  - 90% increase in feeling more confident visually mapping a process
  - 138% increase in confidence analyzing a process for greatest effectiveness
  - 90% increase in confidence developing an action plan

Overall, participants saw value in continued application and engagement of project management and change management tools. Attendees stated that they felt supported in making improvements within their areas of work and felt comfortable reaching out to the CI unit for further engagement. Participants valued the interactive format.

**In their own words:**
- “The seminar was thorough and practical. I believe all in attendance could relate to the...case study. We were certainly eager to identify the quick-wins in the study and the possibilities back at our offices!”
- “Everything was well delivered. I enjoyed the entire workshop. Very informative. Now I know who I can contact when I’m stuck or for assistance.”
- “Your workshop design was great and successful on multiple levels. You delivered value, you requested feedback from us, and you modeled the process you hope to implement. Great work!”

**Consultancy**

The CI unit served as an internal consultant on seven projects with seven offices across six divisions. The offices served were Access, Card, and Parking Services; Career Services; English Language Services; Finance; Paul V. Galvin Library; Illinois Tech Global Leaders Program; and Research. The consultancy ranged from prioritizing “quick-win” process improvements to developing a targeted professional development workshop, and from managing the evaluative audit of Career Services to providing change management on a university-wide project that resulted from the Huron Consulting Analysis. All of the consultancy projects included strategizing with project leaders, activating best practices, and facilitating working sessions.

**Goal-Setting and Human Capital Development**

We facilitated the full cycle of the setting and tracking of goals, objectives, performance indicators, and implementation plans for SASDI, as well as subsequent reporting on the goals. As an intentional effort to connect the SASDI staff with university leadership,

“[I] wanted to say how much I appreciated the [quick-wins consultancy] session. I think we are now able to articulate some of the pain points in the process and really understand how nuanced they can be. Before we initially scheduled this meeting, the team already started brainstorming solutions that not everyone was on board with.... The session helped clarify the issues and decide what we want to, and can, focus on fixing.”

we hosted eight senior administrators at our division-wide staff meetings. Additionally, we followed-up on the results of the 2016 Staff Speak Survey in the effort to intentionally improve on seven identified growth opportunities, six of which exceeded the improvement goals throughout the year.
Mission: To empower students to lead and serve while exploring STEM, and to pursue higher education.

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 (science, technology, engineering, and math) and supports their pursuit of higher education. The Global Leaders Program catalyzizes 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 that 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 have similarly comprehensive access programs.

“Through the Global Leaders Program I’ve met some of the greatest people and learned so many things that I will keep with me forever. I can tell that there is a difference in me, and in the way I carry myself. I feel more confident and open minded. GLP has motivated me to explore different options for my future, and to try new things.” —Firdaus, GLP Alumna

Overall Program

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. We have maintained GLP’s record of having more than 100 scholars participating per year, 100% college enrollment, and a very high satisfaction rate in the program (greater than 95%). 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; maintained the GLP Advisory Council; participated in #ILGive and Illinois Tech...
Giving Day; and received a new in-kind grant from Uber to benefit community innovation projects.

**Career Exploration**

In addition to our regular STEM career-exploration programming, this year we coordinated Job Shadow Day visits to Chicago-area data analytics and engineering firms Climate Corporation and Uptake, which included helping to develop the curriculum. Summer 2017 career-exploration highlights include visiting Google’s Chicago office, the City of Chicago’s Office of the City Clerk, and FORUM Studio. We are grateful to have doubled the number of community members who volunteered as “Speed Mentors” from about 15 attendees in 2016 to more than 30 in summer 2017, providing our scholars with even more insight into possible careers.

**College**

The 2018 graduating class of 51 scholars, which included five Posse Scholars and two QuestBridge Scholars, matriculated to 33 different institutions in 20 states. Not only do GLP alumni matriculate in college, they persist; alumni from throughout the program’s seven years of existence are persisting in college at an impressive rate of more than 90%. A particular highlight of the 2017-18 year was Chicago’s third Annual Scholars College Fair that 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. There were 12 distinct projects addressing six issues of concern to the scholars.

**Mentorship**

Building capacity around mentorship has been a significant program focus the last few years. The summer program yielded more than 16,000 contact hours with current scholars. Our focus on mentorship resulted in our being honored with MENTOR Illinois’ Gold Star Mentoring Program Award, a recognition for commitment to high-quality mentoring, for our community innovation project mentorship model. In addition to mentoring our scholars, we take seriously preparing our staff and equipping summer staff, the latter of 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 fourth consecutive year.

“GLP has given me exposure to real-life experiences, and has helped me develop leadership and transferable skills that I can apply in my school community. In a way, this program has been a bridge between my dreams and the reasons for them, and has made me a better leader and learner for it.”

—Ambrelyn, GLP Scholar
SASDI FELLOWS PROGRAM

The SASDI Fellows Program provides a unique opportunity to be part of something exciting and meaningful within higher education—to work on projects of consequence and to interact with the leadership at the university. Fellows can volunteer, work, and/or do research with SASDI to gain additional professional experience, to learn different perspectives and approaches, and to expand professional networks. In every case, our fellows are integrated into real SASDI projects, processes, and teams, offering a unique opportunity to build expertise and make a tangible difference within the university.

This year SASDI hosted four longer-term volunteers who focused on a diversity of topics (see descriptions below), as well as 15 Career Services Audit Committee Members who each completed a micro-fellowship focused on evaluating Illinois Tech’s Mies Campus Career Services. More information about the program and the fellows is available on the SASDI Fellows webpage (web.iit.edu/sasdi/initiatives/fellows-program).

Scott Downs was the first Senior SASDI Fellow. In partnership with Vice Provost Jerry Doyle and Career Coach Akshar Patel, he created a Career Creative Curriculum that seeks to help young people (and those young at heart) discover and bring to life their sense of inspiration and purpose. The curriculum includes a range of resources in the form of personal and organizational leadership tools, mental models, and core practices, curated from sources at the cutting edge of innovative leadership and personal development practice today. The curriculum now features several online courses and e-books, co-created by Downs.

Chris Long is a SASDI Fellow focusing on mobilizing international alumni to leverage their career experience and success to benefit current international students seeking placement after graduation. His primary project for spring 2018 was surveying recently graduated international students about their job-search experiences and their interest in volunteering with Career Services, which resulted in 161 international alumni collectively offering more than 1,000 informational interviews for future international students in the course of the year. He hosted what will be an annual Career Development Workshop in February that had 71 international students and 57 industry professionals in attendance. Long also created a LinkedIn page for international young alumni that has started off strongly.

Henry Moss is a Senior SASDI Fellow focusing on climate advocacy and green career paths to help students clarify their career path by increasing their awareness of the urgency to solve climate change and the career opportunities to be part of the solution. Moss’s highlights from this year include:

- Educating 343 students, 12 of whom were inspired to found the student organization Citizens Climate Lobby–IIT Chapter
- Facilitating an on-campus energy audit, which will save the university $88,000/year and reduce Illinois Tech’s carbon footprint by 2,400 metric tons/year
- Activating Illinois Tech Global Leaders Program Scholars to perform energy audits at 10 schools through the Chicago Public Schools system

Claudette Soto is a SASDI Fellow and Illinois Tech College of Architecture alumna focusing on expanding VAMOS (Volunteer and Mentor One Summer), a program she founded 2001, which promotes the importance of higher education and STE[A]M careers to underserved Chicago middle schoolers through summer enrichment programs and one-on-one mentoring by Illinois Tech university students. Her 2018 summer program will be her 18th summer session, but her first in collaboration with SASDI.
Recognition & Service

Global Leaders Program
• MENTOR Illinois’ Gold Star Mentoring Program Award

BJ Engelhardt
• Marketing and Communications New Majors Committee

Gerald Doyle
• Community, Inclusion, and Diversity Committee Chair

Gladis Herst
• Chicago Roundtable Board
• LatinX Organization Support Working Group
• Student Success Committee
• Staff Advisor for the Students for Justice in Palestine

Annie Littrell Senior
• Gallup-Certified Strengths Coach

Molly McCaughey
• Quality of WorkLife Committee

Celestine McGee
• Campus Judicial Board
• Health and Wellness Committee

Jacqueline McGhee
• Certified Financial Education Instructor (NFEC)

Lisa Montgomery
• Black Tech Mecca Advisory Board (2018–present)
• Community, Inclusion, and Diversity Committee
• IIT Career Services and Alumni Relations Advisory Board (2017–present)
• IIT Faculty Teaching and Learning Interest Group (2017)
• IIT Strategic Plan Assessment Advisory Board (2014–present)
• IIT Student Success Committee (2011–present)
• National Society of Black Engineers Member and Advisor (2003–present)
• New Spark Pioneer Award, Adler University (2018)
• Society of Women Engineers Member and Advisor (2016–present)
• Super Star Advisor, Society of Women Engineers (2018)

Megan Mozina
• Change Management Certification (Acuity Institute)
• Future of Higher Education Forum Series Coordinator and Facilitator
• Lean Foundations Certification (Acuity Institute)
• NCCI Professional Development Committee Vice Chair
• President’s Staff Advisory Council (2016–19)

Muqadas Munir
• Health and Wellness Committee
• Illinois Student Employment Group

Akshar Patel
• FNE International Board President
• Global Career Development Facilitator Designation
• SkillsUSA Board

Kathryn Potts
• Illinois Student Employment Group

Tracy Skala
• Gallup-Certified Strengths Coach

Andrea Watkins
• Illinois Student Employment Group Chair
• President Elect, Midwest Association of Student Employment Administrators

Elyse Yarnell
• Gallup-Certified Strengths Coach
Courses Taught by SASDI Staff

SASDI staff members are encouraged to share their expertise in the classroom. In 2017–18, SASDI staff members taught the following courses:

- Experiential Learning Online courses (Gladis Herst, Annie Littrell Senior)
- IPRO: Dragon Slayer: Designing Your Future (Annie Littrell Senior, Tracy Skala, Elyse Yarnell)
- IPRO: Innovating Solutions to Global Health and Well-Being Challenges (Akshar Patel)
- General Learning Strategies (Gerald Doyle, Sander Marcus, Tracy Skala, Elyse Yarnell)

Special Celebration

SASDI honored Sander “Sandy” Marcus at his retirement celebration after almost 50 years with Illinois Tech. Marcus is an experienced clinical psychologist who received his Ph.D. from Illinois Tech and is the former director of Illinois Tech’s Counseling Center. More recently he served as a career consultant within Career Services. The contributions he made to SASDI after decades of experience as a career and personal counselor, author, and consultant as well as his ready contributions of the fitting joke, pun, or quotation will be missed throughout the division.
WHO WE ARE

Gerald Doyle
Vice Provost of Student Access, Success, and Diversity Initiatives

Luke Chitwood
Manager of Programs, Illinois Tech Global Leaders Program

BJ Engelhardt
Director of Operations, Digital Analytics, and Strategic Intelligence; Career Services

Sabrina Fesko
Career Development Coach, Career Services

Gladis Herst
Career Development Coach, Career Services

Desmend Jetton
STEM Access Specialist, Illinois Tech Global Leaders Program

Annie Littrell Senior Director, Early Career Communities

Charlie Lindquist
College Access Manager, Illinois Tech Global Leaders Program

Sander Marcus
Career Development Consultant, Career Services

Molly McCaughey
Project Manager and Communications Specialist

Celestine McGee
Senior Employer Relations and Outreach Specialist

Jacqueline McGhee
Budget and Office Manager

Lisa Montgomery
Director, Diversity, Inclusion, and Employer Engagement

Megan Mozina
Director, International Initiatives and Strategic Alignment

Muqadas Munir
Student Employment Specialist, Student Employment Office

Akshar Patel
Career Development Coach, Career Services

Kathryn Potts
Student Employment Specialist, Student Employment Office

Tracy Skala
Career Development Coach, Career Services

Megan Wadin
Community Development Specialist; AmeriCorps VISTA, Illinois Campus Compact

Andrea Watkins
Director, Student Employment Office

W. David Work
Career Development Coach, Career Services

Deborah Young
Director, Industry Partnerships, Employer Engagement, and Sponsorship

This annual report was developed by SASDI’s Director of Strategic Alignment Megan Mozina (mmozina@iit.edu) in June 2018 and was designed by Illinois Tech’s Marketing & Communications. Prior SASDI annual reports are available at web.iit.edu/sasdi/about.