



TO: James B. Milliken, Chancellor, UT System Administration

FROM: The U. T. System Student Advisory Council

DATE: April 27th, 2020

RE: Recommendation for the Improvement of Institutional Career Services:
Standard Resources, Staff to Student Ratio, and Reports

The U. T. System Student Advisory Council Career Success Committee has identified significant inequities in the career resources available across U. T. System institutions, which we believe contributes to disparate career outcomes. Students require access to tailored and timely resources regarding career options and trajectories in order to be well-prepared to enter the workforce. As such, it is our belief that all students, regardless of institution, should have access to the same quality of career resources and advising. While we understand that it is necessary to tailor advising to individual paths and degree tracks, there is a noticeable lack of consistency in available resources across the U. T. System.

In general, students attending the smaller institutions in the U. T. System cite severe understaffing in the area of career services. For example, U. T. Permian Basin only has one career advisor who oversees career services for over 7,000 students, while students at U. T. Austin and other larger institutions have career resource centers within each individual college. While we understand that resources at U. T. institutions will vary due to annual enrollment, it is the Council's belief that students across the U. T. System should have access to the same general career services, including access to career advisors, as well as access to relevant data that supports informed decision making.

The Council puts forth three minimum and necessary services that should be made available to all students. We recognize that some institutions are already offering these services, and we encourage those campuses to continue to support these resources. These minimum services should be available and tailored to undergraduate, graduate, and professional student needs.

1. Career Advising (e.g., information about the type of jobs available to certain majors, career trajectories, salaries, etc.)
2. Employment Resources and Preparation (e.g., job and internship search platforms, salary and benefit information and negotiation tips, interview techniques, etc.)
3. Resume/CV Review (e.g., workshops and one-on-one sessions)

All students across the U. T. System should have access to adequately staffed and funded offices of career services—whether they are centrally housed or operated out of

colleges and schools. The number of career advisors, as well as their area of expertise, should be commensurate with the student populations of undergraduate, graduate, and professional students. The ratio of career advisors to students should be consistent without regard to the size of the institution.

The data available related to career services and career success is also variable across U. T. System institutions. While the database SeekUT helpfully reports projected income for students at one, five, and ten years post-graduation, this only provides a limited view of success. To help remedy this, the Council recommends that the following minimum dataset be maintained by institutional career services offices and be made publicly available, similar to what U. T. El Paso is currently doing:

- Graduation rates/time to degree completion
- Time-to-hire rates of graduates
- Job-type placement
- Utilization rates of career services
- Student/alumni satisfaction surveys
- These reports should be organized and searchable by category for undergraduate, graduate, and professional students.

We believe that with the implementation of the three minimum career services identified, the U. T. System will improve the overall career success of its students, not only in securing post-graduate employment and competitive salaries, but also in job satisfaction. Additionally, by improving and standardizing reporting on career services and related metrics, U. T. System will establish a more comprehensive picture of post-graduate outcomes that can be used to continually improve services.

Thank you for your consideration.