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a. MISSION

The Magner Career Center provides students the knowledge, skills, values and opportunities essential to fulfilling their career aspirations. Through partnerships with employers, alumni, and faculty and staff students are prepared to succeed in today’s competitive global economy.
### b. PROGRESS: EXPANSION OF KEY PROGRAMS

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<th>Key Programs</th>
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<td>Variety of Online Services (E-recruiting, Vault, webinars, etc.)</td>
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**b. PROGRESS: IMPACT BY THE NUMBERS**

2004 (■) v. 2014 (□)

- **Full Time Staff Members**: 7 (2004) v. 10 (2014)
- **Part Time Staff Members**: 2 (2004) v. 6 (2014)
- **Student Ambassadors**: 4 (2004) v. 0 (2014)
- **Students Registered and Attending Workshops**: 3,800 (2004) v. 5,215 (2014)
- **% of Seniors Using the Center**: 27% (2004) v. 42% (2014)
C. CURRENT STAFFING

Interim Director
Natalia Guarin-Klein

Associate Director for Employer Relations and Operations
Fred Balsam

Recruitment and Database Coordinator
Andre Fontenelle

Student Career Ambassador (PT)
Stacey Jacobs

Early Career Advisement Specialist
Paula Cohen

Student Career Ambassador (PT)
Connie Tejada
Ashley Wong

Career Services Consultant (PT)
Andrea DeMarco

Career Education and Training Specialist
Michael Sarrao

Communications and Marketing Associate (PT)
David Beltran

Career Coaches (PT)
Angelica Tejada
Catherine Hickey
Ashlyn Williams

Internship Program Coordinator
Miriam Loyd

Student Career Ambassador (PT)
Siobhan Mangal

Internship Program Specialist and Pre-Law Advising
Pam Brown

Pre-Law Research Assistant (PT)
Ayanna Nicholson

Associate Director for Internships
Natalia Guarin-Klein

Associate Director for Career Development
Zavi Gunn

Associate Director for Internships
Natalia Guarin-Klein

CUNY/Tax Levy Funds. Payroll: $926,058 (9 FT, 13 PT staff)

Private Philanthropy. Payroll: $192,091
**Background**

**d. STUDENTS SERVED (2014)**

- **Undergraduate vs. Graduate**
  - Undergraduate
  - Graduate

- **Class status**
  - Freshman
  - Sophomore
  - Junior
  - Senior
  - 2nd Degree/Non-Degree

- **School**
  - School of Business
  - School of Natural and Behavioral Sciences
  - School of Humanities and Social Sciences
  - School of Education
  - School of Visual, Media and Performing Arts
  - Unknown

- **Top five academic majors:**
  - Psychology
  - Public Accountancy
  - Business, Management & Finance
  - Biology
  - Computer Science
a. PROFESSIONAL DEVELOPMENT

Financial Careers Academy

- Collaboration with the School of Business to select students
- Featured alumni speakers and mentors from organizations including Goldman Sachs, Alliance Bernstein, Standard & Poor’s, Blackstone Group, and BNP Paribas, to name a few.

Dale Carnegie

- Over 800 attendees
- Topics include “Conquer Public Speaking,” “How to Win Friends and Influence People,” and “Procrastination to Productivity.”

Willard and Eleanor Archie Professional Skills Development

- Close to 6,000 attendees since its inception in 2006
- Topics include: “30 Second Pitch Intensive,” “Secrets of the Highly Successful,” and “You’re Graduating….Now What?”
Key Programs

a. PROFESSIONAL DEVELOPMENT (Continued)

Career Panels/Conferences

• Rising Stars Conference
• Liberal Arts Boot Camp
• Careers in Health Sciences
• Business Matters
• Alternative Careers for Education Majors

• Successful Black and Latino Male Panel
• Show Me the Money: Finding Paid Internships
• Internships in Entertainment and Art

Company Visit Program (established in 2007)
Students visit organizations to learn about the company and industry.
b. MENTOR/NETWORKING

Mentor Program

- Mentor Luncheons (Women, and Honors Academy)
- Magner Career Center LinkedIn Group (2,329 student and alumni members)
- Freshman Learning Communities Alumni Interviews
- Over 500 individual alumni have served as mentors.

Networking Nights (11 events)

- Business and Accounting
- Media and Entertainment
- Pre-Law
- Life Sciences and Health Research
- Magner Center Annual Reunion

Since we began tracking, over 1,100 individual alumni have been involved with the career center as mentors, speakers, providing internships, etc.
C. INTERNSHIPS: BACKGROUND

75% of employers said that they prefer to hire new graduates who have some relevant work experience (Source: NACE Job Outlook Survey 2014)

What Employers Seek:

| 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                      | 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; 5=very important. Source: NACE Job Outlook Survey 2014
C. INTERNSHIPS: BACKGROUND (Continued)

Percent of students completing an internship

- 37% of Brooklyn College students work while in college.
- 67% of College Students Nationally

Household income less than $40,000

- 63% of Brooklyn College students come from households having incomes of less than $40,000.
- 26% of Public 4-year Colleges
- 22% of Private 4-year Colleges
- 15% of Highly Selective Private Institutions

*2012 CUNY Student Experience Survey.
**Internships.com 2013 survey
C. INTERNSHIPS: STIPEND PROGRAM

**Amount of Stipend Money (2014)**
- Available: $99,552
- Requested: $268,260

**Spring 2013-Fall 2014 Stipend Winners**
- Students who received a stipend: 112 (35%)
- Students who did not receive a stipend: 205 (65%)
C. INTERNATIONAL INTERNSHIPS

27 Brooklyn College students have participated in international internships (since fall 2013)

“My internship stipend award allowed me to spend a summer in Jordan, where I interned at an English language newspaper and studied Arabic. I wrote a lot of interesting stories for the newspaper and one of my stories even ended up on the front page! The stipend made that trip possible and I would love to pay it forward any way that I can.”

- Alex Ellefson ’14, Intern, The Indypendent
C. INTERNSHIPS: RECENT SITES

- AIG
- BBB
- FEGS Health & Human Services
- Human Rights First
- FOX News Channel
- DAILY NEWS
- MTA
- Lincoln Center
- Coney Island Hospital
- NYC Environmental Protection
- PwC
- NYU
- StoryCorps
- TVLand
- JumpStart
- Arthur Ashe
- NY1
- SUNY Downstate Medical Center
- Moody’s
C. INTERNSHIPS: EMPLOYER FEEDBACK

Employer’s Intern Satisfaction Rating
5 = very satisfied, 1= very dissatisfied

- 5: 65%
- 4: 28%
- 3: 5%
- 2: 2%
- 1: 0%

“One of the very best interns I’ve ever had. Responsible, mature, careful, independent, productive, exceptionally smart and talented, great people skills, team player.”
– Christopher Roman, Ph. D. Associate, Professor of Cell Biology- SUNY Downstate

“Peradeba is one of the best interns we have had at the institute. Her work ethic has surpassed all expectations and her dedication is unmatched.”
– Vanessa Vales, Education Coordinator, Arthur Ashe Institute

“I’ve never had such an accommodating and easy career services team to work with.”
– Kellie Goosby, KPMG Recruiter

“I really cannot stress enough how many times I hear that our finest students have come from Brooklyn College. You really are the gem of all schools that we have had in the eight years I have been with the Attorney General’s office.”
– James Sfiroudis, Consumer Frauds Representative
“Meanwhile, although the Department of Labor points out in a footnote that it has attempted to exclude public sector and not-for-profit organization unpaid internships from the minimum wage rules, there is a growing concern that the DOL will soon be issuing guidance that may depart from the DOL’s longstanding position that such unpaid internships are permissible, in light of the current Administration’s efforts to increase the minimum wage.”– Charles Mooney, BCF Counsel
C. INTERNSHIPS: THE SHIFTING
LEGAL LANDSCAPE (Continued)

Procedures that ensure alignment with current Department of Labor (DOL) practices:

- Internship staff attend and invite faculty to attend a webinar on the legalities of unpaid internships
- Student staff are trained to flag any suspect internships for further review
- Center hosts a conference for employers with representatives from the DOL
- Employers who seek to post unpaid internships must confirm that they comply with the DOL guidelines
- Website employer section provides terms and agreement (reviewed by BC counsel Pam Pollack)
- A twice yearly mailing to internship employers includes the following statement:
  
  **Employer Guidelines:** As a reminder, if your internship is unpaid please make sure that your internship complies with the DOL's guidelines on unpaid internships. We ask employers who want to promote their internships through Brooklyn College to review the employer toolkit which we have found ensures a positive experience for both students and employers.

- Toolkit includes a variety of resources including Internship Programs Best Practices: NACE’s Best Practices and Internships.com Best Practices.
C. INTERNSHIPS: THE SHIFTING LEGAL LANDSCAPE (Continued)

- Paid internships have been steadily increasing over the past six years.

- Unpaid internships, which we support with stipends, remain an area of potential risk since the average stipend may be lower than the minimum wage. Raising stipends to cover the minimum wage will result in fewer stipends awarded.

Paid (■) vs. unpaid (■) internships, 2009–2014
C. INTERNSHIPS: LEVERAGING OUR ALUMNI

ESTÉE LAUDER
Irene Waxman ’70
Executive Director, Human Resources, Inclusion and Diversity

Elliot Tannenbaum ’73
Former Partner

Myron Kandel ’52
Founding Financial Editor/Former Anchor

Leonardo Rizzi ’93
VP-Head of Operations Division Vendor Mgmt.

KPMG
Anthony Castellanos ’85
Global Accounts Lead Partner and Industry Leader

J.P.Morgan
Sharon Pomerantz ’96
Vice President - Audit Professional Practices

Lorraine Laighold ’64
First Vice President- Investments

Jennifer Ong ’03
VP, Prime Services Operations

UBS

Credit Suisse

First Boston
CUNY Job Task Force Report 2012 included the following recommendations from industry experts:

- Provide career guidance and job search skills training
- Facilitate work experience before graduation
- Colleges work with industry employers to arrange internships and summer employment
Key Programs

d. CAREER GUIDANCE, RECRUITMENT AND EMPLOYMENT (Continued)

• 140-160 employers attend our two job fairs each year

• 12,000 employer accounts in our online job and internship system

• 30,000 job postings since 2004.

The number of students that indicated the Magner Career Center led to a job after college doubled between 2004 and 2013.
d. CAREER GUIDANCE, RECRUITMENT AND EMPLOYMENT

**Sector**

- 56% private company
- 23% government agency
- 21% non profit

**Top Career Fields**
- Accounting
- Business, Management, and Finance
- Customer Service
- Education/Teaching
- Retail
- Sales

*(source: BC Recent Graduate Survey 2013)*
Profiles of Success

\textbf{a. JOB PLACEMENT OF RECENT GRADUATES}

\textbf{amazon}

Daniel Calderon ’07
Sr. Human Resources
Business Partner, Amazon

Kristia M. Beaubrun ’07
Director of Communications

Shanna Midelton ’09
Deputy Assistant Director

Dmitri Chitov ’06
Chief Financial Officer,
Janklow & Nesbit Associates

\textbf{DAILY NEWS}

Erica Cohen ’07
Manager, Business Development
& Digital Partnerships

Thaneca Senat ’08
Project Manager/Supervisor

Ezra Rich ’07
Marketing Communications Manager

\textbf{Citi}

Farjana Rohman ’09
AVP, Citigroup

\textbf{Rabobank}

Olga Gold ’05
AVP Compliance, Rabobank

Lakeisha Lubin ’08
Research Data Manager

\textbf{ESPN}

Amber Gardner ’08
Digital Product Manager

Joshua Sky ’07
Publishing Approvals Coordinator
STUDENT/RECENT GRADUATE TESTIMONIALS

“As my wife, who is a Harvard graduate, said, ‘I’ve never seen the level of support and great opportunities that you get from your career center, not even at Harvard!’” – Hassan Ayoub ’17

“Being a first generation college student, I did not have the support of those in my immediate family to prepare me for life after graduation. The Magner Center, and its dedicated staff, went above and beyond for me. For the years of service they have provided to me—I am forever indebted to the Center and its staff. – Gladstone Edwards ’15 (Former EY intern)
“I would not be where I am today if I did not seek out the Magner Center.” – Harman Sidhu ’10, Physician Support Analyst, Bon Secours Charity Health System

“I simply wouldn’t be where I am now in my career without the help of the Magner Center. I got my first real internship through my mentor from the Magner Center Mentoring program. This experience opened doors for all my following internships and endeavors, which then lead to the Estee Lauder Companies.” – Anastasia Naderiants ’14 Aramis & Designer Fragrances Global Digital Marketing Intern, The Estee Lauder Companies