



**Paul Smith's College**  
THE COLLEGE OF THE ADIRONDACKS

**ALUMNI SURVEY**

**First destination**

**CLASS OF 2013**

**CAREER SERVICES OFFICE**

**Phelps Smith Administration Building**

**Lower Floor 001**

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### CAREER SERVICES MISSION STATEMENT

Our mission is to assist students and alumni with making sound career decisions, to help them explore employment opportunities and empower them to obtain and maintain a successful career plan during their educational experience and upon graduation from Paul Smith's College.

## DISCUSSION OF THE SURVEY

The **2013** Alumni Survey was administered to August 2012, December 2012 and May 2013 graduates. A total of **247** graduates were surveyed with **209** responses. A pre-graduate questionnaire was collected prior to graduation when seniors picked up their cap and gown. The Alumni Survey was then distributed via online, mail, email and phone survey formats over the following year. In addition, some responses were reliably relayed through PSC faculty and staff, students, alumni, family of the graduates and collected through social media and internet resources.

The job market nationally and statewide continues to be economically challenging. Students are not guaranteed a job upon graduation, but PSC provides targeted career assistance. The career successes attained by PSC graduates are due to their diligence in job search process, the combined efforts of the Career Services Office and the ongoing support and collaboration of Paul Smith's College community. Statistics and lists are only part of the entire story. Students often enter PSC very career-motivated, focused and directed. Our programs provide them with hands-on experience in teamwork, leadership, problem-solving, technical and communication skills that are required of a successful graduate in the world-of-work. However, semesters pass very quickly and some students find themselves coming upon graduation with unclear plans to transition into the real world. Graduating students who seek out and utilize the resources available to them through the Career Services Office and other support services and are the most flexible as to location, tend to have the best results and job offers.

Those who create a career action plan progress through their academic years most effectively with tangible goals and an understanding of employer's needs. They learn to market themselves through their pursuit to develop all important employment skills such as teamwork and problem solving. They create resumes, practice interview skills, and attend networking and on-campus recruitment events. Successful career strategies include self-assessment, career exploration and building transferrable skills with a focus on lifelong career development. Students who approach their academic studies as an opportunity for professional growth during their college years have better career and job success and remain more optimistic about their future. As in all phases of academic and lifelong endeavors, the benefits received are directly proportional to the investment.

Economic indicators show optimistic signs for the graduating class of 2013. Employers expect to hire 13 percent more new graduates from the Class of 2013 than they did from the Class of 2012, according to [NACE's Job Outlook 2013 survey](#). When it comes to the current job market for new college graduates, respondents to the Job Outlook show an increase in the average number of jobs employers are posting, an increase in the average number of applications received and an anticipated upswing for Spring 2013.

**Figure 2: Spring 2013-2012 Recruiting Plans**

Recruiting Plans	Spring 2013	Spring 2012
Firm plans in place	37.6%	34.4%
Tentative plans in place	27.3%	31.8%
All recruiting in Fall	18.6%	18.2%
Unsure	15.5%	15.1%
Not hiring	1.0%	0.5%

Data for the *Job Outlook 2013* survey was collected from July 25, 2012 through September 10, 2012

When it comes to the importance of candidate skills/qualities, recruiting professionals are looking for team players who can solve problems, organize their work, and communicate effectively, according to respondents to [NACE's Job Outlook 2014](#) survey.

**Figure 1: Employers rate the importance of candidate skills/qualities**

Skill/Quality	Weighted average rating*
Ability to work in a team structure	4.55
Ability to make decisions and solve problems	4.50
Ability to plan, organize, and prioritize work	4.48
Ability to verbally communicate with persons inside and outside the organization	4.48
Ability to obtain and process information	4.37
Ability to analyze quantitative data	4.25
Technical knowledge related to the job	4.01
Proficiency with computer software programs	3.94
Ability to create and/or edit written reports	3.62
Ability to sell or influence others	3.54

\*5-point scale, where 1=Not at all important; 2=Not very important; 3=Somewhat important; 4=Very important; and 5=Extremely important

Source: Job Outlook 2014, National Association of Colleges and Employers

PSC graduates were asked to rank the following the skills for degree of importance and PSC satisfaction. A statistical sample of twenty-six (26) responses was collected. Of those who responded to this section, the majority answered that all skills were important. The majority also said that they were satisfied with how well PSC provided training in these areas. Important to note is that responses indicate the area most in need of improvement is basic computer skills. Although many college students are knowledgeable in basic computer skills upon entry of college, survey results indicate a need to offer additional computer, research and field-specific computer application coursework and workshops.

How important are these skills to a successful and rewarding life/career?	importance	How well did PSC provide education in acquiring these skills?	satisfaction
Finding information	100%	Finding information	81%
Thinking clearly and critically	96%	Thinking clearly and critically	77%
Communicating effectively verbally	92%	Communicating effectively verbally	88%
Analyzing and solving problems	92%	Analyzing and solving problems	77%
Basic Computer skills	92%	Basic Computer skills	58%
Technical field-specific skills	84%	Technical field-specific skills	88%
Communicating effectively in writing	73%	Communicating effectively in writing	84%

## **SURVEY METHOD**

The Alumni Survey is designed to help Paul Smith’s College learn more about our graduating students experience and future career plans. Graduate responses are confidential and no personally identifiable information is reported in our print or online formats. Responses provide valuable feedback and are used internally to help analyze current programs and guide future institutional planning. Graduating seniors are required to fill out an initial pre-graduation questionnaire when they pick up their regalia. After receiving the final graduating class roster, the Alumni Survey is delivered via mail, online and email formats as well as utilizing social networking platforms. The last effort is a telephone survey marathon. The data is then finalized, compiled and made available via online format. PSC Annual Surveys are available for online viewing at <http://www.paulsmiths.edu/offices/career-services/alumni-surveys>.

## **RESPONSE RATE**

<b>Outcome Placement Rate</b>	<b>Class of 2013</b>	Class of 2012	Class of 2011	Class of 2010	Class of 2009
Total graduates surveyed	<b>247</b>	208	166	195	228
Respondents to survey	<b>209</b>	177	145	173	189
Response rate	<b>85%</b>	85%	87%	89%	83%

For a graphic display of the Outcome Placement Rate above see Figure 1.

NOTE: We were unable to identify post-graduation status for 38 graduates and therefore unable to include them in this report. The numbers and percentages that are listed on the following pages do not always add up to the totals that one might initially expect, because responses are optional and not every question is answered by every respondent. Questions related to the data presented within this report should be directed to the Career Services Office.

## **EMPLOYMENT & EDUCATION**

### *COMPARATIVE BREAKDOWN*

The following table shows the comparative breakdown of responses from the last five (5) graduating classes within one year after graduation. Responses indicate that graduates are willing to accept work unrelated to their major, seasonal and part-time employment, internships or volunteer to stay active in the workforce and continue to develop professional skills employers are seeking.

<b>5-year Comparative Breakdown</b>	<b>Class of 2013</b>	Class of 2012	Class of 2011	Class of 2010	Class of 2009
Total employed	<b>85%</b>	85%	76%	80%	74%
Total further education	<b>14%</b>	14%	23%	19%	24%
Overall employed or further education	<b>99%</b>	99%	99%	99%	98%
Total seeking	<b>1%</b>	1%	1%	1%	2%

For a graphic display of the Comparative Breakdown Chart above see Figure 2.

Upon further analysis, the survey results collected indicate graduates were:

Overall employed or pursuing further education- <i>all responses</i>	99%
Overall working or pursuing further education <i>within 6 months-all responses</i>	97%
Working or pursuing further education <i>within 6 months in related field</i>	90%

## **SALARIES**

It is important to consider that graduates offer information voluntarily, and many choose not to disclose their salaries. Therefore, the salary data reflects both those graduates who report their salaries and wage information gathered via research. Most figures reported are for base salaries and do not include bonuses, fringe benefits, or overtime rates. In addition to self-reported data regarding earnings, wages were collected from the US Department of Labor's *Occupational Outlook Handbook*, employer reports and salary internet resources. The [Occupational Outlook Handbook \(OOH\)](#) provides information on what workers do; the work environment; education, training, and other qualifications; pay; the job outlook; similar occupations; and sources of additional information for approximately 84 percent of occupations in the economy.

In many of our programs, students may start out at a lower salary entry level, receiving several months of training at their job site. After a probationary "training" period their salary may greatly increase, and this increase may not be reflected when the salary was reported. Level of salary reported varies widely by type of position, geographic location, previous experience, personal factors, and entry level salary of specific occupations. We find that some students may prefer to accept jobs that do not require geographic relocation, but enable them to stay near family and friends. This choice may result in less lucrative job attainment with fewer advancement opportunities.

A total of 103 salary reports were collected which includes (46) female and (57) male responses. Respondents often choose not to disclose salary information. Variables that have an effect on salaries include factors such as geographic location, personal and family choices, and industry-related trends. The 2013 average salaries show an increase for all employment and male salaries with a slight decrease in female salaries and high maximum salary average over last year.

<b><u>Average salaries</u></b>	<b>Class of 2013</b>	Class of 2012	Class of 2011	Class of 2010	Class of 2009
All employment	<b>\$31,145</b>	\$30,861	\$28,159	\$30,169	\$30,095
Employed female	<b>\$28,121</b>	\$29,876	\$24,885	\$29,205	\$26,507
Employed male	<b>\$33,533</b>	\$31,484	\$30,319	\$30,697	\$31,432
High maximum	<b>\$38,488</b>	\$39,165	\$34,104	\$34,568	\$36,033

For a graphic display of the salary rates for the above see Figure 3.

## **EDUCATION**

Many high-wage jobs require at least a bachelor's degree, additional education and work experience. According to the Commission on Independent Colleges and Universities and the U.S. Department of Labor, Bureau of Labor Statistics reports indicate that on average higher levels of education are related to lower unemployment rates and higher personal income over a lifetime. As the majority of Paul Smith's College students enroll in bachelor degree programs upon entry, the percentage of associate degree graduates will fluctuate accordingly and influence the rate of students returning to complete a secondary degree.

While Paul Smith's College has phased out many associate degree programs and certificates, we have added additional bachelor degree programs and minor offerings. The percentage of graduates returning to PSC to further their education or obtain a secondary degree will vary based on current program offerings, as well as enrollment and workforce trends.

<b>Percentage of highest degrees:</b>	<b>Class of 2013</b>	Class of 2012	Class of 2011	Class of 2010
% of bachelor degrees (171)	<b>69%</b>	72%	62%	67%
% of associate degrees (74)	<b>30%</b>	25%	31%	30%
% of certificates (2)	<b>1%</b>	3%	7%	3%

### **Additional degrees**

These percentages do not take into account *additional degrees, certificates and minors obtained by our graduates while pursuing their primary degree at Paul Smith's College*. A total of **86** graduates earned an additional **103** certificates, minors, associate degrees and bachelor degrees representing **35%** of the graduating class.

<b>additional degrees</b>	<b>Class of 2013</b>	Class of 2012	Class of 2011	Class of 2010
bachelor degree	<b>5</b>	5	4	4
associate degree	<b>9</b>	7	13	29
certificates	<b>12</b>	37	18	11
minors	<b>77</b>	43	13	6
<b>total</b>	<b>103</b>	92	48	50

### **Further Education**

The percentages in the following charts are based both on graduates who enrolled in post graduate studies as well as those who indicated that they were actively in the process of furthering their education. The percentage of respondents pursuing additional undergraduate degrees remained consistent. The percentage of respondents pursuing a graduate degree and/or considering and applying to graduate school remained unchanged from the previous year. However, the combined percentage of students considering further undergraduate education increased significantly. Due to various reasons, continuing education may not be an immediate option for recent graduates, but it is a future goal being considered. Overall comments and responses for delaying education indicate growing concerns over the current economy, challenging job market, student loan debt and personal priorities as factors.

Of the thirty (31) graduates pursuing further education, ten (10) are returning to Paul Smith's College to complete a bachelor or associate's degree. One graduate was employed and pursuing further education. In addition, a total of twenty-eight (28) graduates responded that they were "considering" further education and graduate school. Twelve (12) graduates who responded "considering" further education indicated a college or major choice.

<b><i>Of those who responded to further education</i></b> <i>(all degrees awarded=247):</i>	<b>Class of 2013</b>	<b>Class of 2012</b>	Class of 2011	Class of 2010
% pursuing associates degrees/certificates (2)	<b>1%</b>	2%	3%	no report
% pursuing bachelor degrees (17)	<b>7%</b>	6%	15%	no report
% considering further education (28)	<b>11%</b>	3%	no report	no report
% returning to PSC (10)	4%	5%	11%	7%

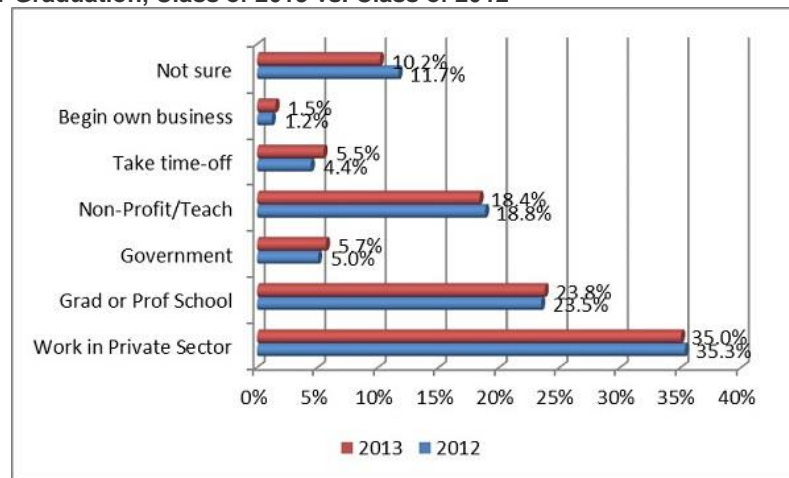
**Those who responded to graduate studies or higher**  
(bachelor degrees awarded =171):

	Class of 2013	Class of 2012	Class of 2011	Class of 2010
% accepted or attending graduate degree or higher (12)	7%	7%	8%	10%
% additional considering graduate school (23)	13%	13%	15%	12%

**CONCLUSION:**

The U.S. Department of Labor, Bureau of Labor Statistics reported that the national unemployment rate was 7.6% in May 2013; and declined to 6.7% on December 2013 in the [Employment Situation](#) report. According to The National Association of Colleges and Employers (NACE), the [Class of 2013 Student Survey Report](#) summary shows that 60.6% of graduates expect to enter the work force immediately after graduation. 23.8% would like to pursue graduate school and 10.2% are unsure of their plans.

**Figure 1: Plans for After Graduation, Class of 2013 vs. Class of 2012**



The Department of Labor research indicates that pursuing a college degree results in lower unemployment rates and is worth the investment over a lifetime. In May 2013 the unemployment rate was 3.8% for graduates with a bachelor’s degree or higher compared to 7.3% for Gulf II Veterans and 7.4% for high school graduates. For those with less than a high school diploma, the unemployment rate was 24.5% compared to 12.5% in May 2012.

Source: [Higher Education, Lower Unemployment](#)

The majority of our graduates are highly successful in accomplishing their career goals, but some have indicated feelings of anxiety, frustration and/or indifference as they navigate the prolonged economic recovery. Many of those graduates have proactively chosen to use the lack of economic growth as an opportunity to pursue further education, complete an internship, study abroad, travel, volunteer, start their own business, and further explore their career options while building transferrable professional skills for future employment. Graduates reported interest in working for non-profits, government and the private sector.

At Paul Smith’s College, we strive to provide our graduates with the tools they will need to embrace life-long learning and navigate the changing workplace. PSC offers strong faculty connections as well as academic support and career assistance to both students and alumni. It’s these combined resources with our graduate’s field-related skills, motivation, personality and determination that accounts for our student’s career success and favorable survey results.



**Degrees and fields of study for graduates returning to PSC:**

# of graduates	Returning for higher or additional major at PSC in	Degree
4	Business Management (BMES)	Bachelors (BS)
1	Environmental Science (ENVS)	Bachelors (BS)
1 (double major)	Forestry-Ecological Forest Management (FEFM) Forestry-Forest Operations (FFOP) (pursuing dual degree)	Bachelors (BS) Bachelors (BS)
1	Forestry-Vegetation (FVEG)	Bachelors (BS)
1	Integrative Studies (INST)	Bachelors (BA)
1	Parks, Recreation and Facilities Management (PRFM)	Bachelors (BS)
1	Recreation Adventure (RATE/REALM)	Bachelors (BS)

**Degrees and fields of study for graduates attending other institutions:**

College	Degree	Major area
North Country Community College	Associates	Nutrition
Onondaga Community College	Certificate	Fire/Protection Technician
Mercy College, Westchester NY	Bachelors	Accounting
SUNY Plattsburgh	Bachelors	Business Administration/ Accounting
SUNY Cortland	Bachelors	Exercise Science
Morrisville State College	Bachelors	Horticulture Business Management
University of Buffalo	Bachelors	Nursing
University of Maine	Bachelors	Surveying Engineering Technology
SUNY Canton	Bachelors	Emergency Service Management
SUNY Oneonta	Masters	Lake Management
Western Governors University	Masters	Education
Union Graduate College	Masters	Business Admin
University of Colorado	Masters	Environmental Science
Plymouth State University	Masters	Environmental Science & Policy
Boston University	Masters	Gastronomy
Southern NH University	Masters	Business Administration
St. John Fisher	Masters	Business Administration
SUNY Cortland	Masters	MGMT of Leisure Services
University of Edinburgh, Scotland	Masters	Outdoor Education
Colorado State, Fort Collins	Masters	Professional Science Masters of Zoo Management
SUNY Oneonta	Masters	Lake Management

**Graduates considering or applying to further education that indicated choice:**

<b>College</b>	<b>Degree</b>	<b>Major area</b>
New York Institute of Technology Fashion Institute of Technology	Bachelors	Interior Design
Lemoyne College	Bachelors	Business Management
University of Wisconsin Boise State University	Masters	Wildlife Management/Raptor ecology
Washington University Antioch University	Masters	Conservation Biology
Undisclosed	Masters	Fisheries Science
University of Montana Montana State University	Masters	Wildlife Bio Restoration Ecology
State University of New York	Masters	Business Administration-Hospitality
Prescott College Plymouth State University	Masters	Adventure Education Outdoor Education
Humboldt State University	Masters	Redwood Research
Clarkson University Rochester Institute of Technology	Masters	Business Administration
American Public University System	Masters	Management with concentration in Strategic Consulting
Penn State University	Masters	Undisclosed

## SATISFACTION RESPONSES BY PROGRAMS

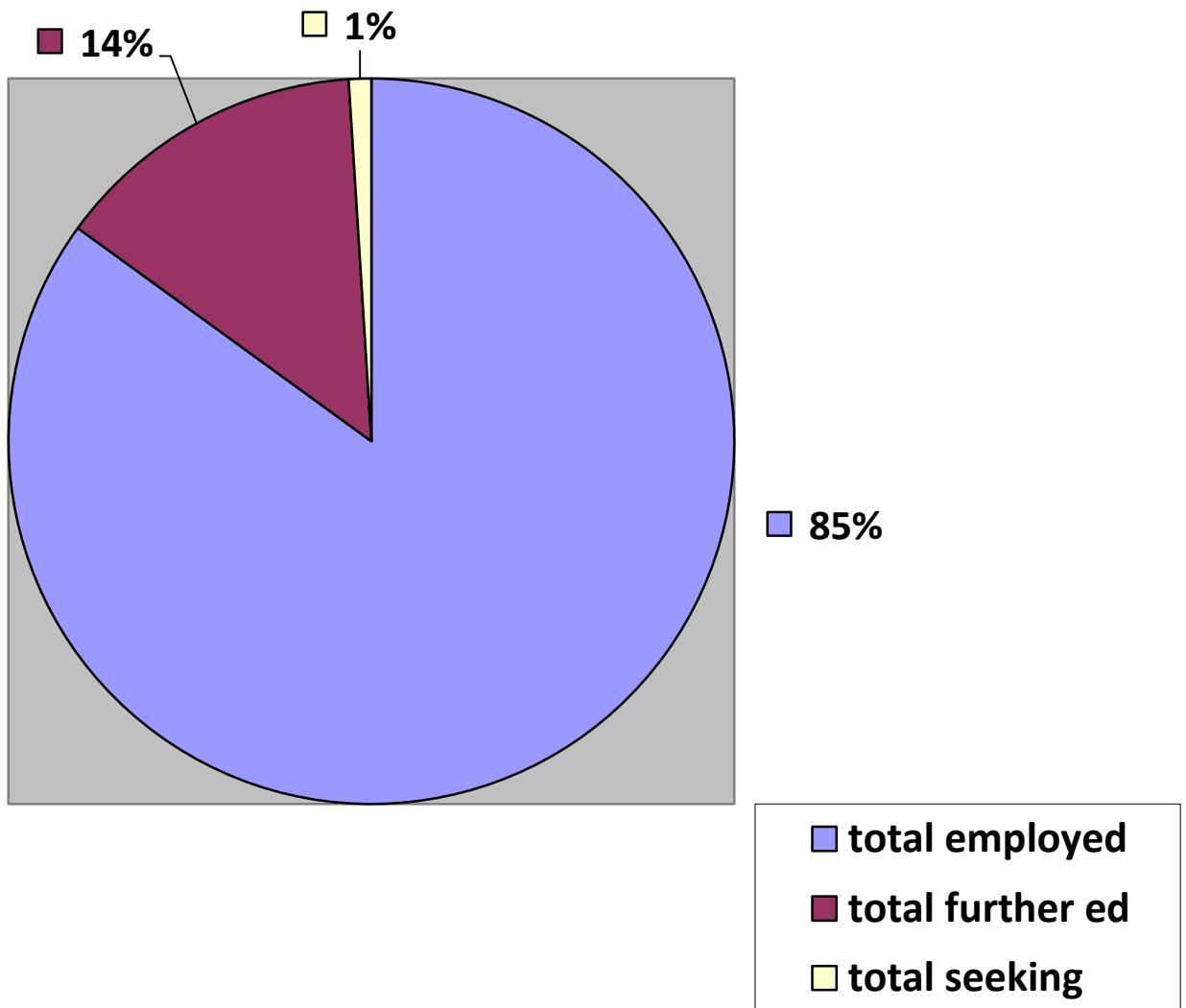
(26% of responders completed this section)

Program	Did you receive satisfactory preparation overall?			Is PSC education and experience useful in your present job or studies?					Knowing what you know now would you...					
									Choose to attend PSC?			Choose the same major?		
	Yes	No	Unsure	Very	Some	Little	None	Unsure	Yes	No	Unsure	Yes	No	Unsure
<b>Associate degrees &amp; Certificates</b> (7 programs responded)	79%	5%	16%	87%	0%	13%	0%	0%	95%	0%	5%	89%	11%	0%
<b>Bachelor degrees</b> (16 programs responded)	88%	2%	10%	68%	12%	5%	5%	10%	85%	4%	11%	85%	13%	2%

*Responses indicate a high level of satisfaction with Paul Smith's College education, preparation, and choice of major. Associate degree students thought the PSC education and experience they received was more useful in their present job or studies. However, bachelor degree students indicated a higher satisfaction in overall preparedness for the world of work. Not all graduates and majors respond to this question. Of those students who answered this section, some chose not to answer all questions.*

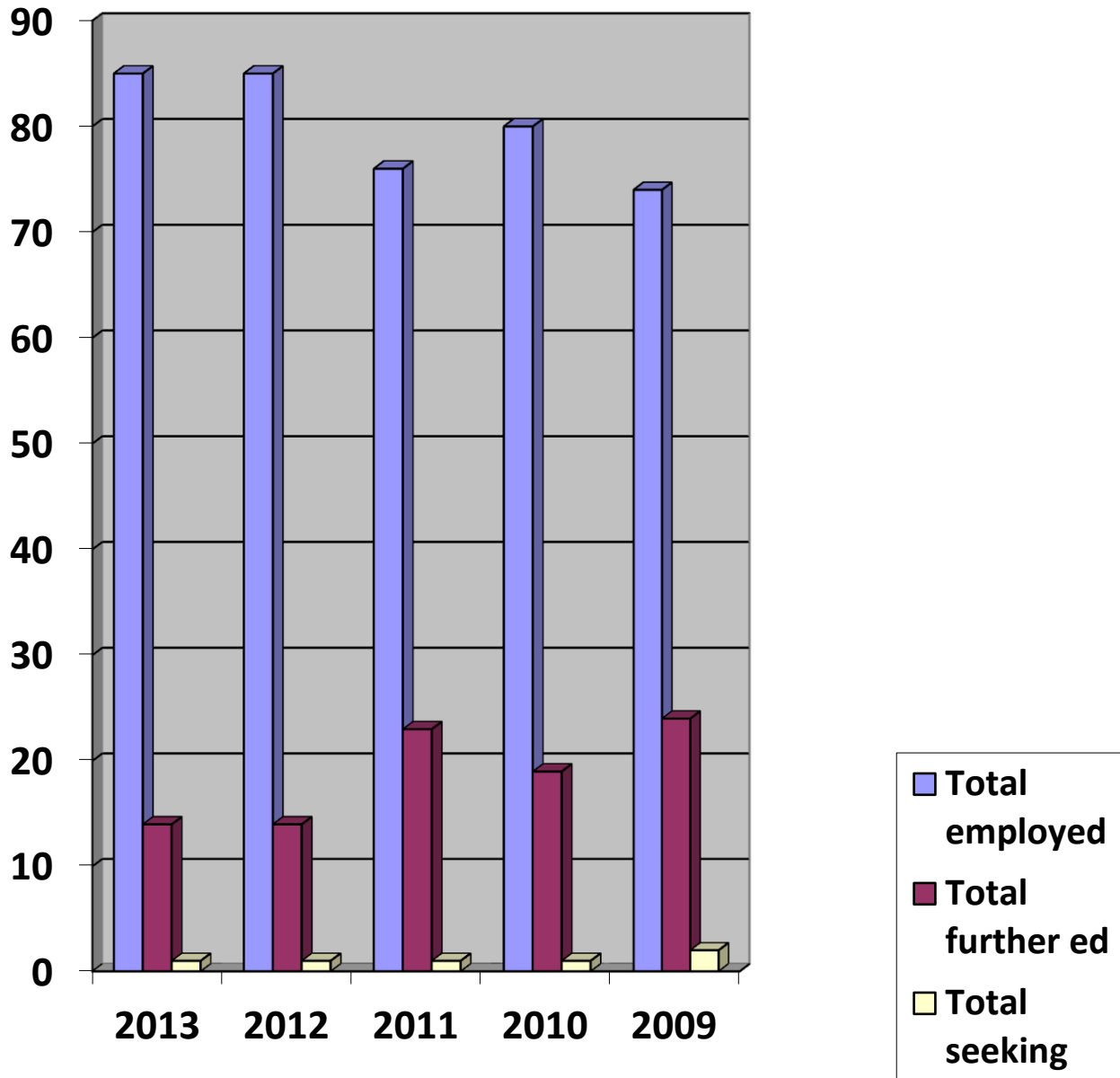
Paul Smith's College Alumni  
Class of 2013

***Career Outcome Rates  
Figure 1***



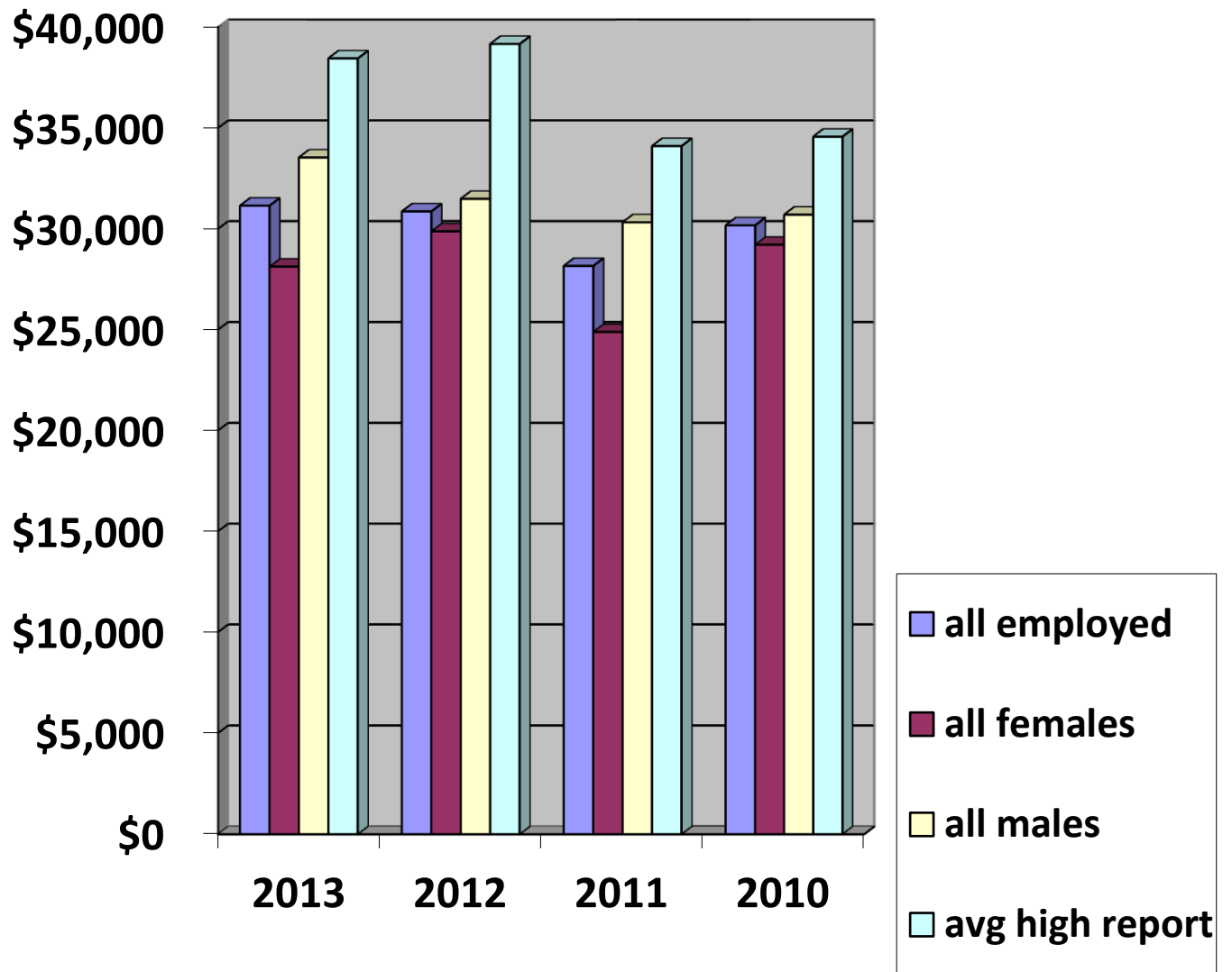
Paul Smith's College Alumni  
Class of 2013

*5-Year Comparison of Career Outcome Rates*  
**Figure 2**



Paul Smith's College Alumni  
Class of 2013

*5-year comparison of Average Salaries*  
**Figure 3**



**STATISTICAL SUMMARY BY CURRICULUM 2013 - First Destination  
SCHOOL OF NATURAL RESOURCE MANAGEMENT & ECOLOGY (NRME)**

<i>Of those who responded to survey:</i>	INDUSTRY				FURTHER EDUCATION				NOT SEEKING (GAP)		SEEKING		Total Respondents /Total Graduates	
	Related		Unrelated		Related		Unrelated							
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
B.S. in Biology (BIOG)	2	50	1	25	0	0	0	0	0	0	0	0	3 out of 4	75
B.S. Environmental Science (ENVS)	3	43	0	0	2	28	0	0	0	0	0	0	5 out of 7	71
B.S. Fish & Wildlife-Fisheries (FWSF)	1	17	1	17	2	33	0	0	0	0	0	0	4 out of 6	67
B.S. Fish & Wildlife-Wildlife (FWSW)	15	65	4	18	1	4	0	0	2	9	0	0	22 out of 23	96
B.S. Forestry Biology (FBIO)	2	50	0	0	0	0	0	0	0	0	0	0	2 out of 4	50
B.S. Forestry Ecology (FEFM)	11	73	0	0	0	0	0	0	0	0	1	7	12 out of 15	80
B.S. Forestry Industrial (FIFO)	1	50	0	0	0	0	0	0	1	50	0	0	2 out of 2	100
B.S. Forestry Recreation (FRRM)	1	25	1	25	1	25	0	0	0	0	1	25	4 out of 4	100
B.S. Forestry Vegetation (FVEG)	2	100	0	0	0	0	0	0	0	0	0	0	2 out of 2	100
B.S. Integrated Studies (INST)	1	33	1	0	0	33	0	0	0	0	0	0	2 out of 3	66
B.S. Natural Resource Science (NRSC)	1	100	0	0	0	0	0	0	0	0	0	0	1 out of 1	100
B.S. Parks, Recreation, Forestry Management (PRFM)	1	100	0	0	0	0	0	0	0	0	0	0	1 out of 1	100
A.A.S. Fisheries Technology (FISH)	0	0	0	0	0	0	0	0	0	0	0	0	0 out of 1	0
A.A.S. Arboriculture & Landscape Management (AALM)	7	54	0	0	4	31	0	0	0	0	0	0	11 out of 13	85
A.A.S. Forest Technician (FORT)	4	80	0	0	1	20	0	0	0	0	0	0	5 out of 5	100
A.S., A.A.S. (INAS)	0	0	0	0	1	50	0	0	0	0	0	0	1 out of 2	50
A.A.S. Survey Technology (SURV)	5	56	0	0	1	11	0	0	0	0	0	0	6 out of 9	67
GIS Certificate (GISC)	1	50	0	0	0	0	0	0	0	0	0	0	1 out of 2	50

**STATISTICAL SUMMARY BY CURRICULUM 2013 -Salary Report  
SCHOOL OF NATURAL RESOURCE MANAGEMENT & ECOLOGY (NRME)**

<b>SALARY INFORMATION</b>	<b># Reporting/ responses</b>	<b>HIGH Report</b>	<b>AVERAGE Report</b>
B.S. in Biology (BIOG)	2 out of 3	\$21,840	\$21,320
B.S. Environmental Science (ENVS)	1 out of 5	\$19,700	\$19,700
B.S. Fish & Wildlife-Fisheries (FWSF)	0 out of 4	no report	no report
B.S. Fish & Wildlife-Wildlife (FWSW)	9 out of 22	\$54,080	\$31,467.56
B.S. Forestry Biology (FBIO)	2 out of 2	\$31,200	\$29,120
B.S. Forestry Ecology (FEFM)	9 out of 12	\$65,000	\$38,686.78
B.S. Forestry Industrial (FIFO)	0 out of 2	no report	no report
B.S. Forestry Recreation (FRRM)	1 out of 4	\$20,800	\$20,800
B.S. Forestry Vegetation (FVEG)	1 out of 2	\$65,000	\$65,000
B.S. Integrated Studies (INST)	1 out of 2	\$18,000	18,000
B.S. Natural Resources Science (NRSC)	0 out of 1	no report	no report
B.S. in Parks, Recreation, Forestry Management (PRFM)	1 out of 1	\$30,000	\$30,000
A.A.S. Arboriculture & Landscape Management (AALM)	7 out of 11	\$50,000	\$35,697.14
A.A.S. in Fish Technology (FISH)	0 out of 1	no report	no report
A.A.S. Forest Technician (FORT)	3 out of 5	\$33,280	\$30,800
A.S. A.A.S Integrated Studies (INAS)	0 out of 1	no report	no report
A.A.S. Survey Technology (SURV)	4 out of 6	\$34,320	\$31,080
GISC Certificate (GISC)	0 out of 1	no report	no report



**STATISTICAL SUMMARY BY CURRICULUM 2013-First Destination**  
**SCHOOL OF COMMERCIAL, APPLIED & LIBERAL ARTS (CALA)**  
**First Destination**

<i>Of those who responded to survey:</i>	INDUSTRY				FURTHER EDUCATION				NOT SEEKING (GAP)		SEEKING		# Total Respondents /Total Graduates	
	Related		Unrelated		Related		Unrelated		#	%	#	%	#	%
	#	%	#	%	#	%	#	%						
<b>B.S. Business Management &amp; Entrepreneurial Studies (BMES)</b>	5	63	0	0	1	12	0	0	0	0	0	0	6 out of 8	75
<b>B.P.S. Culinary Arts Service Management (CASM)</b>	13	65	1	5	1	5	0	0	1	5	0	0	16 out of 20	80
<b>B.A. Environmental Studies (ENST)</b>	3	75	0	0	1	25	0	0	0	0	0	0	4 out of 4	100
<b>B.S. Hotel, Resort &amp; Tourism Management (HRTM)</b>	20	84	1	4	2	8	0	0	0	0	0	0	23 out of 24	96
<b>B.A., B.S. Integrative Studies (INST)</b>	2	50	0	0	1	50	0	0	0	0	0	0	3 out of 3	100
<b>B.S. Natural Resource Management Policy (NRMP)</b>	14	70	0	0	0	0	0	0	1	5	0	0	15 out of 20	75
<b>B.P.S. Recreation Adventure Travel, Ecotourism (RATE)</b>	9	70	2	15	2	15	0	0	0	0	0	0	13 out of 13	100
<b>B.S. Recreation Adventure Travel, Ecotourism (RATE)</b>	5	72	1	14	0	0	0	0	0	0	0	0	6 out of 7	86
<b>A.A.S. Baking &amp; Pastry (BAKA)</b>	17	74	0	0	4	17	0	0	0	0	0	0	21 out of 23	91
<b>A.A.S. Culinary Arts (CULA)</b>	5	50	1	10	2	20	0	0	0	0	0	0	8 out of 10	80
<b>A.A.S. Culinary Baking (CULB)</b>	1	100	0	0	0	0	0	0	0	0	0	0	1 out of 1	100
<b>A.A.S. Hotel &amp; Restaurant Management (HRMT)</b>	3	60	0	0	2	40	0	0	0	0	0	0	5 out of 5	100
<b>A.A., A.S. Integrative Studies (INAS)</b>	1	33	0	0	1	33	0	0	0	0	0	0	2 out of 3	66
<b>A.A. Liberal Arts-General Studies (LAGS)</b>	1	50	0	0	1	50	0	0	0	0	0	0	2 out of 2	100

**STATISTICAL SUMMARY BY CURRICULUM 2013-Salary Report  
SCHOOL OF COMMERCIAL, APPLIED & LIBERAL ARTS (CALA)**

<b>SALARY INFORMATION</b>	<b># Reporting/responses</b>	<b>HIGH Report</b>	<b>AVERAGE Report</b>
<b>B.S. Business Management &amp; Entrepreneurial Studies (BMES)</b>	3 out of 6	\$45,970	\$34,736.67
<b>B.P.S. Culinary Arts Service Management (CASM)</b>	5out of 16	\$40,000	\$29,017.60
<b>B.A. Environmental Studies (ENST)</b>	3 out of 4	\$44,970	\$34,403.33
<b>B.S. Hotel, Resort &amp; Tourism Management (HRTM)</b>	13 out of 23	\$53,400	\$31,850.77
<b>B.A., B.S., B.P.S. Integrative Studies (INST)</b>	0 out of 3	no report	no report
<b>B.S. in Natural Resource Management Policy (NRMP)</b>	10 out of 15	\$46,500	\$32,756
<b>B.P.S. Recreation Adventure Travel, Ecotourism (RATE)</b>	7 out of 13	\$37,000	\$30,113.33
<b>B. S. Recreation Adventure Travel, Ecotourism (RATE)</b>	2 out of 6	\$45,000	\$35,000
<b>A.A.S. Baking &amp; Pastry (BAKA)</b>	11 out of 21	\$45,970	\$25,087.67
<b>A.A.S. Culinary Arts (CULA)</b>	2out of 8	\$29,120	\$24,960
<b>A.A.S. Culinary Baking (CULB)</b>	0 out of 1	no report	no report
<b>A.A.S. Hotel &amp; Restaurant Management (HRMT)</b>	3 out of 5	\$27,040	\$23,799.33
<b>A.A., A.S., A.A.S Integrative Studies (INAS)</b>	1 out of 2	\$27,040	\$27,040
<b>A.A. Liberal Arts-General Studies (LAGS)</b>	0 out of 2	No report	No report

**CLASS OF 2013 - OCCUPATIONS/JOB TITLES AND EMPLOYERS (by curriculum)**

**SCHOOL OF NATURAL RESOURCE MANAGEMENT & ECOLOGY (NRME)**

**\*BACHELOR'S DEGREES\***

**Biology (BIOG)**

Job Title	Employer Name
Wildlife-Biological Survey Technician	Iowa Dept. of Natural Resources
No report	Whole Foods Market
Small Animal Caretaker Sales-Office	Animis Foundation Chevy GMC Auto Dealer

**Environmental Science (ENVS)**

Job Title	Employer Name
Wildlife-Biological Survey Technician	Iowa Dept. of Natural Resources
No report	Whole Foods Market
Small Animal Caretaker Sales-Office	Animis Foundation Chevy GMC Auto Dealer

**Fisheries & Wildlife Science – Fisheries Concentration (FWSF)**

Job Title	Employer Name
Biological Science Technician II Fisheries Technician II	Florida Fish & Wildlife Conservation Commission Idaho Fish and Game, Pacific States Marine Fisheries Commission
Corporate Environmental Intern	International Wire Group
Installed Sales Coordinator	Lowes Home

**Fisheries & Wildlife Science – Wildlife Concentration (FWSW)**

Job Title	Employer Name
Snail Kite Technician (Avian)	University of Florida
Wildlife Technician and Invasive Species Control Intern	US Fish and Wildlife Service, Balcones Canyonlands National Wildlife Refuge
Sustainable Agriculture Project, Environmental & Agricultural Volunteer	Peace Corps
Wildfire Monitoring Project Coordinator	Bureau of Land Management and Chicago Botanic Garden Research Experience for Undergraduates (REU)
Kennel Assistant	Camp Bow Wow
General Laborer	Sutryk & Sons, Inc.
Organizer	Vietnam Veterans of Central NY Foundation
Caretaker	NYS Dept. of Environmental Conservation

**Fisheries & Wildlife Science – Wildlife Concentration (FWSW) cont.**

<b>Job Title</b>	<b>Employer Name</b>
Night Keeper Animal Care Intern	Henry Doorly's Zoo The Wildcat Sanctuary
Assistant Horticulture Inspector Wildlife Intern	NYS Dept. of Agriculture and Markets, PPQ US Fish and Wildlife Service
Invasive Pest Management Crew Laborer	VT Dept. of Forests, Parks and Recreation Construction Company
Veterinarian Assistant Companion Animal Department Manager	Burnt Hills Veterinary Hospital PETCO
Environmental Technician Wildlife Biologist	NJ Dept. of Environmental Protection PA Game Commission
Wildlife Technician Head Field Hand	NYS Dept. of Environmental Conservation Empire Evergreen
Farmhand Feeding & Transport Handler	Morrisville State College Depenabull
Gaboon Handler Marina Manager & Caretaker	Adirondack Raptors Ampersand Bay Resort and Boat Club
Animal Warden Small Mammal Technician	Six Flags Amusement Park MOFEP Department of Conservation, University of MO
Biological Technician Grassland Bird Technician Long Island Solar Farm Intern	PA Game Commission The Nature Conservancy Brookhaven National Laboratory

**Forestry – Ecological Forest Management (FEFM)**

<b>Job Title</b>	<b>Employer Name</b>
Assistant Arborist Sugarbush Operator Manager	Private Company Paul Smith's College, Sugarbush
Silviculture Forester IS Technician	US Forest Service Adirondack Watershed Institute at PSC
Procurement Forester Seasonal Forest Technician	Perma Treat Corporation CT Dept. of Environmental & Energy Protection, Division of Forestry
Forester Unknown Technician	T.W Tree Forestry VT Fish & Wildlife
Timber Stand Improvement-Forestry Technician Systems Administrator, IT Team Technician	US Forest Service Paul Smith's College
Resource Technician Utility Forester	Idaho Dept. of Lands Davey Tree Experts

**Forestry-Forest Biology (FBIO)**

Job Title	Employer Name
Watershed Steward	Adirondac Watershed Institute at PSC
Forester, Timber Sales Protocol Manager	Gateway Properties Protocol Management Services

**Forestry-Industrial Operations (FIFO)**

Job Title	Employer Name
Appalachian Trail Owner	Hiker-Gap Farm & Forest
Owner	Woods-Edge Forestry

**Forestry – Recreation Resource Management (FRRM)**

Job Title	Employer Name
Education & Outreach Assistant	North Olympic Salmon Coalition
Timber Marker Tree Laborer	US Forest Service Downes Tree Service
Archery Technician	Pro Shops

**Forestry-Vegetation Management BS (FVEG)**

Job Title	Employer Name
Utility Arborist Trainee & Groundsman	Lucas Tree Experts
Utility Forester	Davey Tree Experts

**Integrated Studies-BA, BS (INST)**

Job Title	Employer Name
Nature Educator, Youth Program	University or Institute of Wisconsin
Customer Service Cashier	Walmart

**Natural Resources Management & Policy BS (NRMP)**

Job Title	Employer Name
Arborist	Rivard Tree and Landscape
Clarence Petty Intern Stewardship Assistant Intern, ADK Park Invasive Plant Program	Adirondack Council The Nature Conservancy
Head Park Ranger	Vermont Dept. of Parks and Recreation
Big Sky Watershed Corps Member Attendant 2	Jack Creek Preserve Foundation Smugglers Notch State Park
Sales & Marketing Watershed Steward	A.J. Missert Beer Distributors, Inc. Adirondack Watershed Institute at PSC

**Natural Resources Management & Policy BS (NRMP) cont.**

Caretaker	Bay Pond Park
Invasive Species Technician	US Army Corps of Engineers
Maintenance	Gough Holding Corporation
Owner & Operator	Forlenza Landscape & Lawn Care
Trainer Volunteer Sales Floor Team	Wildlife Defenders Target
Land Stewardship Coordinator	Wildlands Trust, AmeriCorps
Bike Path and Trail Work	VT Parks & Recreation
Compliance Assistant	Environmental Soil Management Companies of NY
Park Ranger	Army Corps of Engineers
District Technician	Orange County Soil & Water Conservation District

**Parks & Recreation Forestry Management BS (PRFM)**

Job Title	Employer Name
Firefighter	US Forest Service

**\* ASSOCIATES DEGREES \***

**Arboriculture & Landscape Management AAS (AALM)**

Job Title	Employer Name
Tree Climber	Bartlett Tree Experts
Groundswoker	SUNY Delhi
Snowmaker & Snowscaper	YellowStone Club
Arborist Arborist Extern	Heritage Tree Care Shreiner Tree
Arborist Trainee	Cedar Lawn Tree
CEO	Frese's LLC
Arborist	Teachers Tree Service
Employee/Owner	Heartwood Landscaping

**Forest Technician- AAS (FORT)**

Job Title	Employer Name
Carpenter	Construction Company
Logger	Manning Logging
Forester	Redstart Forestry
Timber Cruiser	Landvest

**Surveying AAS (SURV)**

<b>Job Title</b>	<b>Employer Name</b>
Logger	Logging Company
Surveying Technician	DHL Land Surveying
Party Chief-Draftsman Land Map Technician I	Kevin Hall Professional Land Surveying Essex County Real Property Tax
Instrument Operator	CT Male
Assistant Land Surveyor	Environmental Design Partnership

**\*CERTIFICATE PROGRAMS\*****SCHOOL OF NATURAL RESOURCE MANAGEMENT & ECOLOGY (NRME)****GISC Certificate (GISC)**

<b>Job Title</b>	<b>Employer Name</b>
Environmental Technician	Summit Drilling

**SCHOOL OF COMMERCIAL, APPLIED & LIBERAL ARTS (CALA)**

**\*BACHELOR'S DEGREES\***

**Business Management Entrepreneurial Studies –BS (BMES)**

<b>Job Title</b>	<b>Employer Name</b>
Office Manager Summer Store Coordinator	Monahan Management Hannafords
Sales Representative	Wireless Zone Verizon
US Air Force Officer	US Air Force
Line Cook Admission Counselor	Billy's Italian-American Rest PSC Admissions
Server & Hostess	Mirror Lake Inn

**Culinary Arts & Service Management-BPS (CASM)**

<b>Job Title</b>	<b>Employer Name</b>
Chef	Left Bank Café
Catering Captain Purchasing Agent & Room Inspector	EJ DelMonte Corp, Del Monte Lodge & DelMonte Hotel Renaissance Hotel & Spa, Marriott
Head Chef & Kitchen Manager Pantry Cook	The Local Tavern Plaladar
Chef	Ritz Carleton
Executive Chef PM Line Cook	Tabatha's Family Tree Lake Placid Lodge
Cook	Lodge
Cook	Sweet Waters
Sous Chef Sous Chef	The Palm Restaurant Lake Placid Lodge
Line Cook	JR's Ocean View Bar & Grill
Chef Specialist-Dietary Chef Chef	Bearded Frog Bar & Grill Camp Dudley Park Squeeze
Cook Cook	The Barn at Gibbet Hill Crave Brasserie & Wine Bar
Assistant Food Service Manager Cook-Server	Young Life Saranac Village Lake Placid Lodge
Chef Late Night Cook	Crowne Plaza Resort & Golf Club Lake Placid PSC Sodexo
Bank Teller	Key Bank
Sous Chef	Bridges Restaurant



**Environmental Studies-BA**

<b>Job Title</b>	<b>Employer Name</b>
Floor Supervisor	IZOD
Key Holder	Parajax Inc
Seasonal NR Program Assistant	NYS DEC Fish Creek Campground
Arborist Assistant, Plant Health Care	SavaTree
Farm Worker/Bookkeeping Assistant	North Star Orchard
Electrician Apprentice	Electric Company

**Hotel, Resort & Tourism Management-BS (HRTM)**

<b>Job Title</b>	<b>Employer Name</b>
Events Manager	Broadwell Hospitality Group
Server	Calypto Cay Rest
Project Manager	Diversity, a Division of Sealed Air
Restaurant Manager	Tastes on the Fly
Waitress & Banquet staff	Riveredge Resort
Front Desk	Century House Clarion Hotel
Sales & Marketing	Marriott Hotel, Saratoga Inn
Team Leader	Liberty Travel
Co-Owner	Mixaritas-Mobile Bartending Service
Software Application Specialist	PAR Springer Miller
Group Sales Manager	Vernon Downs Casino & Hotel
Alumni Assistant	Paul Smith's College, Alumni Relations
Customer Service Professional	Verizon Wireless
Team Member	Dunkin Donuts
Receptionist	Mountain Medical Services
Dispatcher	Transport Company
Housekeeper	The Point
Concierge	Keystone Lodge & Spa
Front Desk Agent, Concierge & Housekeeping	Golden Arrow Resort
Drive-in Manager	Transit Drive- In Theater
Greeter/Front Desk Agent	Marriott Hotels
Customer Service	TJ Max
Assistant Innkeeper	Saratoga Arms
Group Sales Manager	Hampton Inn
Front of House	Ichiban Japanese Cuisine
Executive Housekeeper	Harbor Inn
Room Inspector	Westmark Hotel & Conference Center
Front Desk Supervisor	Watkins Glen Harbor Hotel
Conference Service Intern	Silver Bay YMCA
Food Service Director	Corinth Central School
School Food Program Specialist	NYS Education Dept - Child Nutrition

**Hotel, Resort & Tourism Management-BS (HRTM) cont.**

Job Title	Employer Name
Sales Manager & Event Coordinator Server	The Inn at Erlowest Crowne Plaza
Guest Service Manager	Country Inn & Suites at Vision Hotels
Assistant General Manager & Director of Sales	Best Western Plus Victor Inn and Suites
Assistant Front Desk Manager	Mountain View Grand Resort

**Integrated Studies-BA, BS, BPS (INST)**

Job Title	Employer Name
Hospitality Intern	Dept. of Cultural Affairs & Special Events
Surveyor	M.J. Engineering and Land Surveying
Sales	KJ Electric

**Recreation, Adventure Travel & Ecotourism - BPS & BS (RATE)**

Job Title	Employer Name
Lakefront Director	Timber Lake West Camp
Child Care Site Coordinator	YWCA
Office Manager	High Peaks Cyclery
Assembler	PCM Manufacturing
Park Ranger	Larimer County
Fish Culturist	PA Fish & Boat Commission
Staff Member	Resaca Falls
Lumberjack Athlete Rock Climber	DLW Timber Works Lumber Jack Show STIHL
Self-Employed/Guide Rock Wall Supervisor	Self-Employed/Eastern Mtn. Sports PSC
Store Guide Instructor	Eastern Mountain Sports Stone Age Rock Gym
Marketing Director First Mate First Mate & Chef	Virgin Island Charter Yacht League, Flagship Charter Sailing Yachts OnDeck Ocean Racing
Floor Staff Ground Crew	Rock Spot Climbing Casey Tree Service
Groundsman	Grasshopper Lawn Care LLC
Junior Ranger Crew Leader	Colorado Open Space Parks
Deckhand	Verde Charters
Kitchen Prep	Bob Evans Restaurant
Activity Counselor Undisclosed	Lourdes Camp Ice Road Trucker
Adventure Travel Trip Leader	SOAR, Inc.
Program Coordinator	Non-Profit Organization (ANCA)

**SCHOOL OF COMMERCIAL, APPLIED & LIBERAL ARTS (CALA)**

**\*ASSOCIATES DEGREES\***

**Baking - AAS (BAKA)**

<b>Job Title</b>	<b>Employer Name</b>
Bakers Assistant	Tyler Place Resort
Substitute Teacher Baker & Waitress	Elementary Middle School Restaurant
Cook Prep Cook	Marriott Hotel & Resort Flathead Lake Lodge, Westmark Hotels
Baker	Oneida Indian Nation
Assistant Head Bakery Chef	Cake Placid Bakery
Baker	ODBE Free-Gluten Free Bakery
Owner Pastry Chef	Anatasia's Bakery Lake Placid Lodge
Pastry Chef	Mountain View Grand
Bakers Assistant	The Bakery
Baker Bartender & Waitress	Bistro-To-Go Windfall Bar & Grill
Baker	Woodstock Inn & Resort
Bakery Clerk	Tops Friendly Market
Owner & Founder Crew	Owner and Founder at Brooke's Blissful Bites McDonald's
Cook/Baker	Rainbow Shores Restaurant
Mixer	Rock Hill Bakehouse Wholesale Office
Pastry Cook Baker	Ocean Properties, Wentworth by the Sea Hotel & Spa Dirt Cowboy
Cake Decorator Assistant Pastry Chef	Price Chopper The Point Resort
Marine Officer	US Marine Corps
Cook Bread Maker	Skidmore College Glen Saunders Mansion

**Culinary Arts- AAS (CULA)**

<b>Job Title</b>	<b>Employer Name</b>
Zipline Guide Waitstaff	Greek Peak Adventure Center Clare & Carl's
Light Equipment Operator	City of Watertown
Head Chef	L.M. Townsend Catering
Sous Chef	Irises Café and Wine Bar
Garde Manger Chef	Demarco's Restaurant
Chef	Legends Bar & Grill
Food Prep	Wilson Farms

**Culinary Arts-Baking AAS (CULB)**

Job Title	Employer Name
EMS Fire Chief	Stamford Fire Department

**Hotel & Resort Management-AS (HRMT)**

Job Title	Employer Name
Assistant Manager	Country Squirrel Outfitters
Teller	TD Bank
Assistant Manager	New York & Company
Ski Instructor	Mount Snow
Front Desk Agent	Comfort Inn and Suites, Airport
Front Desk	Holiday Inn Express
Front Desk Agent	Comfort Inn Suites
BarBack	Turning Stone
Line cook	Holiday Inn Express

**Integrative Studies - AA, AAS (INAS)**

Job Title	Employer Name
Office Real Estate Agent	Heney Realtors
Library Technician I	PSC Joan Weill Library

**Liberal Arts-General Studies – AA (LAGS)**

Job Title	Employer Name
Fitness	David Barton Gym

**ADVICE, COMMENTS & SUGGESTIONS  
FROM 2013 GRADUATES**

Pay attention to course material and keep your major related text books, graduate school is helpful and can lead to better opportunities but and education is nothing without networking. Go to conferences and strive for more.

Make use of Career Services and work in your field during the school breaks as much as you can.

Most of my studies were online, once a week. Very intense while working a full time career- Wish I had more free time or some face time with those instructors.

Thank you PSC Career Services! Was informed I got my job 3 days before graduation from career fair employer.

Please keep TRiO! Without their help, many at-risk students could fall by the wayside. The offices dedication to my success and was key to my graduating. Without their personal, academic and financial assistance I could have been forced to leave PSC.

Establish relationship with Hotel Saranac's new owners to give students a well-rounded resort experience in the area.

It gets easier as you go on after freshman year, not because the classes get easier, but because you gain a ton of knowledge

Do as many internships or closely related positions as possible before graduating.

You get out what you put in. Always strive to ask the right questions of yourself, your community, and your profession.

Heavy equipment operation and experience gave me a competitive edge over others applying for the same position in my field. Well-rounded knowledge is an integral part of PSC experience, and taking that away will hurt future graduates in finding real world jobs and careers.

I am working in a bakery but not one where I can apply my studies

Some classes' subject matter helped move me toward agriculture, but personal connections were probably a greater factor.

Perhaps I could have gotten a better academic education at another university, but I made great friends and learned farming could be a viable career.

Frustrated with administrative changes and the confusion in major offerings and requirements.

PSC is a great networking connection. I meet Smitties everywhere I go.

Joe Dadey was a valuable asset to the college and sorry to see him leave. He inspired me to continue my education.

RATE could have been a better planned-out major. Switched from BS to BPS to BS while I was here.

Offer more hands-on experience for the hospitality majors, similar to culinary students

Was informed I got the job 3 days before walking at graduation! From the Career Fair

PSC is such a great special place. So many things looking back that I could have taken advantage of in retrospect. Wish I had stayed for 4 years. Great PSC connections. HEOP, Kate Mullen is the best advisor and mentor.

Help graduating seniors more with the job search process. I felt like I had a degree and no idea how to use it to find a job.
Try to shadow as many people as you can professionally.
Study hard, work hard but don't forget to have a little fun on the way.
I was a wildlife major and switched to NRMP. GIS skills are important and played an integral part in my interview and hiring. Build strong communication skills.
Randall Swanson is a great person and professor who enjoys teaching
ENST major is too broad with no specific areas or focus.
Go back to doing more hands on things and less classroom stuff.
Build on sustainability initiatives.
Need more hands-on classes and a major that is less general and more specific. My suggestion would be to have specific categories to focus on in the NRMP program.
In the beginning I was satisfied with PSC, but not upon graduation.
Only be an RA if you have exceptional time management skills.
Take advantage of any certifications and keep in touch with employment opportunities through networking.
Stay at PSC as long as you can, and learn as much as you can.
The baking program did not fully prepare me for a job in the real world. There is much more that can be done to improve.
Make portfolios before leaving school, have an updated resume.
Offer better instructions to students not in science concentrations on research methods and how to write scientific papers. Improve Capstone skills.
Be flexible and try anything. Don't just sit idle in your hometown waiting for jobs. Go out and find them! College is fun!
More "real world" applications and projects during surveying classes. It would be helpful to go through the same projects from the research to the final map to see whole process at once instead of in pieces.
I feel the college needs to focus on being more selective, and also needs to improve, develop and use technical dimensions, administrative capacity and experiential resources of each degree program.
Stress the importance of internships to gain experience and connections at a professional level.
Look for work BEFORE graduating college. Plan it into all of your academic years.
PSC helped me a lot. In NRMP there is room for many electives. Use them wisely and get bang for your bucks. Take a combination of surveying, GIS, business, wildlife, habitat coursework.
Treat college like a job, you chose to go to college, get the most out of your investment.
Do as many minors/certificates you can. You may need them afterwards.
Don't take away out of classroom teaching, keep the hands on programs.
In retrospect, there could be were so many opportunities to grow the RATE program resources for students outside the classroom in the community. Find what's in our local area to support ecotourism.
Take advantage of the outdoors and mountains.
Study hard.

Volunteer outside of class!
Enjoy your time at PSC. Study and work hard. Set goals and follow through. Don't drop the ball and don't give up your dreams.
Time management is an important factor the farther you go at PSC. When you're a senior you will have to balance doing a capstone research and looking for a job. Prioritizing is key.
Broaden the horizons of careers and resources listed for students. There are many options and possible career paths for NRMP students that are often not posted on the college job board. Look on field related sites.
Find more in the field of surveying. Companies are hard to find and get in touch with and it would be helpful to have more at career fairs to talk to.
Deb, Thank you for the great work. I appreciate very much all the personal time and consideration you have given me in helping to achieve my professional goals. More students should visit career services take advantage of resources available to them.
Get better employers in for recreation field at the job fairs, recently it has been part time or seasonal jobs nothing with career potential.
Teach us how to apply and what's on a civil service test
Career Services needs a better location. Visible and accessible to students.
Offer help finding a job after college. Reach out and talk to students before they graduate.
Take advantage of ALL that PSC has to offer. You'll be surprised how valuable it will be in the future.