

# Supporting Student Success through the LUCID Mentor Program

Lori Kennedy, Senior Director  
Karen Kuczynski, Director  
Center for Career &  
Professional Development

# Office of Economic Engagement

**Innovation and impact through comprehensive engagement**

## ***Center for Career & Professional development***

Assists undergraduate and graduate students in making connections between their academic experience and career paths through customized career coaching, resources and programming

## ***External Engagement***

Works to track, coordinate, and add value to Lehigh's engagements outside the institution, cultivating relationships that affect Lehigh's ability to positively impact the local, regional and national and global economy

## ***Strategy & Analytics***

Provides deep insight for a range of internal and external institutional activities

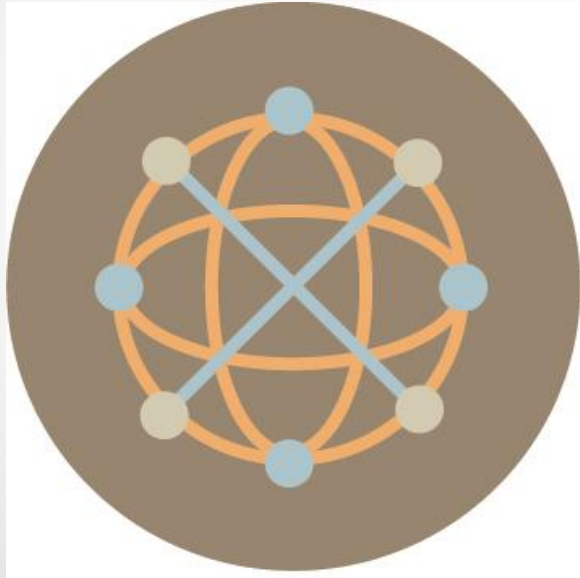
## ***Non-Profit Engagement***

Helps build connections between Lehigh and a broad range of nonprofit partners in support of pioneering research, innovative curriculum, strong local and global community, and other strategic priorities

## ***Industry Engagement***

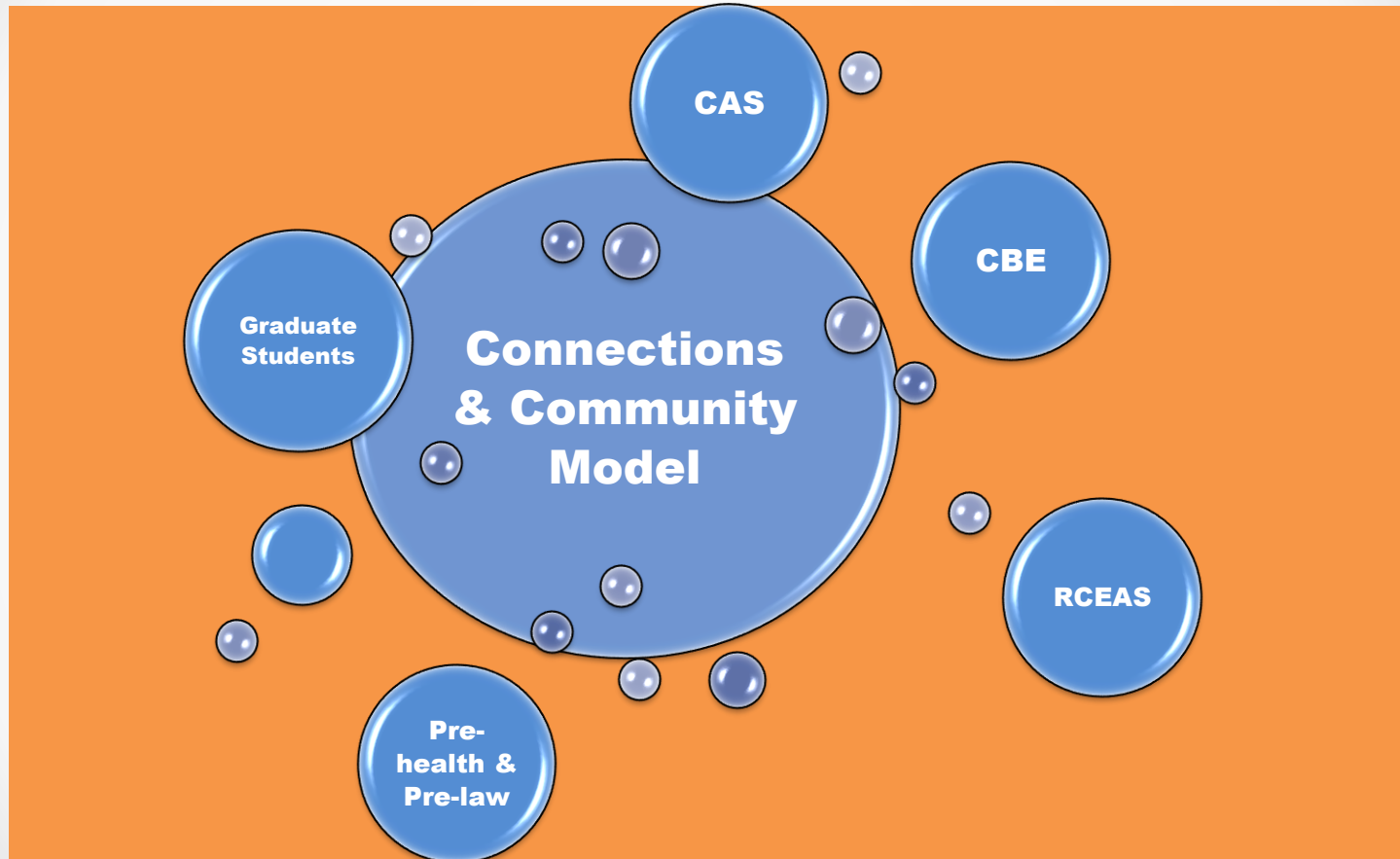
Focuses on building comprehensive strategic relationships for Lehigh by engaging corporations through opportunities that advance education, research and innovation

# Career & Professional Development



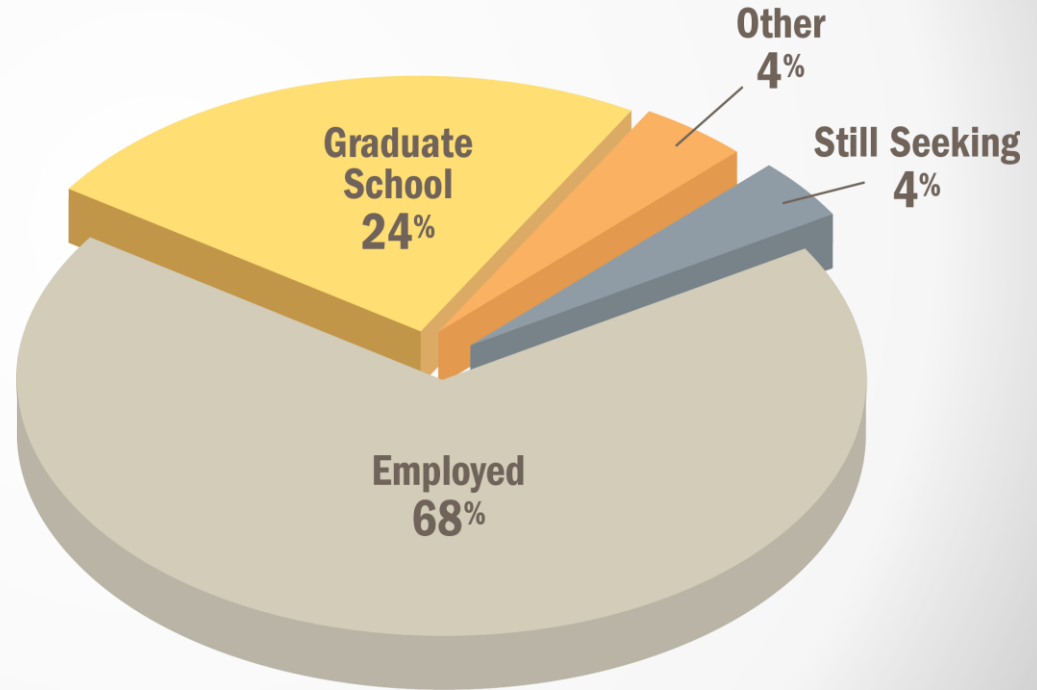
Mission:

To provide career  
education and  
connections that  
support student  
success

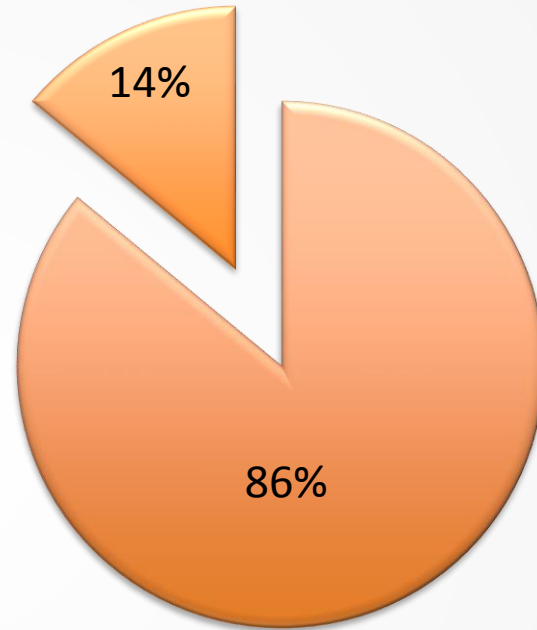


# First Destination Success Class of 2015

**96%** of the  
Class of 2015  
achieved career-  
related  
employment or  
entered graduate  
school



Still seeking  
opportunities  
6 months after  
graduation



**National Associate of Colleges and Employer,  
2016**

# Path to Meaningful Work



# Explore



The first phase is to ask big questions, proactively explore and participate in activities that will help you develop an understanding of what's important to you and how your strengths, skills, interests, and values relate to your choice of a major and career.

- ✓ **Individual career coaching**
- ✓ **Career assessments**
- ✓ **Career/industry research**
- ✓ **Informational interviews**
- ✓ **Industry resources**
- ✓ **Professional associations**



# Develop skills



The second phase is to build effective skills and your personal brand. We'll provide the tools and resources to support the development of your resume, LinkedIn profile, build your career network and strengthen your interviewing skills. During this phase students will develop the tools and strategies needed to secure an internship or full-time position.

- ✓ **Accomplishment-focused resume**
- ✓ **Cover letter**
- ✓ **LinkedIn profile**
- ✓ **Job search planning**
- ✓ **Networking**
- ✓ **Interviewing – behavioral, case & video**
- ✓ **Salary negotiation**
- ✓ **Career management**

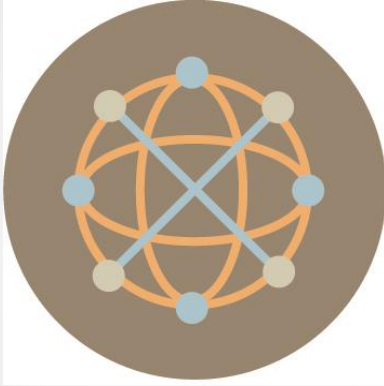
# Gain experience



The third phase is to gain experience. Be bold, keep an open mind and take advantage of campus opportunities to gain experience through class projects, research, clubs, study abroad and leadership opportunities. Enhance your skills even more by exploring industries through internships, externships or a co-op rotation.

- ✓ On-campus interviewing, online job postings (LUCIE)
- ✓ Externships
- ✓ Internships & Co-op
- ✓ Immersion trips
- ✓ Case competitions
- ✓ Hackathons
- ✓ Research, class projects
- ✓ Study abroad
- ✓ Leadership
- ✓ Mountaintop project

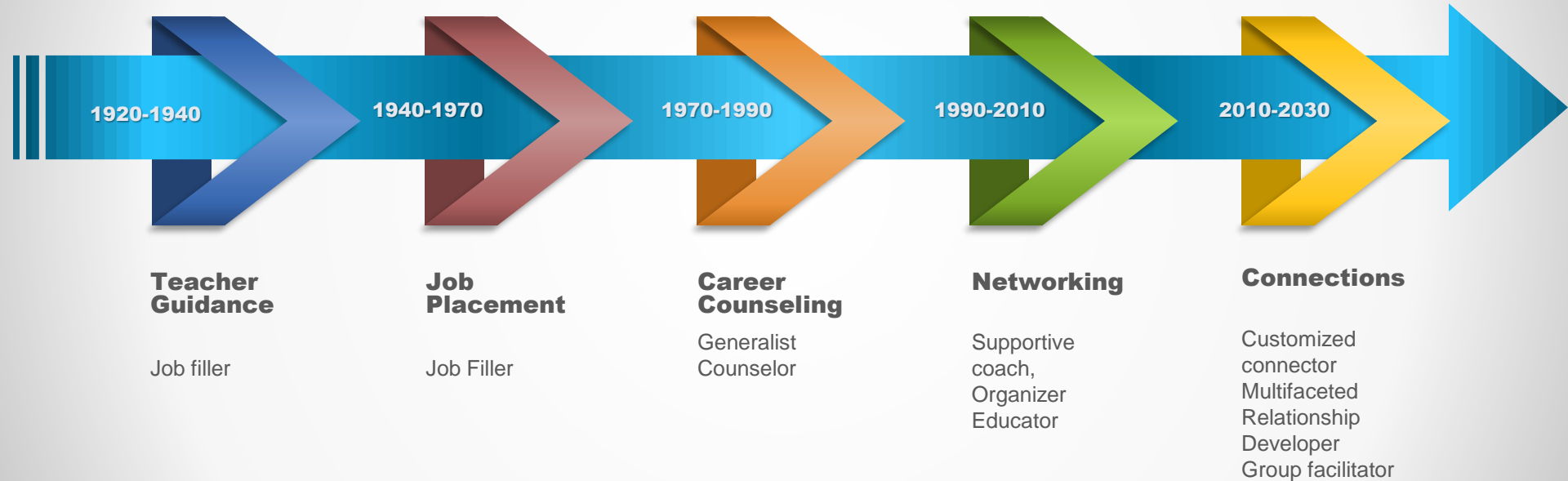
# Build connections & network



The fourth phase is to build connections and network. Strengthen your connections and forge relationships with alumni, professors, friends and family members, and industry contacts. Seek information and advice about career paths, industries, and organizations to make informed choices and uncover opportunities. Work with the CCPD team to identify contacts, grow connections and build relationships.

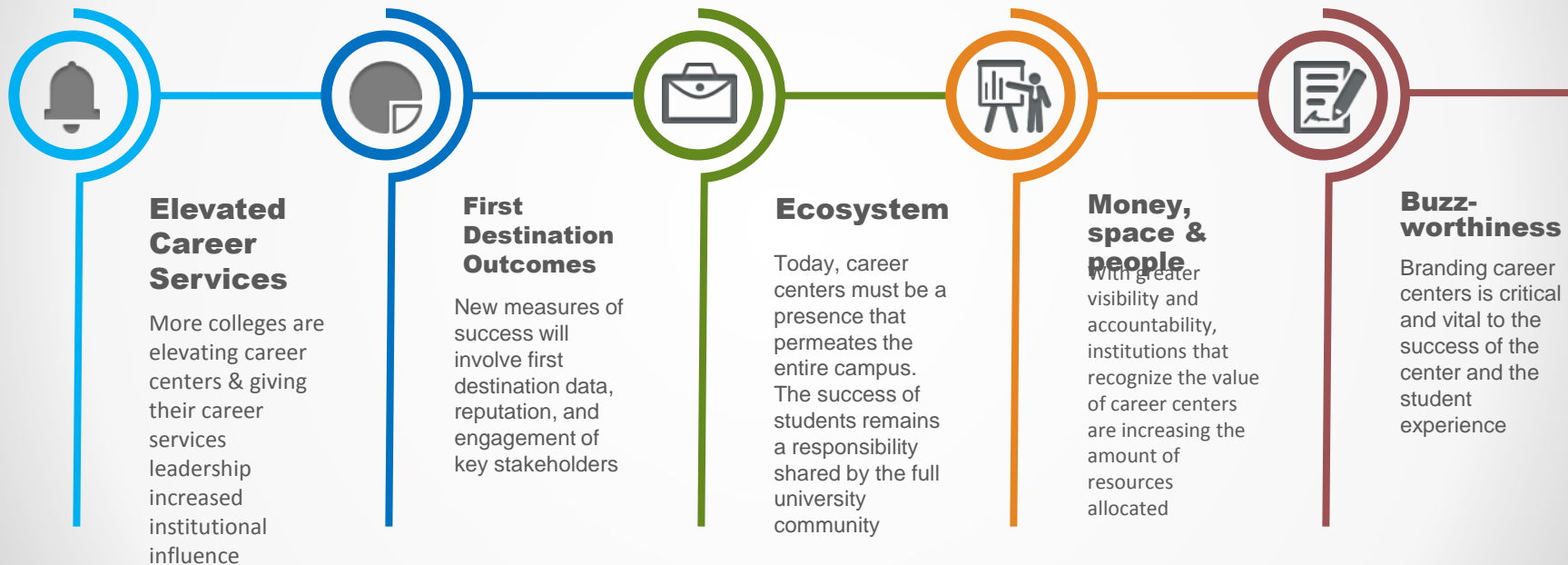
- ✓ Career expo
- ✓ Virtual networking events
- ✓ Employer information sessions
- ✓ Alumni LinkedIn group
- ✓ Professional networking with alumni
- ✓ LUCID mentor program
- ✓ Executive in residence

# Evolution of Career Services



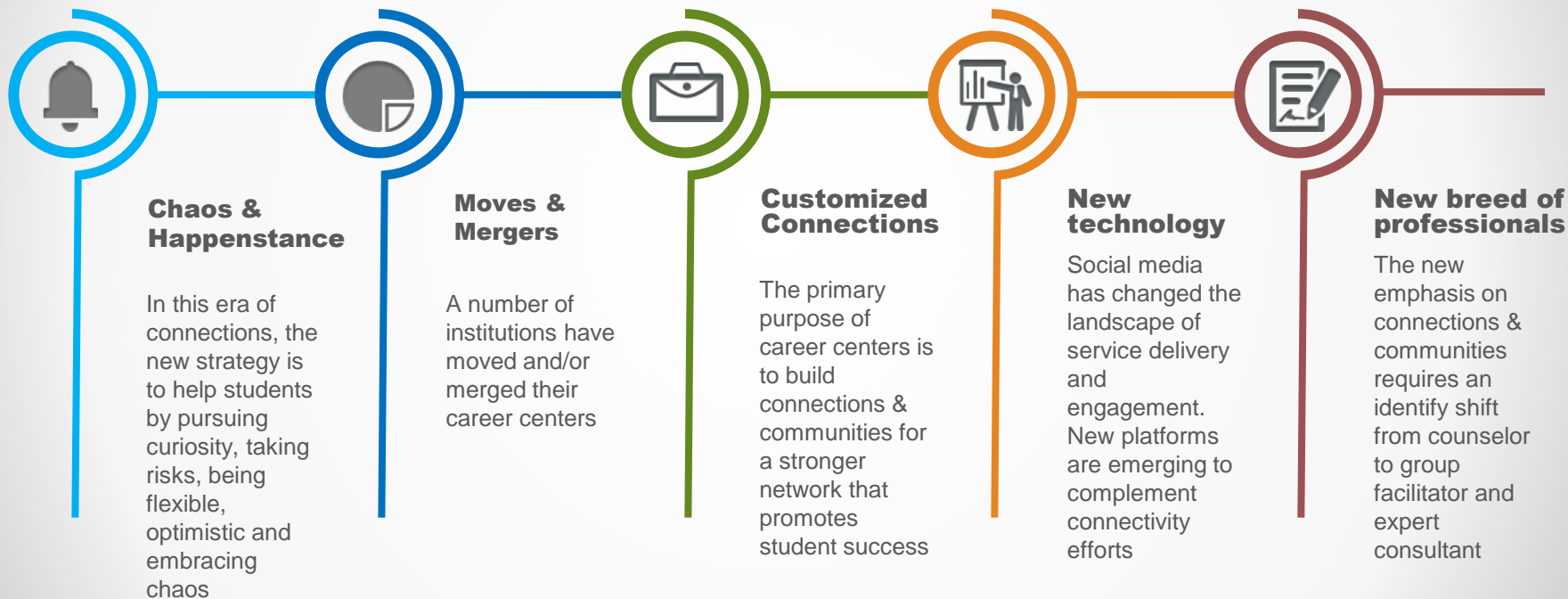
# Ten Future Trends in College Career Centers

Published by Farouk Dey, Ph.D. MBA Associate VP and Dean of Career Education at Stanford



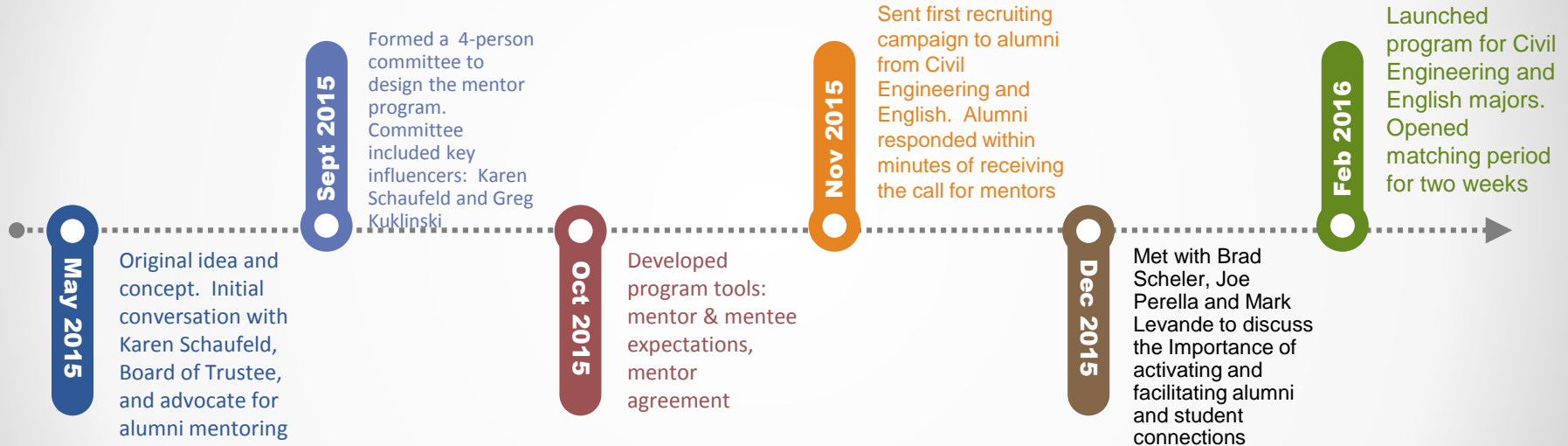
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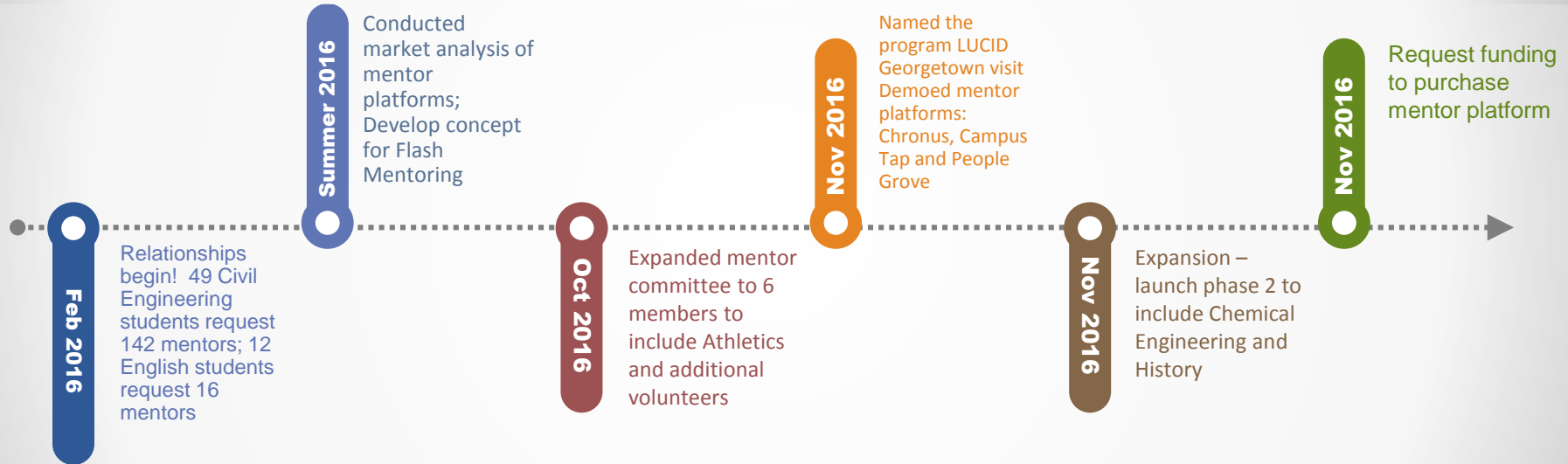
# TIMELINE - LUCID

Lehigh University Career Insight on Demand



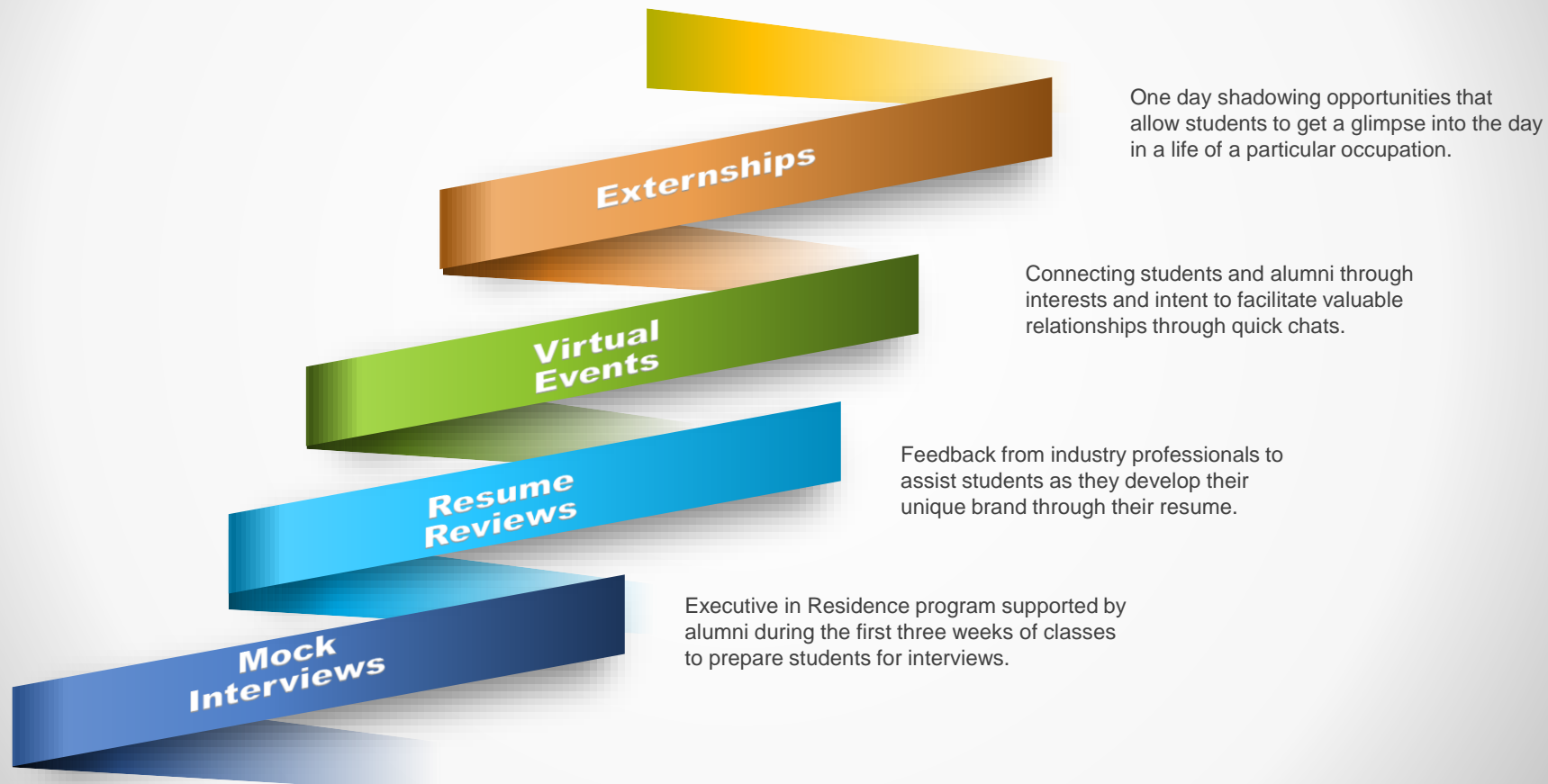
# TIMELINE - LUCID

Lehigh University Career Insight on Demand





# Flash Mentoring



DEPARTMENT	MENTOR REGISTRATIONS  (Based on alumni who signed up to be mentors)	MENTORING CAPACITY  (Based on alumni indicating they can mentor more than 1 student)	UNDERGRADUATE ENROLLMENT  (10 <sup>th</sup> Day Census Fall 2015)	STUDENT RESPONSE
Civil & Environmental Engineering	101	239	102	49 unique students requested 142 mentors
English	97	263	33	12 unique students requested 16 mentors
Total:	198	502	135	61 unique students

Jan 2016



## PHASE 1 LAUNCH

Civil Engineering and English

Jan 2017



## PHASE 2 LAUNCH

Addition of Chemical Engineering and History

Jan 2018



## EXPANSION

CAS 1/3  
RCEAS 1/3  
CBE 1/3

Jan 2019



## EXPANSION

CAS 2/3  
RCEAS 2/3  
CBE 2/3

Jan 2020



## FULLY INTEGRATED INTO THE LEHIGH EXPERIENCE

CAS  
RCEAS  
CBE

**“The Mentoring Program that was recently introduced in our Department of Civil and Environmental Engineering has been a major success.**

**First, it closes the loop for the education that our students receive while at Lehigh. Our department faculty provide the necessary subject matter preparation and academic advising, while our alumni complement that with professional/career advice and possibly opportunities for internships and networking. As a result, upon graduation, our students are better equipped to compete in the work environment and contribute to our society.**

**Second, it's an excellent way for reconnecting with and energizing our alumni base. Their response has been simply phenomenal. Let me assure you that the Lehigh brand is alive and well.”**

**Panes Diplas, Department Chair  
Civil & Environmental Engineering**

A young woman with dark hair tied back, wearing a grey sweatshirt, is smiling and holding a white sign with a brown border. The sign has text and a logo. The background is a blurred outdoor campus scene with a paved path, green grass, and trees.

**NEXT STOP!**

Aviation Engineer  
at AECOM in Philly.

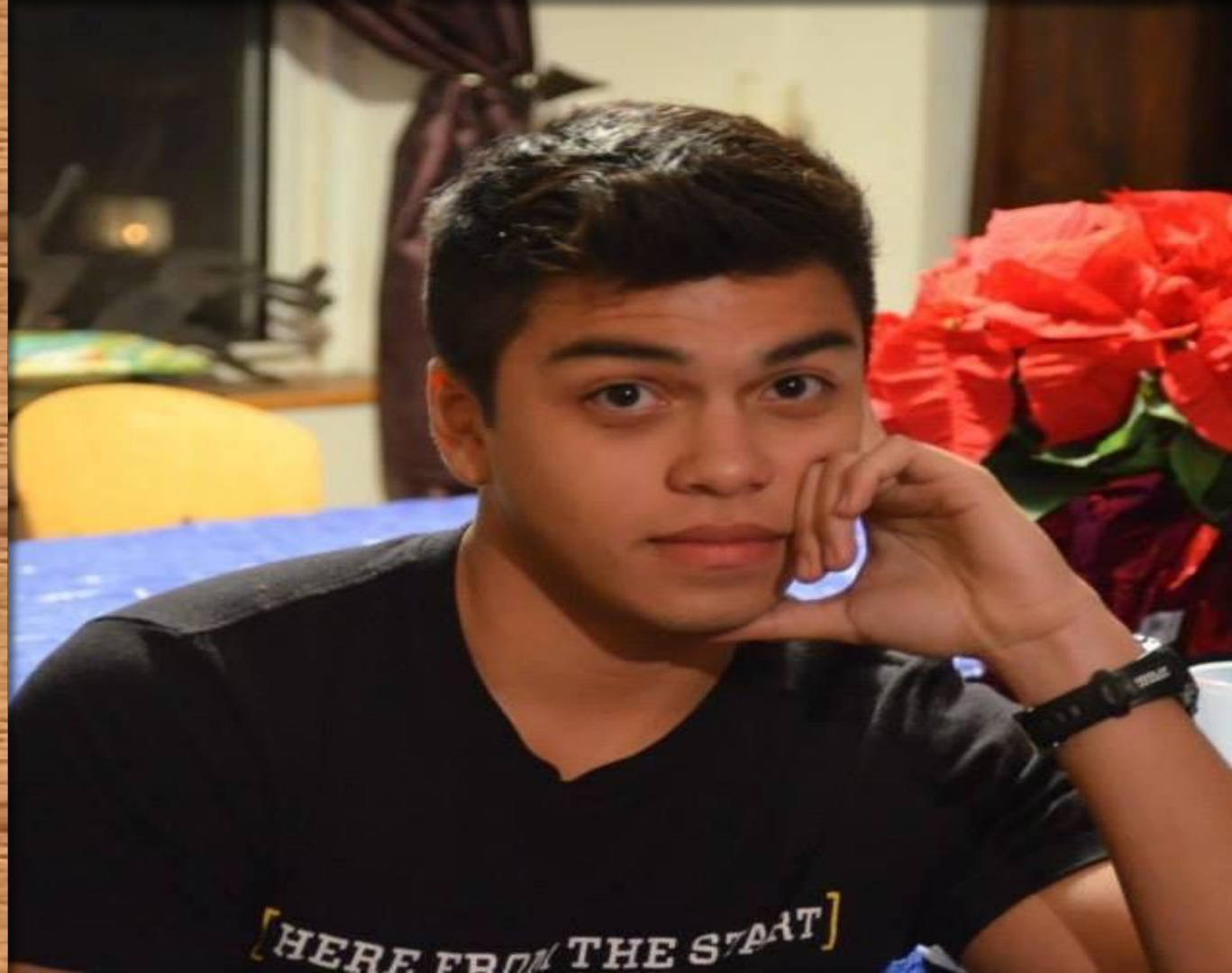


“When I saw the mentorship email I immediately signed up for three different mentors. The third mentor, Karl Schreiter ‘97, works as a Project Manager at AECOM. I chose Karl strategically because AECOM has been my **dream company** to work for since switching my major to civil engineering sophomore year. We chatted on the phone and I told him about my dream and the fact that I applied to over **70 positions** through AECOM, yet never heard back. Karl **circulated my resume** to various offices.

I received a call from the Albany office and the Philadelphia office asking for an **interview**. At the interviews it was stated they wanted to find a position for me in the company due to the **referral** from Karl. I got the job in Philadelphia as well as Albany and was able to choose to work at my **dream location in Philadelphia as an Aviation Engineer**. This was all thanks to the work done by my mentor!”

Kat Fletcher ‘16, Civil & Environmental Engineering





“The mentors were a great resource of information. It was so helpful to talk to alumni who went through the same curriculum and challenges I’m facing. Their advice gave me perspective on the larger picture and **how what I am learning in the classroom will help me in my career.**

I was lucky enough to meet face-to-face with my mentors. My mentor, Einah Pelaez, invited me to visit her office and **shadow** her for the day to get a feel of the professional atmosphere. Einah spent the entire day with me and took me to lunch to **network with her colleagues.**

**Einah welcomed me as if I were part of her team at HDR and her kindness showcased for me the value of Lehigh alumni.** This connection lead to an internship which was a great opportunity! My intern application was much more competitive with Einah listed as a reference! It was a great opportunity and I plan to become a mentor for future Civil Engineering students.

Christopher Icaza ‘17



# Questions and discussion

# TIMELINE TITLE

Subtitle Goes Here

## TEXT

The quick brown fox jumps over the lazy dog. The quick brown fox jumps over the lazy dog.

1990

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