



ILLD Annual Report

Academic Year 2023-2024

#imaginejhu



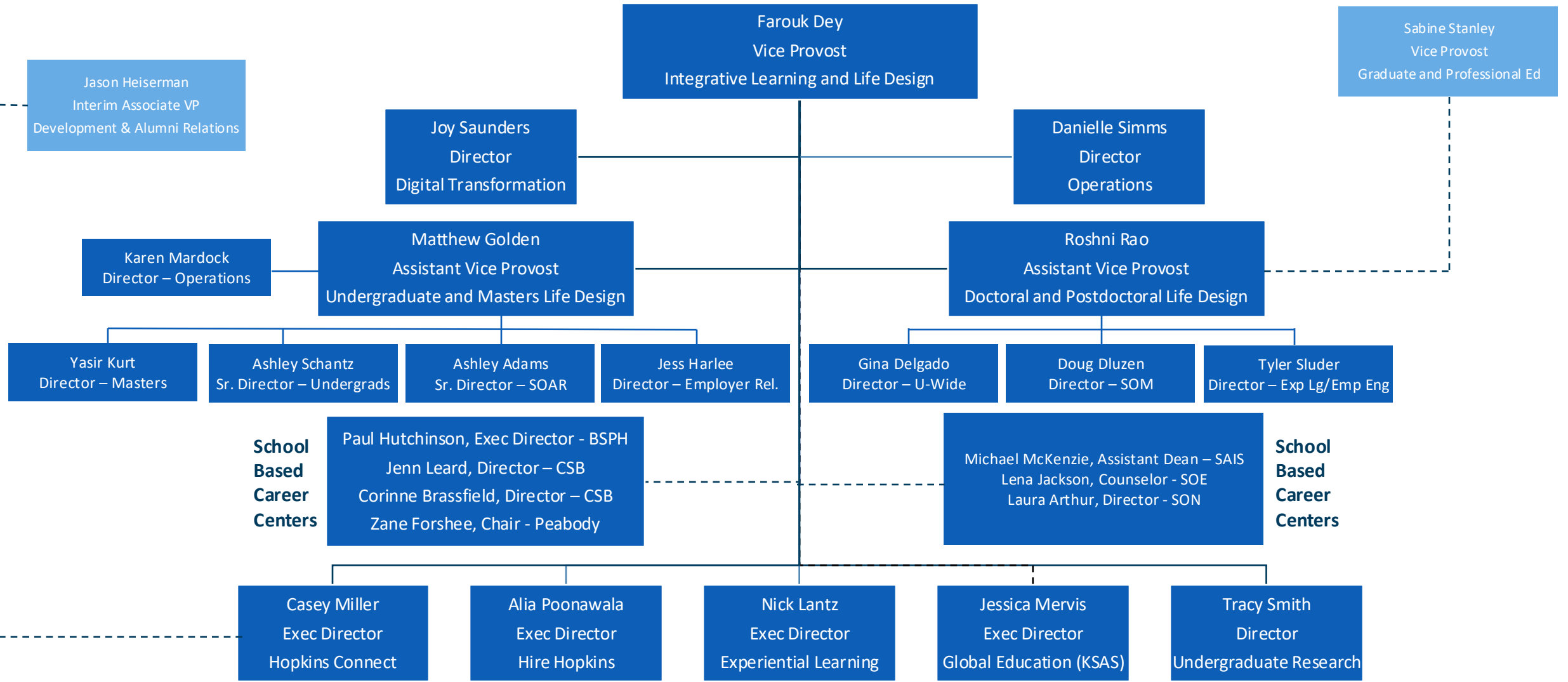
Integrative Learning and Life Design

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Integrative Learning and Life Design (ILLD)



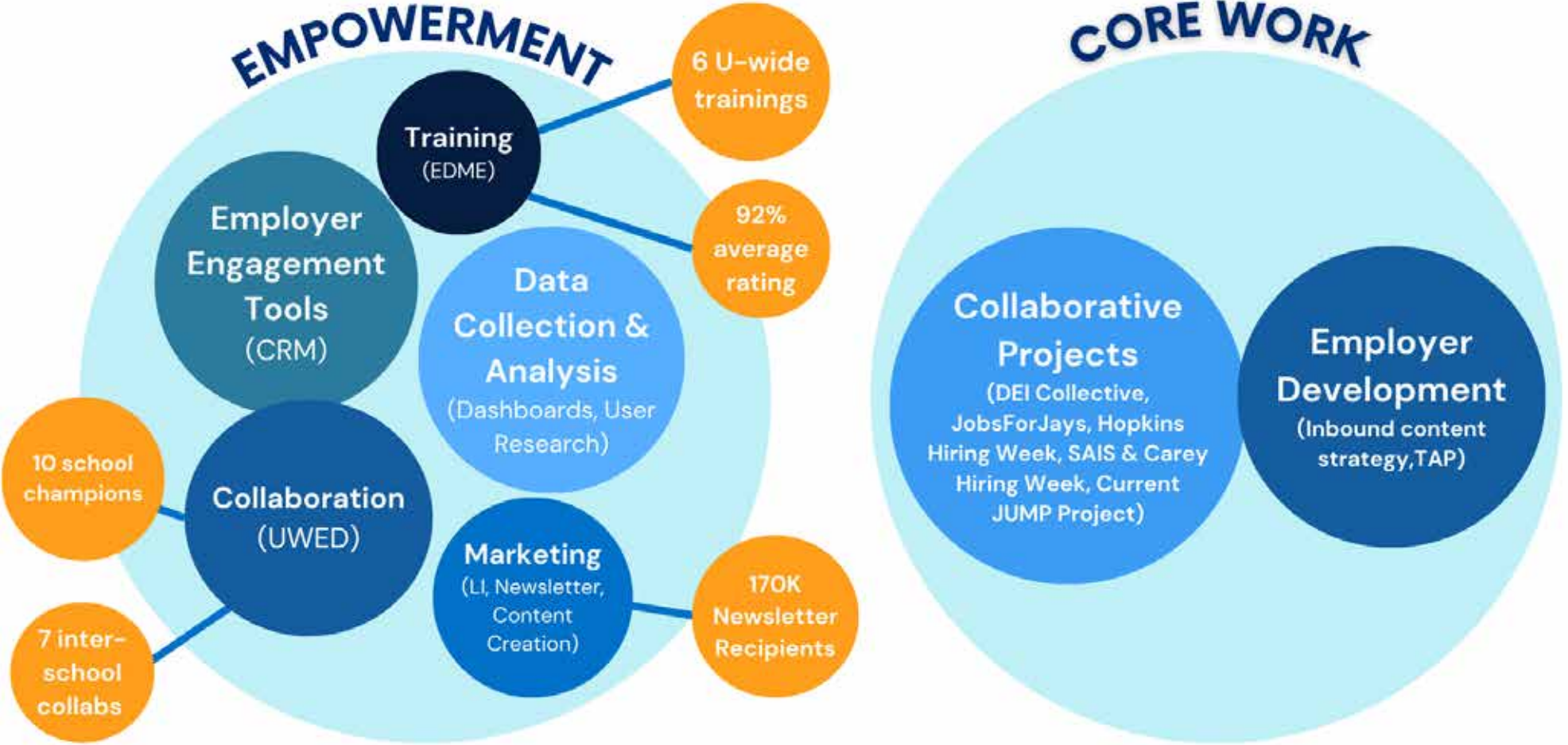
University-wide Connections



Hire Hopkins

Hire Hopkins

EMPLOYER ENGAGEMENT – HOW WE WORK



2023 – 2024 EDME OKRs linked [here](#).

Hire Hopkins

EMPLOYER ENGAGEMENT

HIRE HOPKINS CRM

Launched in September 2023

Used by: JHU Life Design Lab, Bloomberg School of Public Health, School of Advanced International Studies, School of Education, and DLDS

721

employers

1120

points of contact

71

engagements with employers

TALENT ACCESS PARTNER (TAP) PROGRAM

Employer Development efforts as part of the TAP program include:

Outbound Employer Development on behalf of schools

↳ **18** Opportunities brought on and closed partnerships in collaboration with:



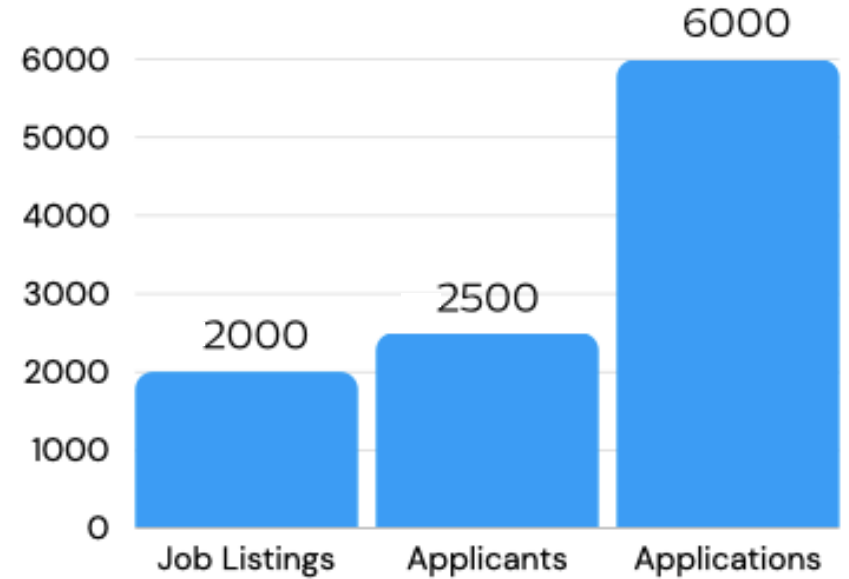
JPMORGAN CHASE & CO.



↳ **1** Trek & **3** Sessions Scheduled

TARGETED EMPLOYER DEVELOPMENT

Targeted Employer Development efforts this past year have resulted in:



75

Employers active in Handshake



6.2%

Hire Hopkins

EMPLOYER ENGAGEMENT

COLLABORATION - 4 YEARS OF THE DEI COLLECTIVE

A university-wide, outcomes-focused diversity hiring initiative in collaboration with LDL & SOAR.

Over four years ...

172

participating organizations

425

internship listings

13,606

applications from 2,043 unique applicants

206

total hires

59

URM hires

44

FLI hires

Top companies:

Bloomberg 


Booz | Allen | Hamilton


 **Mathematica.** 
Progress Together


 **wayfair** 



 Applicants were ...

 **3.25x** more likely to get an interview if they attended a DEIC Orientation Event

 **2.4x** more likely to get an interview if they attended a DEIC Resume Prep workshop

 **5.3x** more likely to receive at least 1 offer if they attended Interview Prep workshop

THE DEI COLLECTIVE IS EVOLVING

- Handing off the spirit of the DEIC to our colleagues at LDL, will now be known as the “FLI Internship Academy”
- With a new model, the FLI Internship Academy will focus on preparing underrepresented students throughout the academic year for summer internships through a curriculum-based program
- Hire Hopkins is supporting LDL as needed throughout hand-off

Hire Hopkins

OUTCOMES OF ENGAGEMENT

Our Employer Development efforts during the 2023-2024 AY have resulted in:



- Establishing hiring relationships with **75** employers



- **~2000** new roles posted in Handshake, **955** with JHU applicants



- **9.3%** of employers with applications in Handshake reporting JHU hires



- **16** [User Research interviews](#) providing insights on employer needs, desires, and goals for recruiting at JHU and informing our 2024 – 2025 OKRs

Hire Hopkins

STAFF HIGHLIGHTS & NEWS

EMMA:

- Presented at the National Conference on Race & Ethnicity in Higher Education (NCORE)'s Virtual Connections in November 2023, with a presentation titled: "Centering Affect and Belonging in D.E.I. Workshops"
- Completed JHU ODI's Leading Diversity, Equity and Inclusion Strategy in Higher Education Certificate Program, May 2024

AVI:

- Joined the Hire Hopkins Team in June 2024, as the new Business Development and Marketing Associate.
[Welcome Avi!](#)

Our full 2023 – 2024 Annual Report (Canva) can be viewed [here](#).

NEXT STEPS

What's next for Hire Hopkins? Check out our [2024 – 2025 OKRs](#).



Hopkins Connect

Hopkins Connect

Student & Alumni Engagement

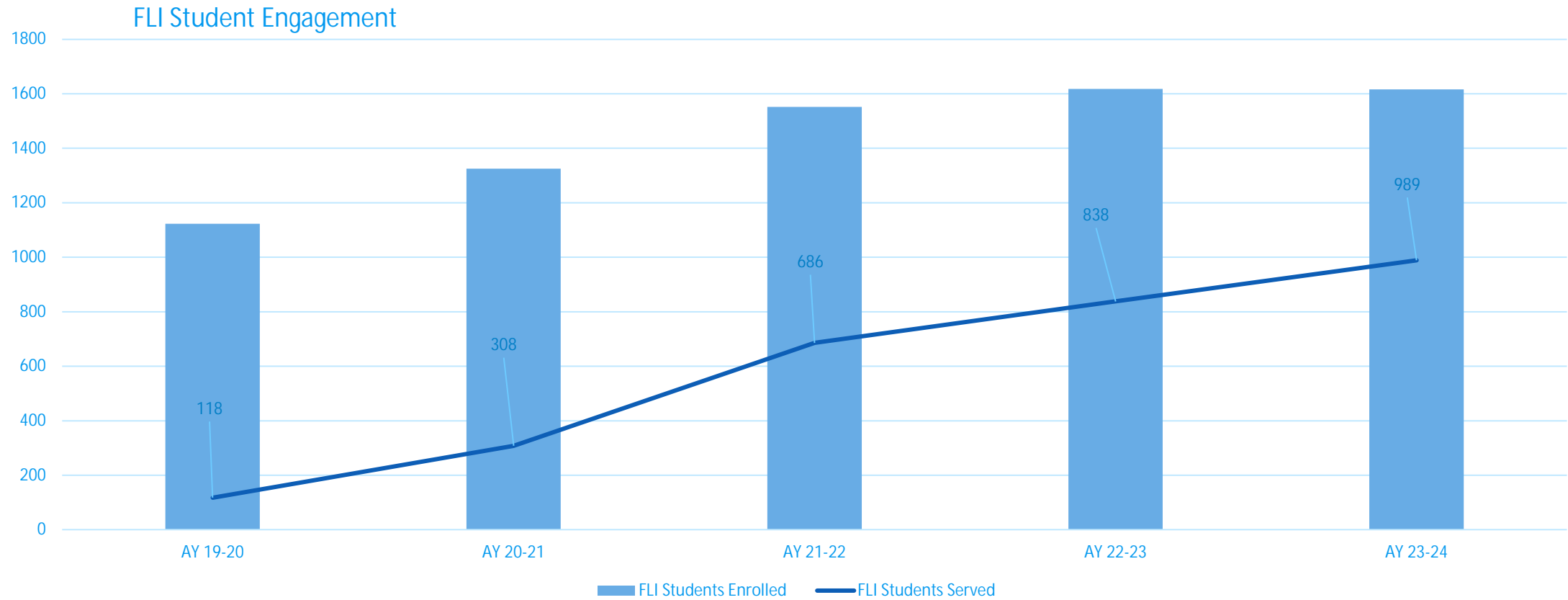
- 22,442: total users who have ever completed OneHop Mentoring sign-up
- 2,360: New OneHop Mentoring platform sign ups since August 2023
- 61.2% of FLI students have engaged with mentors on OneHop
- 13,105 students engaged on OneHop
- 11,288 alumni engaged one OneHop

Hopkins Connect

Student & Alumni Engagement

<u>School</u>	<u>Students per Division</u>	<u>% student population</u>	<u>Students Joined OneHop</u>	<u>% on OneHop</u>	<u>Alumni Joined OneHop</u>	<u>Ratio of Students to Alumni on OneHop</u>
WSE	9538	31	3885	41	1382	2.8 to 1
AAP	4446	15	1841	41.4	618	3 to 1
KSAS	4430	15	2922	70	1426	2 to 1
BSPH	3101	10	1109	36	947	1.2 to 1
CBS	2553	8	918	36	666	1.4 to 1
SOE	1315	4	369	28	293	1.3 to 1
SON	1581	5	337	21.3	264	1.3 to 1
SOM	1525	5	424	28	170	2.5 to 1
SAIS	1096	4	930	85	792	1.2 to 1
PBDY	778	3	115	15	147	.78 to 1

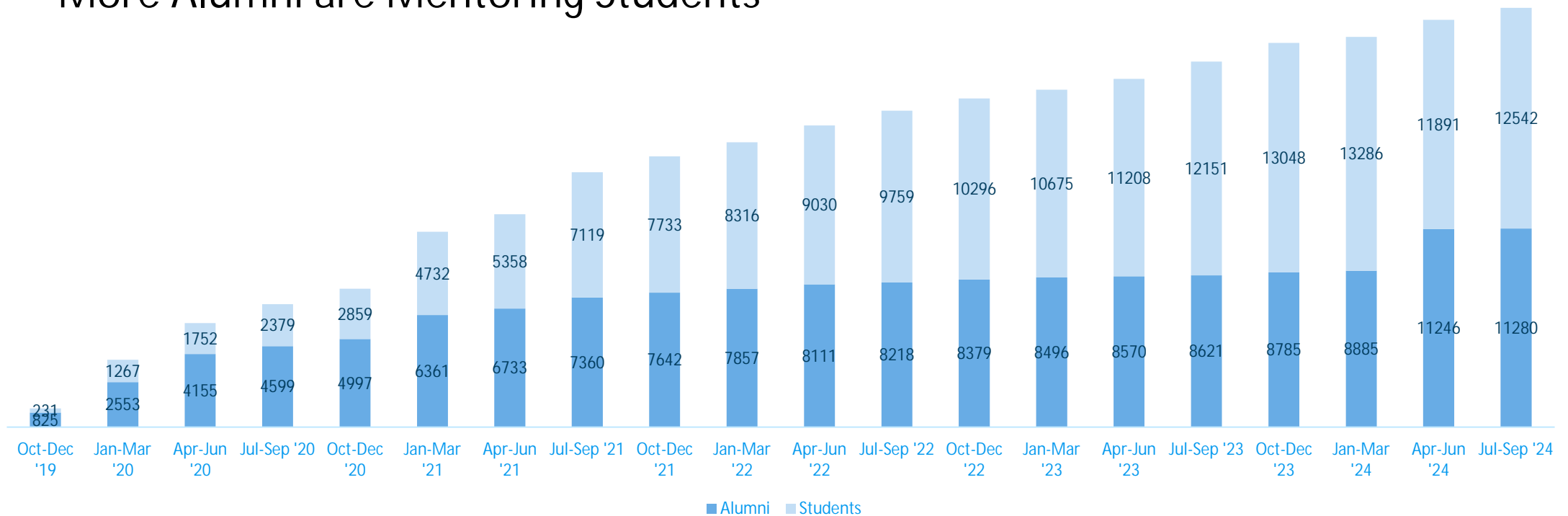
More FLI Students Engaged in Mentoring



Hopkins Connect

• OUTCOMES OF ENGAGEMENT

More Alumni are Mentoring Students



Hopkins Connect

- SATISFACTION RATINGS

Students and Alumni are Highly Satisfied

STUDENTS RATING ALUMNI:



4.77/5.00

ALUMNI RATING STUDENTS:



4.51/5.00

Hopkins Connect

• STAFF OR DEPARTMENT HIGHLIGHTS

- Tessa McKenzie (Asst. Dir.) joins the Hopkins Connect team from the Life Design Lab in Spring 2023 joining Joy Capers (Assoc. Dir.), and Casey Miller (Exec. Dir.).
- Mike Pryzby receives FLI Network Outstanding Alumni at presented at the FLI Network's End of the Year Celebration due to his work as a Hopkins Connect mentor in the FLI Proud @ Johns Hopkins Mentoring Program and other FLI focused mentorship.
- The second cycle of the FLI Proud @ Johns Hopkins Mentoring program successfully brought together 128 mentorship pairings for both the Fall 2023 and Spring 2024 cycles exceeding the yearly goal of a 25% increase with a 66% increase.
- Launched an inaugural Intersession Mentorship Course with and maxed out enrollment with 20 students.
- Completed the second and third iterations of the Alumni Life Design Experience built upon the framework of the tools available in OneHop Mentoring.

Immersive Experiences



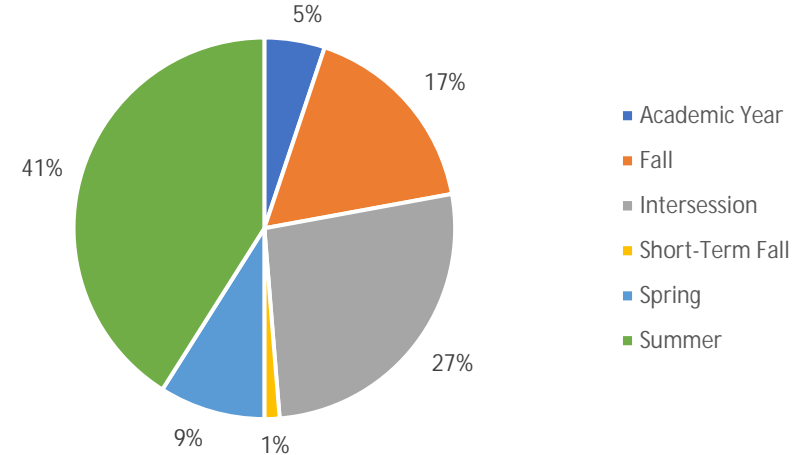
Global Education (GEO)

GEO

• STUDENT ENGAGEMENT

- 311 students abroad from Summer 2023 – Spring 2024
 - 16 Academic Year 2023-2024
 - 53 Fall 2023
 - 83 Intersession 2024
 - 4 Short-Term Fall 2023
 - 28 Spring 2024
 - 127 Summer 2023
- 28 Visiting International Students studied at JHU for a semester or year
- 636 students opened applications since July 1, 2023
- 312 students had 1st time appointments since July 1, 2023

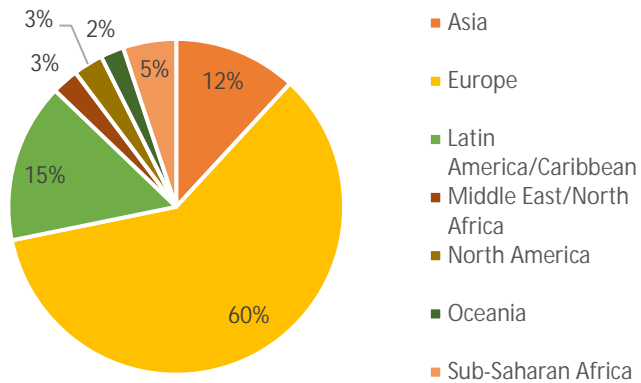
Number of Students Abroad by Term



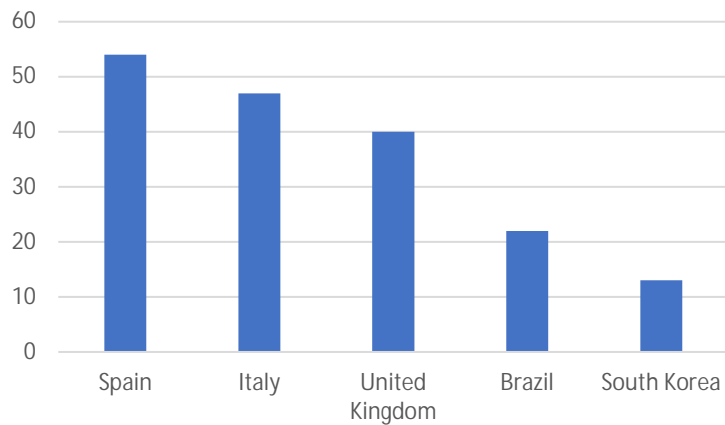
Hopkins Public Health Studies in South Africa, Summer 2023

GEO

Number of Students by Region



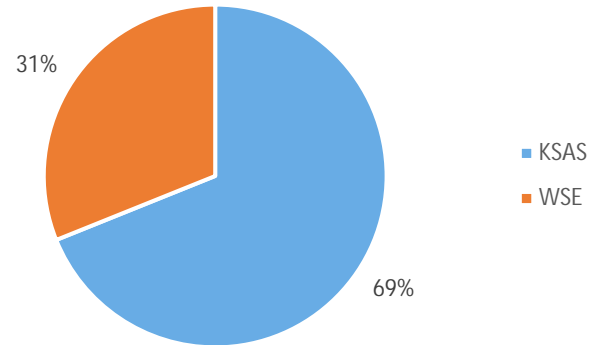
Top 5 Countries



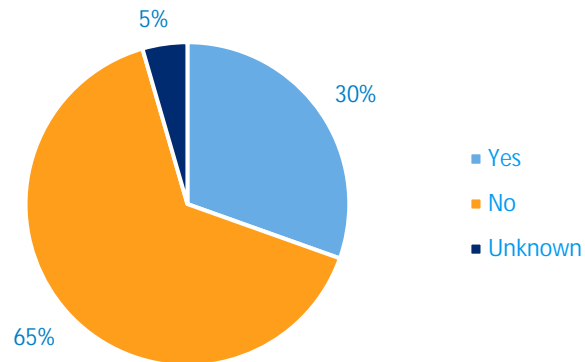
Hopkins Health, Politics & Cultural Studies in Brazil, Intersession 2024

GEO

Number of Students by School



FLI Students Abroad



Hopkins Semester in Madrid, Fall 2023

“I loved my time in Copenhagen more than anything. I am already planning on going back or even pursuing another study abroad experience. It completed my academic journey at Hopkins and also helped me develop as a person. DIS was the perfect program where I felt like I got to be in interesting classes that fit well with my majors, but also integrated me in Copenhagen.

It was truly the most impactful experience in my college journey so far and I know I will cherish it for the rest of my life. I am so thankful for the JHU GEO team for making my study abroad dreams a reality.”

- Junior Computer Science & Cognitive Science major, Denmark, Fall 2023

GEO

• SATISFACTION RATINGS

- On a scale from 1-5
 - 95.9% of respondents rated their study abroad program a 4 or higher.
 - 100% of respondents rated their study abroad program a 3 or higher.



*Engineering research at National University of Singapore,
Summer 2023*

“I personally became more connected to my identity as an African American female. I sat down and spoke to several mothers about their birth experiences and how their healthcare system can change for the better. I volunteered at the clinic and interacted with the babies. I have collected so many mental images of people and scenes you simply would not see in America.

Ghana was an AMAZING experience. Yes there were times where I was uncomfortable, unknowledgeable, and confused. However, that is a part of study abroad. I grew as a person, as a traveler, and more personally as an African American female. Ghana is so rich in history and natural resources. The good, the bad, and the ugly is all beautiful. The Ghanians I spent time with were so welcoming and resilient.”

- Sophomore Molecular & Cellular Biology major,
Ghana, Intersession 2024

GEO

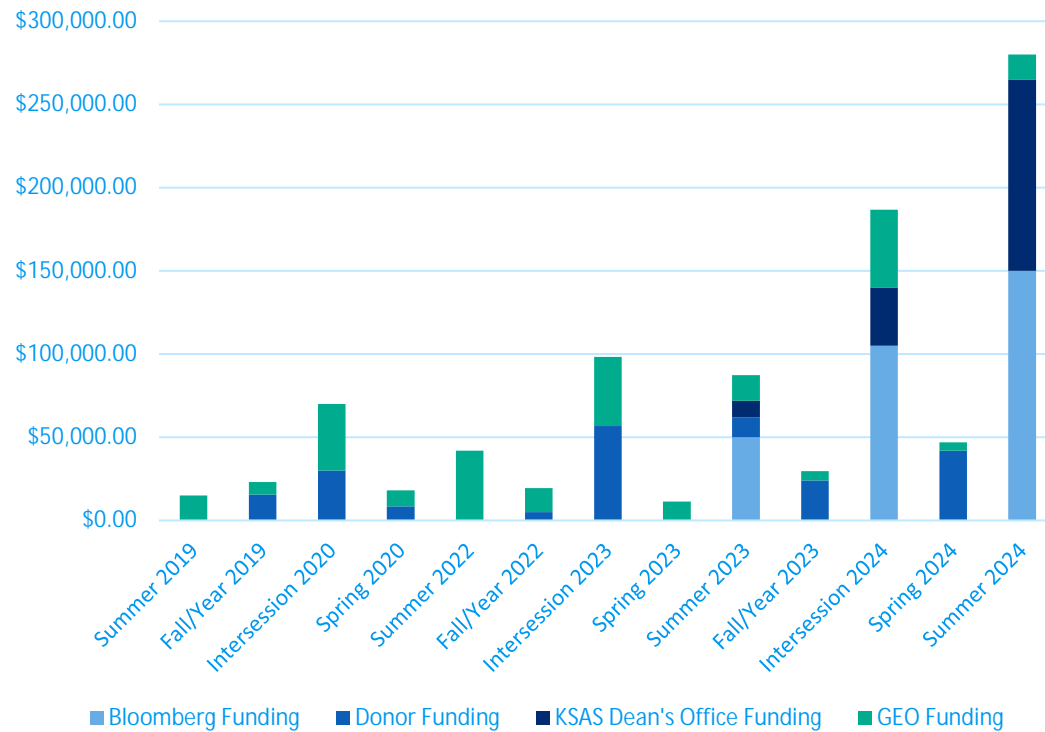
• FUNDING TO SUBSIDIZE STUDENTS

- We were able to fund 82 of 131 or 62.6% of study abroad scholarship applicants due to generous (mostly one-time) funding from the following sources:
- Bloomberg Fund
 - \$50,000 for Summer 2023 (13 FLI students)
 - \$105,000 for Intersession 2024 (21 FLI students)
- Donor Funding
 - \$12,000 for Summer 2023 (3 students)
 - \$24,000 for Fall 2023 (9 students)
 - \$42,000 for Spring 2024 (7 students)
- KSAS Dean's Office Funding
 - \$10,000 for Summer 2023 (2 students)
 - \$35,000 for Intersession 2024 (9 students)
- GEO Funding
 - \$15,365 for Summer 2023 (4 students)
 - \$5,525 for Fall 2023 (3 students)
 - \$46,659 for Intersession 2024 (9 students)
 - \$5,000 for Spring 2024 (3 students)

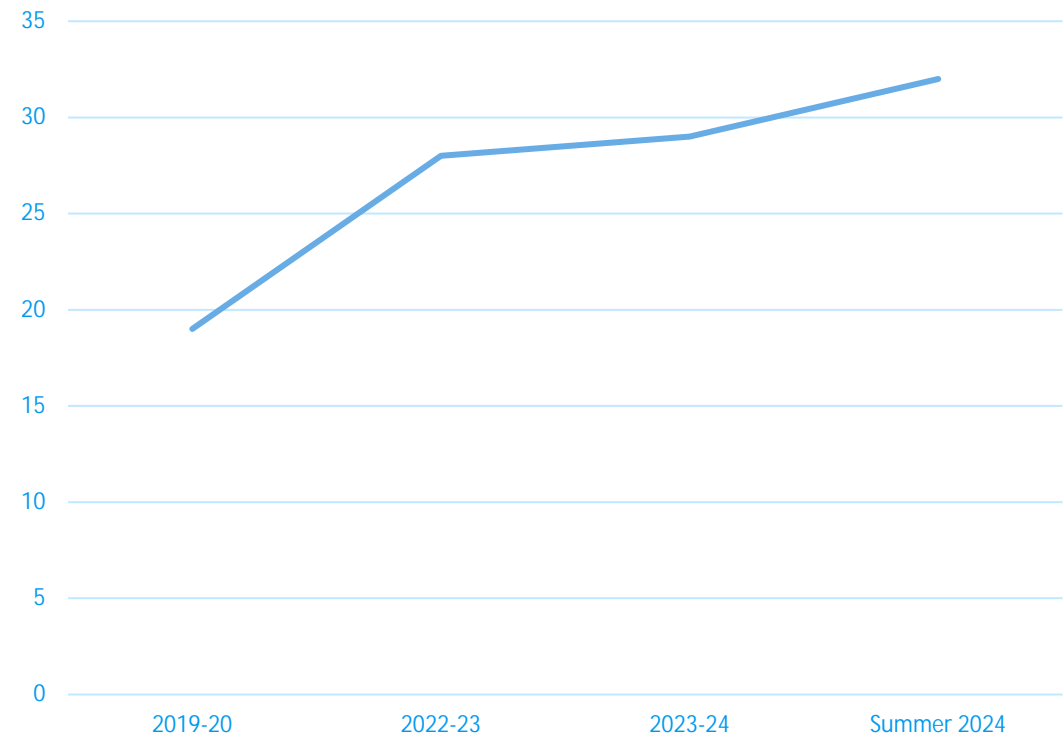
"It is hard to put into words how grateful I am for the opportunity to study abroad. I saw the most beautiful scenery, enjoyed an incredibly rich and intriguing culture, and met such amazing people in Scotland. I was able to expand my horizons and challenge myself academically in ways that benefited me as a student and as a person. There are few decisions I made in my academic career that I feel advanced my knowledge and skills as much as the choice to study abroad, and I would absolutely recommend the experience to every single student who is able to do so. As a FLI student, I would not have been able to afford the experience without the generosity of the donors who funded my scholarship, and I cannot express my gratitude enough to those donors. Studying abroad was truly a life-changing experience, and one that changed me as a person for the better. Thank you to all who made this experience possible, it is something I will never forget."
– FLI student, Junior Molecular & Cellular Biology major, University of St. Andrews, Scotland, Fall 2023

GEO

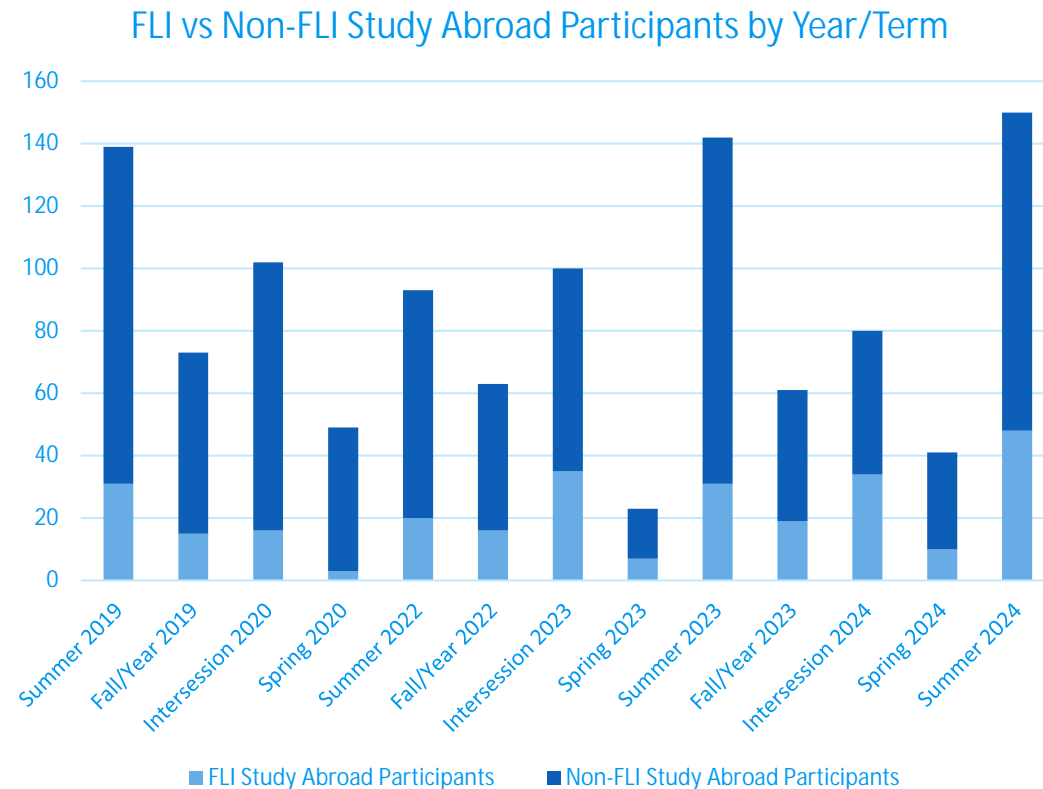
Study Abroad Funding by Term and Source



Percentage FLI students



GEO



- The amount of study abroad funding increased from \$126,000 to \$350,549 from the 2019-20 to 2023-24 academic year.
- The percentage of FLI students studying abroad per academic year increased from 19% in the 2019-20 academic year to 29% in 2023-24.

GEO

• STAFF OR DEPARTMENT HIGHLIGHTS

- GEO increased its FT staff from 4 to 5 with the addition of an Assistant Director of Global Exchanges in Fall 2023
- GEO has its first ever Life Design Educator for Students with International Perspectives, starting in Fall 2023



Exchange students representing their home universities at the JHU Study Abroad Fair, February 2024



Medicine, Science and the Humanities major, Hopkins Pre-Med Program at St. Anne's College, Oxford University, Academic Year 2023-24



Undergraduate Research (HOUR)

HOUR

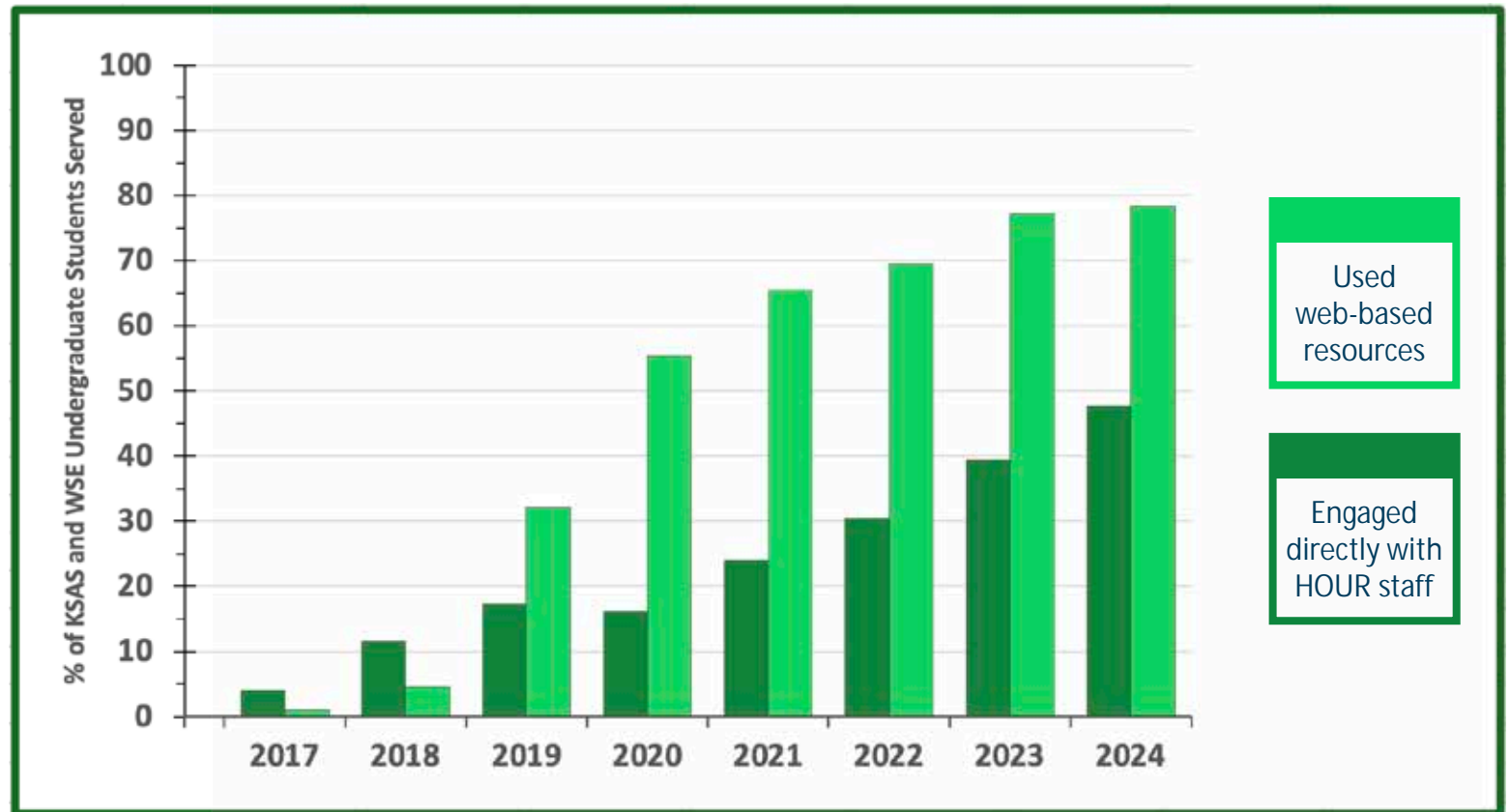
Since HOUR's establishment in 2017, the staff has grown to two full-time employees.

Subsequently, undergraduate students have steadily increased their use of HOUR's resources and participation in events and programming. This improved their likelihood of engaging in impactful research opportunities while enrolled, and in attaining their post-graduation goals.

Our commitment to understanding the needs of our 5,650 JHU undergraduate students while providing the resources and services that will best equip them to find and navigate their research experiences is unwavering.

UNDERGRADUATE ENGAGEMENT

Engagement Growth 2017 – 2024:



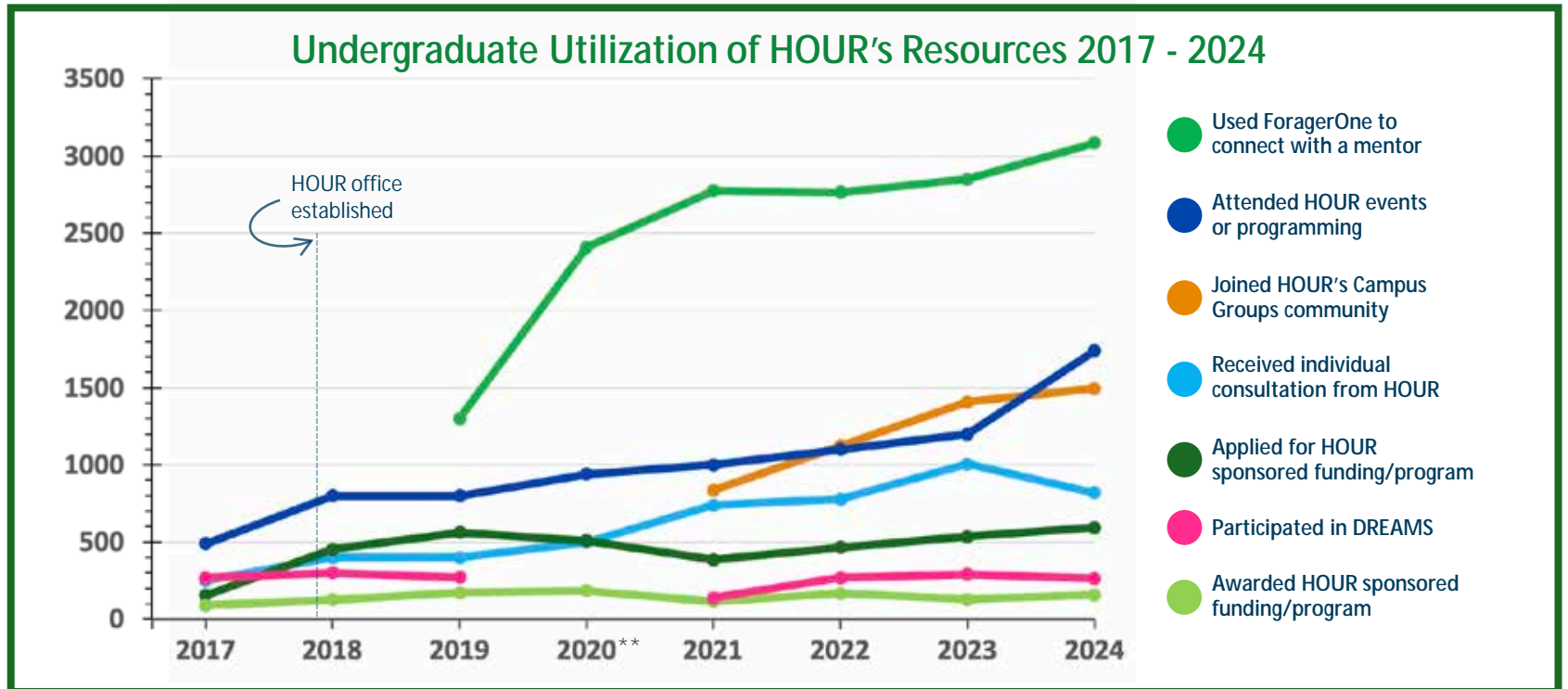
HOUR

OUTCOMES FROM INVESTMENT

70% KSAS & WSE undergrads are accepted into grad/ med schools or secured employment in research heavy fields.*

80% KSAS & WSE undergrads will engage in a co-curricular research experience.

Increases to Funding, Distribution and Impact, AY18 - AY23		
\$1M		Total: \$921K
\$900K		
\$800K		
\$700K		
\$600K		
\$500K		
\$400K		
\$300K		
\$200K		
\$100K		
0		
	Total: \$370K	
	Funding to students	Funding to students
	Admin Costs	Admin Costs
	AY2018	AY2023
Students engaged:	100 → 3750	
Funding from Endowments & Grants:	54% → 72%	






*per 2023 FDS survey report

**2020: University Covid response impacts

HOUR






FORAGER^{ONE} is a resource (created by Hopkins alums) designed to connect university researchers and undergraduates for research opportunities.

New Initiatives (in partnership with JH_IT):

-  **77%** number of faculty available to students searching for research opportunities on ForagerOne
- Established an interactive student research dashboard highlighting HOUR resources and a randomized group of faculty listed on ForagerOne to increase awareness and access to university researchers across all divisions:
 -  **15%** student engagement in first 2 months
 -  **10%** through the year to date

OUTCOMES FROM ENGAGEMENT

Stats for AY24, compared with AY23:

-  **10%** Parity between FLI* and non-FLI student use of HOUR's resources, programming and funding.
-  **28%** First-year students engaging with HOUR to launch their undergrad research career.
-  **40%** Personalized workshops by HOUR staff to campus partners and organized student groups.
-  **19%** Students requesting feedback for research-oriented materials** prior to applying for opportunities.
-  **80%** Visitors to student's DREAMS research and co-curricular presentations.

*FLI: First Generation/ Limited Income ** proposals, resumes, other application materials

HOUR

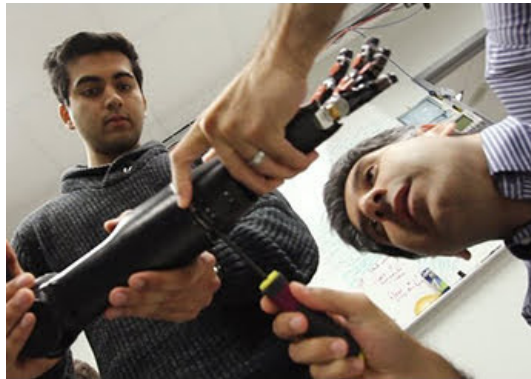
FUNDING TO SUBSIDIZE STUDENTS

Through consistent programmatic funding from year to year, HOUR can provide these impactful programs:

- PURA (Provost's Undergraduate Research Award): 25 fellowships @\$3k per student (\$75,000)
- Catalyst Award (Young alumni \$50K donation): 5 student teams @ \$1k per team (\$5,000)
- BDP Summer Program: 30 fellowships @\$6k per student (\$180,000)
- Summer PURA: 40 fellowships @\$6k per student (\$240,000)

New this year:

- FLI Access: 39 students @\$15/ hour per student (\$50,000 ASAP funding)



HOUR

STAFF/OFFICE HIGHLIGHTS

- HOUR continues to serve as JHU's source for resources and support around undergraduate research. By request, HOUR presented to a total of 32 different student, faculty, and staff groups, meetings, and events in AY24.
- Director Tracy Smith serves on Hopkins 360, an interdisciplinary advisory committee that tracks student academic and personal well-being to ensure early intervention and enhance retention.
- Tracy and Deborah attended the Spring 2024 [CUR](#) conference for undergraduate research professionals.

SATISFACTION RATINGS

Thanks so much for your kind words and all the help you have provided throughout my undergraduate journey.

--Student, PHS '26

"Thank you so much for the amazing update email! I am truly so grateful for your help in this process...Your words of assurance are also much appreciated as I definitely wanted to put my best foot forward."

--Student, KSAS/WSE '25

Thanks so much for your help today! I never would've realized that there were that many opportunities at JHU!

--Student, WSE '27

"...we were so grateful to be part of the BDP program this summer! Our interns were fantastic!"

--BDP Mentor, SOM, BSPH

Ms. Deborah has been there for me since I was a freshman. She watched me and my resume grow and gain more experience. Her feedback has helped me land internships and opportunities that I felt unfit for, but her constant encouragement made me work harder and dream bigger.

--May 2024 Senior Survey ("name a particular faculty or staff member who has made a positive difference in your experience at Johns Hopkins")

Thank you very much for taking the time to meet with me multiple times to go over my CV, personal statement, and giving me valuable application tips. Your assistance was instrumental in helping me obtain this exciting opportunity.

--Student, CS '26

Thank you so much for your note. It's nice to be noticed for work that is not usually recognized.

-Faculty Mentor, KSAS

Thanks so much – your super clear outlining of what HOUR does is incredibly helpful ... the different tools within HOUR are all amazing!

--BSPH Faculty



University Experiential Learning (UEL)

UEL STUDENT & EMPLOYER ENGAGEMENT DATA

- SAP/Payroll Statistics
 - **8,961** students participating in a paid immersive experience
 - **13,067** active positions in SAP
- **25%** of JHU students are engaged in an immersive paid experience
- **21,297** payroll documents processed to ensure students enrolled at Homewood are accurately paid on time
- **20%** of student positions are posted on SMILE
- **1,460** paid internships through UEL
- **55%** of the FLI student population are engaged in part time student employment
- **11,364** active student accounts in SMILE
- **5,738** positions posted on SMILE
- **2,540** students hired through SMILE
- **6051** active student profiles in Timesheet X
- **275 participants** in the Coffee with Colleagues program
- **Created Student Engagement Dashboard** to track data university wide
- Created **API in SMILE** to accurately identify students that have a **FWS award**
- **42** Collaborative and Independent Events with over **2,500** student participants
- **87%** FLI students have a SMILE profile

UEL OUTCOMES FROM SMILE ENGAGEMENT

SMILE STUDENT PROFILES

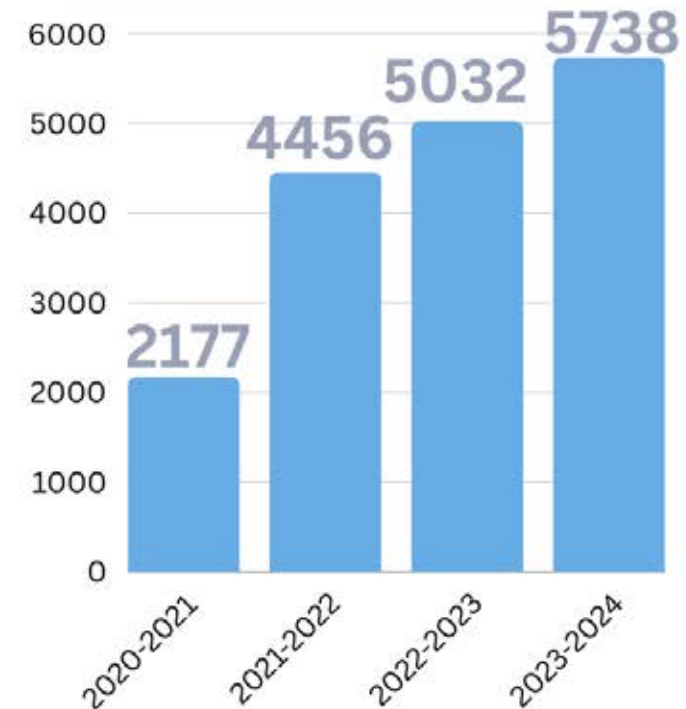
SCHOOL	19-20	20-21	21-22	22-23	23-24
Carey Business	9	211	536	704	536
KSAS AAP WSE EP	4255	4899	5714	6655	6973
Peabody	9	360	618	796	796
SAIS	16	91	170	700	787
School of Education	7	68	302	344	368
School of Medicine	19	109	156	209	271
School of Nursing	13	323	630	733	638
School of Public Health	65	386	807	1001	995
TOTALS	4,393	6,447	8,933	11,142	11,364

158% INCREASE SINCE IMPLEMENTATION
33% HOPKINS STUDENTS HAVE A SMILE PROFILE

TOTAL STUDENTS HIRED VIA SMILE

	2020-2021	2021-2022	2022-2023	2023-2024
Total	856	1999	2403	2540

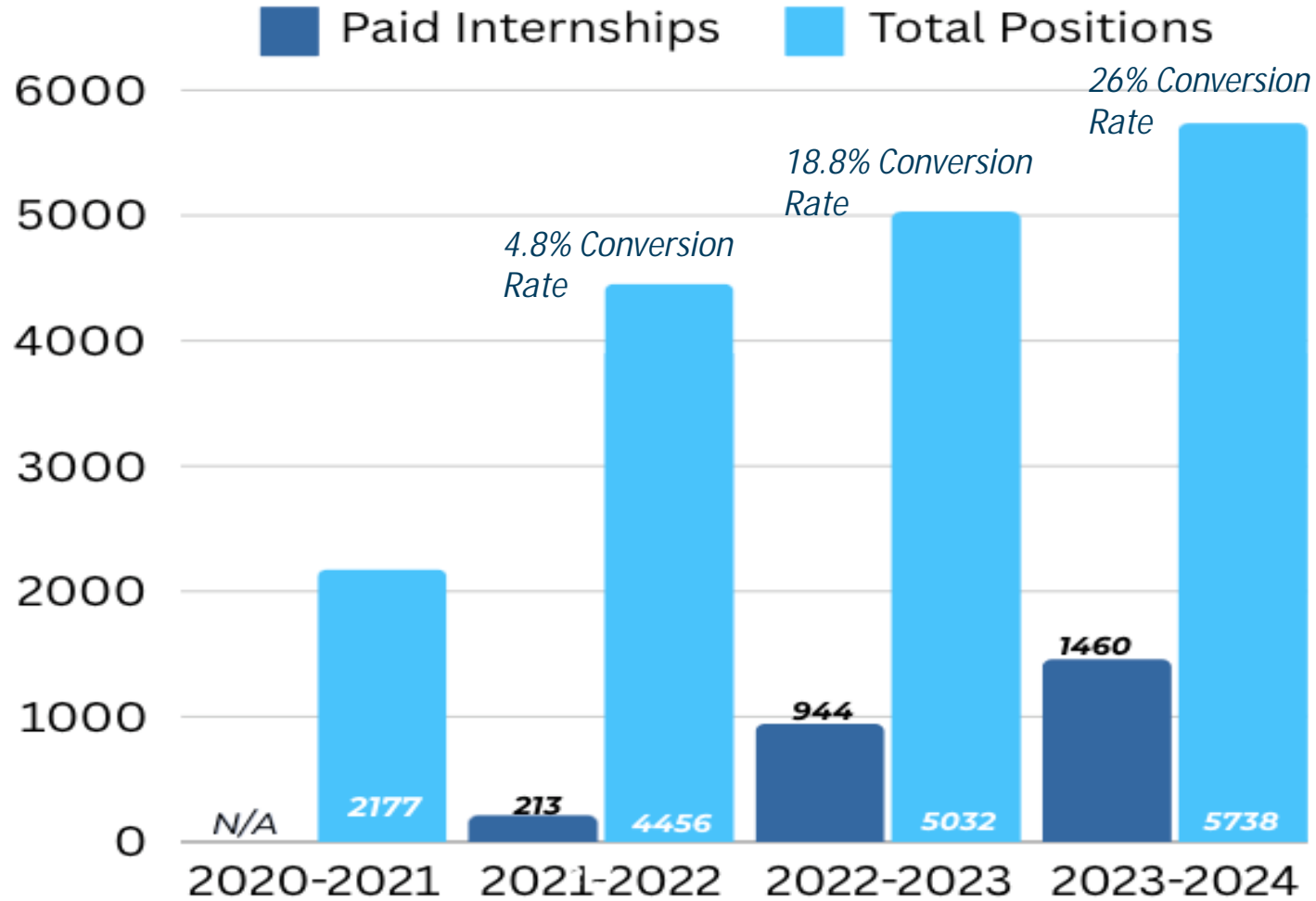
POSITIONS POSTED ON SMILE



163% INCREASE SINCE IMPLEMENTATION

UEL OUTCOMES FROM PAID INTERNSHIPS

TRADITIONAL STUDENT JOBS CONVERTED INTO PAID CAMPUS INTERNSHIPS



55% INCREASE
IN PAID INTERNSHIPS
FROM LAST YEAR

585% INCREASE
SINCE IMPLEMENTATION

UEL FUNDING AND HIGHLIGHTS

Student Grants/Funding

- Federal Work Study (FWS) Collaboration Project with Student Financial Services
 - JHU was facing underuse penalties from the DOE
 - The UEL team retroactively processed 735 student records to ensure students were earning from their FWS awards

Department Highlights

- FLI Network Outstanding Department Award 2024
- National Partnership for Student Success (NPSS) Working Group
- Paid Internship Institutional Assessment Collaboration and Research Project (HIRB00018118)
- Working with Divisional HR Directors to improve compliance, efficiency, and equity regarding student employment processes and procedures, university wide
- New full-time staff:
 - Abdul Basit (Timesheet X Information System Manager)
 - Paige Hansen (Admin Coordinator for UEL)
 - Suzanne Biggs (Payroll Coordinator for UEL/transitioned from Casual Role)

UEL SATISFACTION RATINGS

Timesheet X

86% RATING

**SYSTEM IMPROVEMENT LEVEL
OVER PRIOR SYSTEM**

87% RATING

**SATISFACTION
WITH TIMESHEETX**

"TimesheetX has streamlined the timekeeping process for our student employees. Its efficient features have streamlined our workflow, making time tracking easier than our previous cumbersome methods. Kudos to the JHU TimesheetX project team!"

Divisional Feedback for SMILE

"Every student should be hired through SMILE, I think the process will go a lot smoother."

Paid Internship Supervisor Feedback

"We first started with a team of 4 interns and now we've expanded to 10 and are able to track the outcomes and have valuable conversations."

Student Award Ceremony Feedback

"The Award Ceremony made me feel appreciated, celebrated, seen as a student advocate."

Career and Life Design



Bloomberg School of Public Health

Bloomberg School of Public Health

• STUDENT ENGAGEMENT

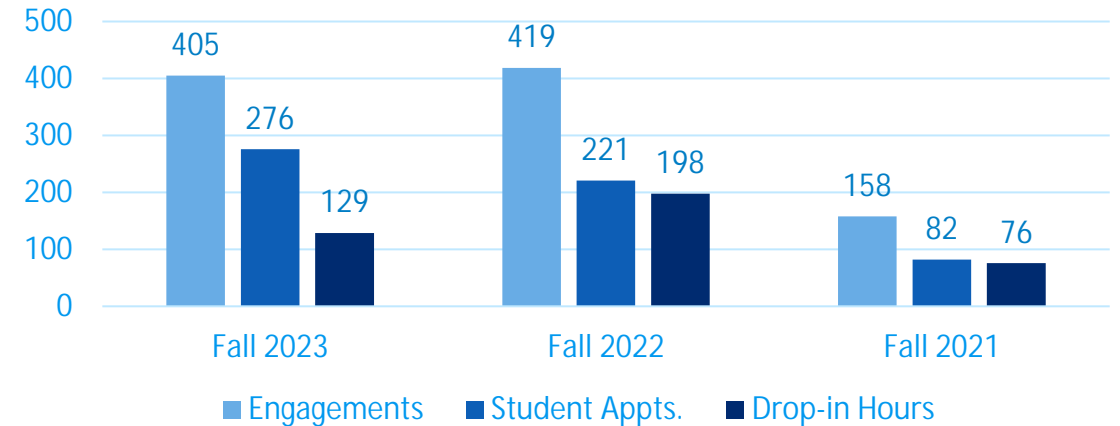
- In Fall 2023, the Career Services Office had 405 individual engagements with students through virtual appointments (276) and drop-in hours (129).
- The 405 engagements accounted for approximately 53% of all masters and doctoral students.* This percentage is in line with the 52% engagement in Fall 2022.

**Based on a total of 769 masters and doctoral students in Handshake from 8-28-2023 to 12-22-2023. This does not count multiple engagements with students.*

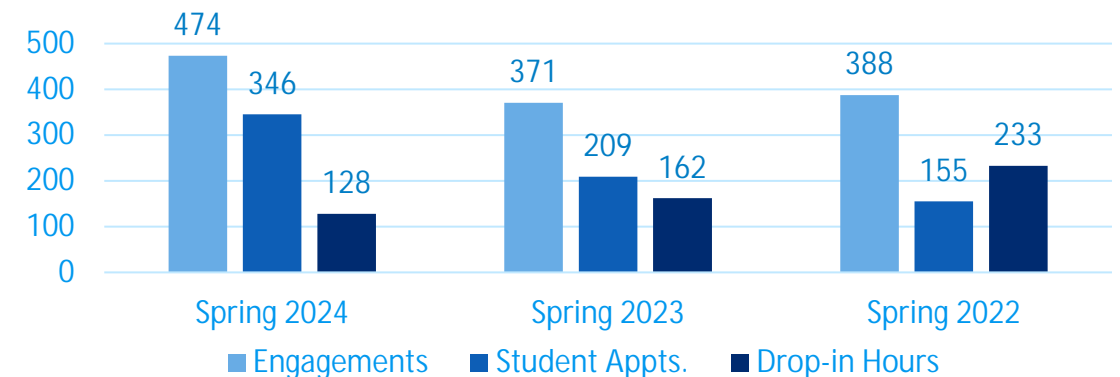
- In Spring 2024, the Career Services Office had 474 individual engagements with students through appointments (346) and drop-in hours (128).
- The 474 engagements accounted for approximately 55% of all masters and doctoral students.* This percentage is a 10% increase in engagement compared to Spring 2023.

**Based on a total of 862 masters and doctoral students in Handshake with Spring 2024 graduation dates. This does not count multiple engagements with students.*

BSPH Individual Student Engagements



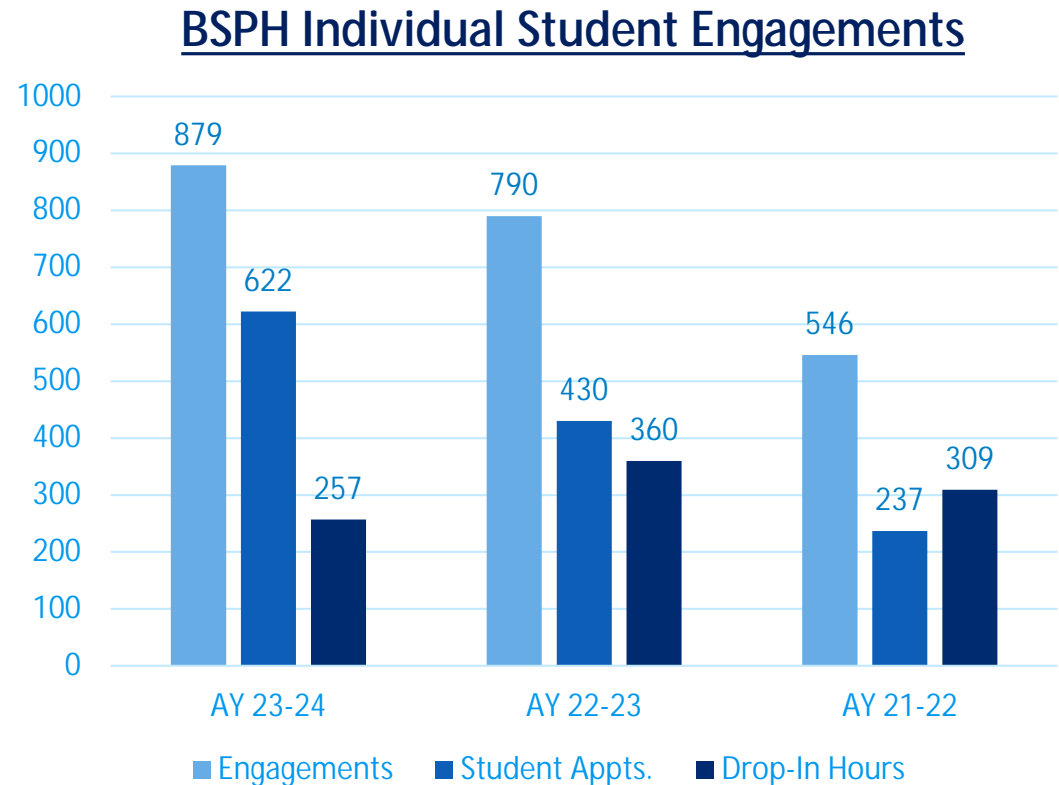
BSPH Individual Student Engagements



Bloomberg School of Public Health

• STUDENT ENGAGEMENT

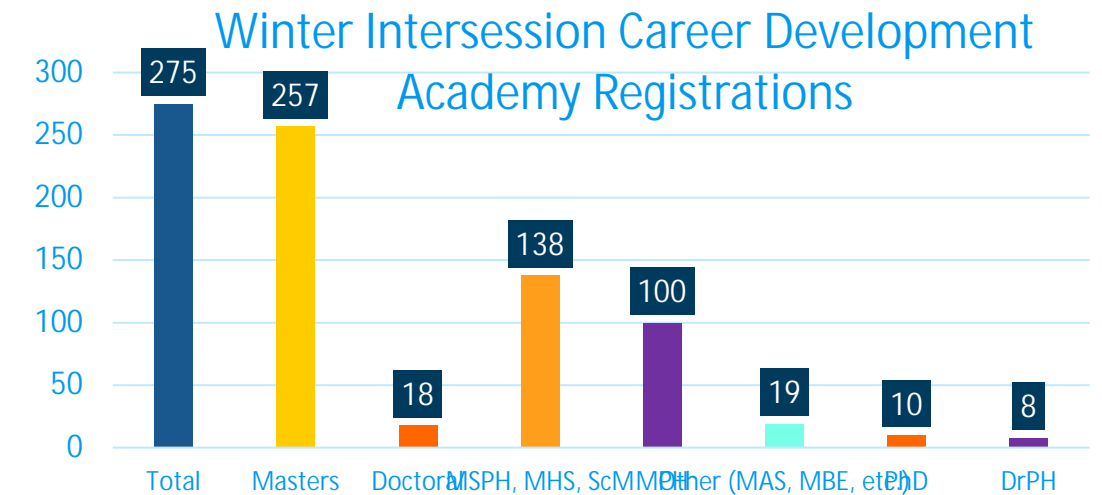
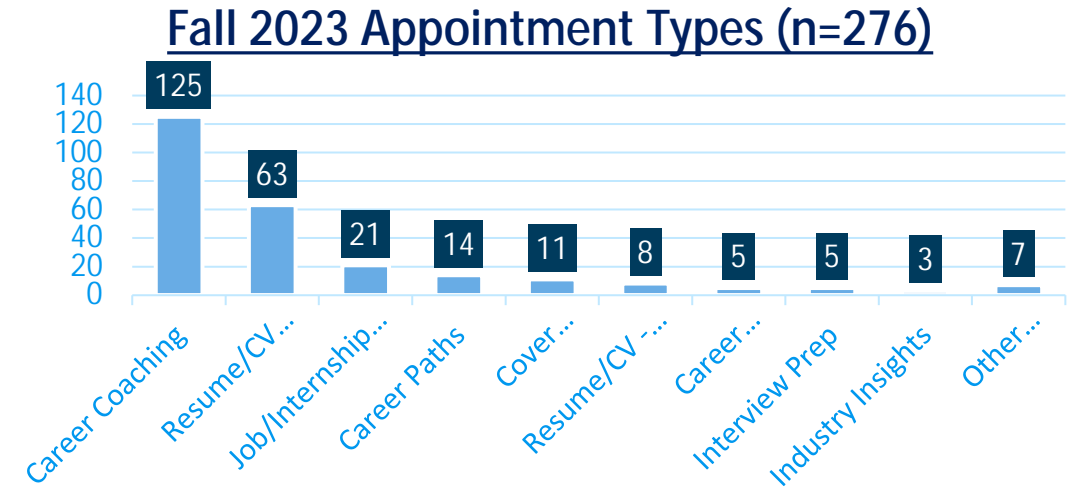
- In AY 23-24, the Career Services Office engaged with 879 students individually through appointments (622) and drop-in hours (257).
- The Career Services Office has continued to experience increased student engagement, especially with increased student appointments. From AY 22-23 to AY 23-24, student appointments **increased nearly 145%**.
- The Career Services Office engages most frequently with Masters students at 95% of engagements and doctoral students making the other 5%.



Bloomberg School of Public Health

• OUTCOMES FROM THE ENGAGEMENT

- In Fall 2023, 48% of appts. focused on career coaching.
- 37% of appts. sought resume/CV reviews, job search help and talking about possible career paths.
- 15% wanted assistance with other career-related topics.
- In Winter 2024, 275 students registered for the Winter Intersession Career Development Academy.
- 93.4% of students registered were enrolled in Masters programs.
 - 54% = MSPH, MHS, and ScM students
 - 40% = MPH students
 - 6% = Other Masters students
- 6.6% of registrations were students enrolled in a PhD or DrPH program.

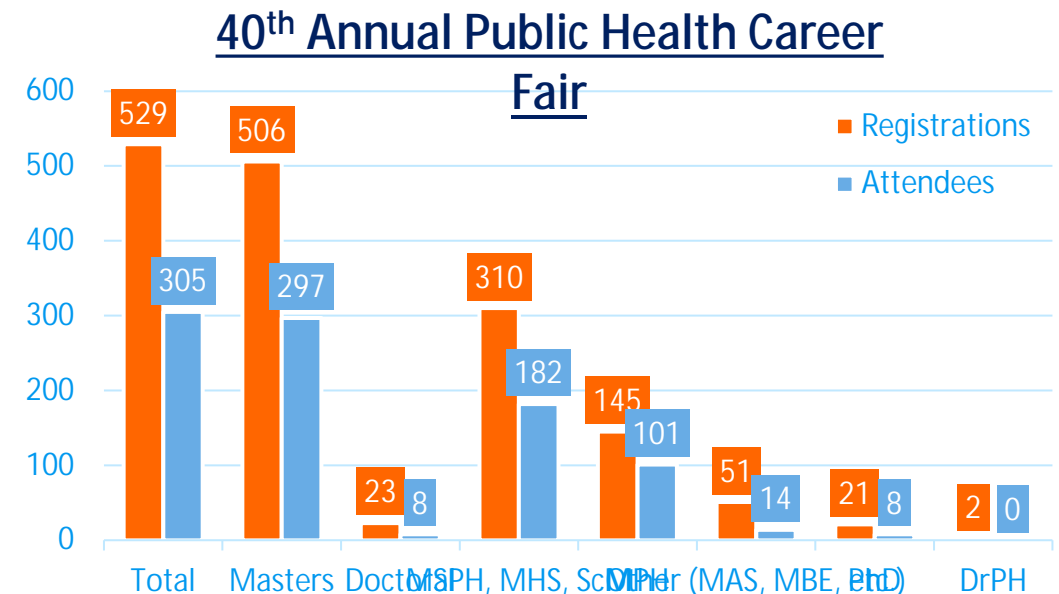


Bloomberg School of Public Health

• OUTCOMES FROM THE ENGAGEMENT

- In Spring 2024, 529 students registered for the 40th Annual Public Health Career Fair.
- 95.6% of students registered belonged to a Masters program.
 - 61% = MSPH, MHS, and ScM students
 - 29% = MPH students
 - 10% = Other Masters students
- 4.4% of students registered belonged to a Doctoral program.
- In addition, 256 students participated in the LinkedIn Headshots event.

In Spring 2024, the Career Services Office hosted our 40th Annual Public Health Career Fair. The Career Fair was the School's first large-scale employer event since March 2020



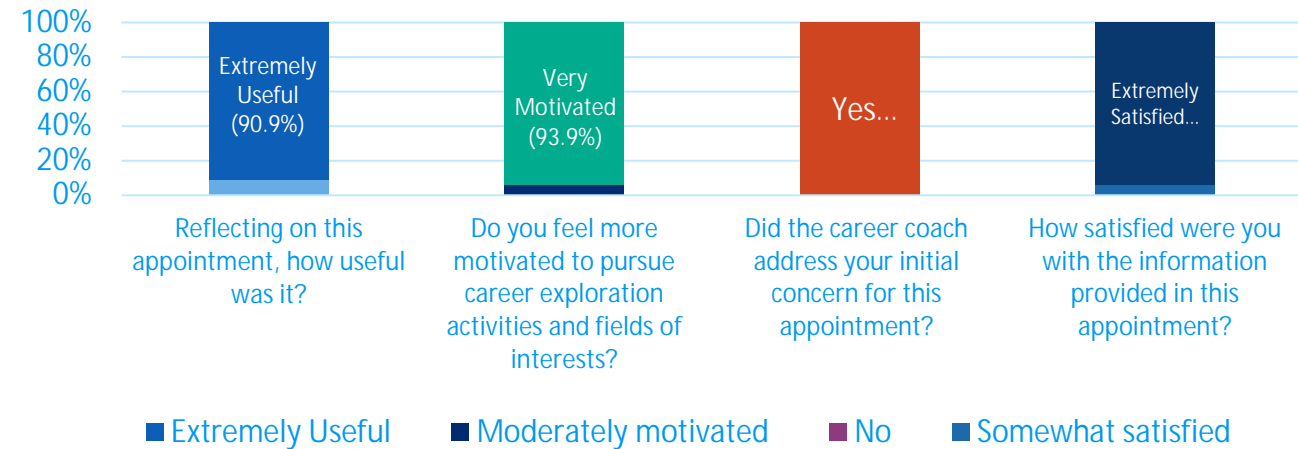
Bloomberg School of Public Health

• SATISFACTION RATINGS

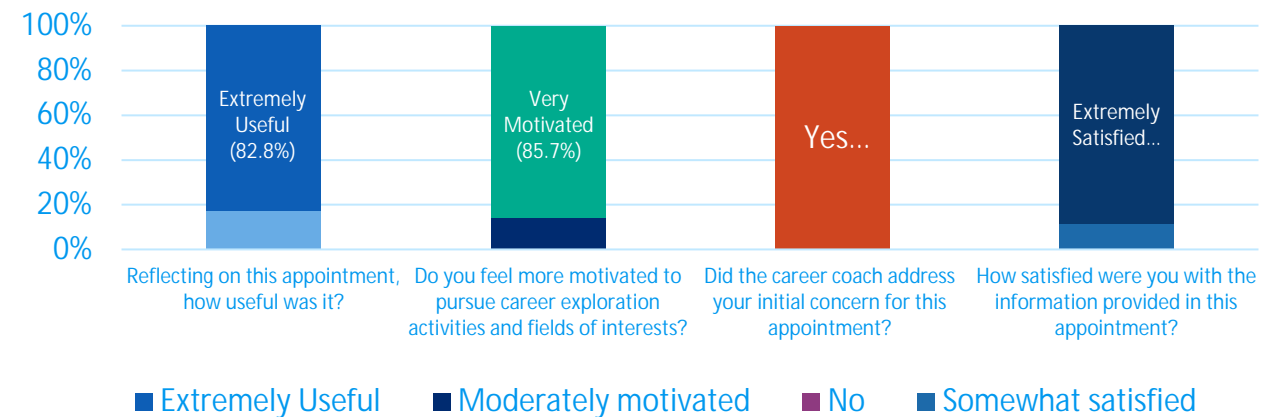
- In Fall 2023, the Career Services Office collected satisfaction from students post-appointment.
- Overall, students found the appointments to be useful, they felt more motivated, and they were extremely satisfied.
- The overall NetPromoter score was 9.67.

- In Spring 2024, the Career Services Office collected satisfaction from students post-appointment.
- Overall, students found the appointments to be useful, they felt more motivated, and they were extremely satisfied.
- The overall NetPromoter score was 9.43.

Post Appointment Student Survey (n=33)



Post Appointment Student Survey (n=35)



Bloomberg School of Public Health

- Testimonials from students:

- “Olivia (and everyone on the team) is really amazing!!! So lucky to have such a great resource!”
- “The meeting was very helpful with Paul and I recommended it to someone else because I was so satisfied.”
- “Jeanette was extremely helpful in providing guidance and directions for me with networking and using LinkedIn - I really appreciated her help with everything and will be making more appointments in the new year :)”
- “I went into the appointment expecting a basic introduction to Career Services but came away with many useful tips and renewed motivation to network.”
- “Jeanette Jeffrey was so professional in providing career coaching. Her advice on job search was invaluable. She was nice, kind, and patient and dedicated her time to helping me with career coaching.”
- I appreciated the concrete resume feedback and tips offered in real-time and the overall support and enthusiasm.”

- **STAFF OR DEPARTMENT HIGHLIGHTS**

- Paul Hutchinson was promoted from Director to Executive Director and appointed Faculty Associate.
- Caroline Heaney was officially promoted to Associate Director.
- Maren Gonzales was hired as Associate Director of Communications in Jan. 2024
- Paul co-taught a new 2-credit course, “A Values-Based Framework to Help Jump Start Your Public Health Job Search,” offered for the 1st time in Spring 2024.



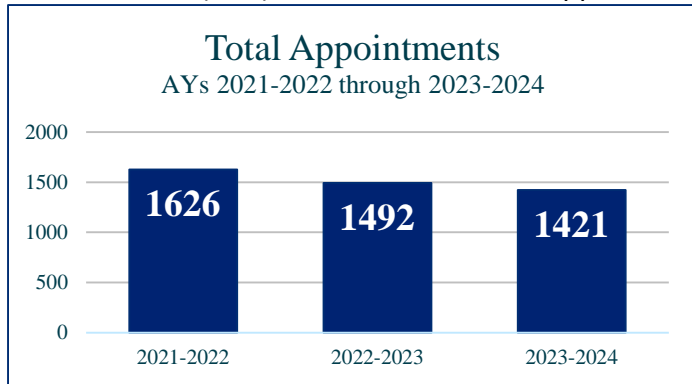
Carey Business School

Carey Business School

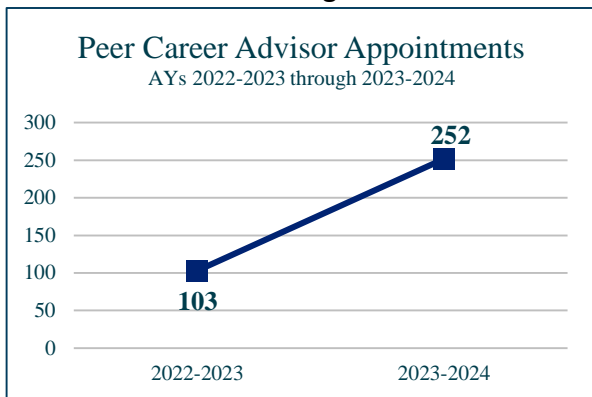
Carey students interacted with **247** unique employers through events

Coaching and Career Education event highlights

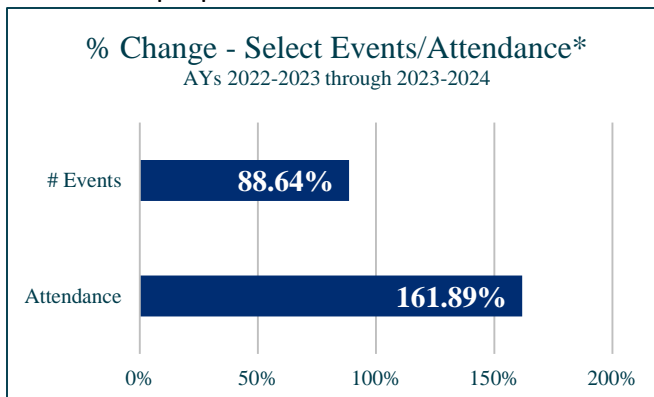
During the 2023-2024 academic year, full-time staff hosted **1,421** coaching appointments and Peer Career Advisors (PCA) hosted **252** student appointments.



Individual coaching appointments have decreased by approximately **12%** since AY 2021-2022; however, peer to peer support and group coaching/workshops have increased aligned with goals to scale career education and preparation.



The PCA program debuted in the Spring 2023 semester.



*Number of events and total attendance specifically for group coaching and career education/preparation workshops.

Industry and Employer related events

Employer relations hosted **90** industry-oriented events:

- **4** industry overviews,
- **5** industry breakouts/roundtables,
- **77** industry insiders (engaging **31** different employer partners),
- **4** industry-specific China Trek events (in partnership with the Global Outreach team)



Boutique Consulting Event

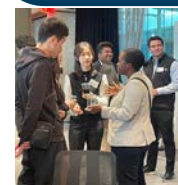
48 students attended a first ever Boutique Consulting event delving into the multifaceted dynamics of boutique consulting. **88%** of survey respondents agreed the event was informative and would like to attend similar events.

I have already received overwhelmingly positive feedback from both our students and alumni, who greatly appreciated the opportunity to connect and engage.

- MS Faculty

MS Alumni Connect

The Employer Relations Team, C&LD Team, and Carey Programs, hosted the inaugural MS Alumni Connect networking event with more than **20** alumni, over **70** students and multiple faculty at the Johns Hopkins University Bloomberg Center.



World Bank Event

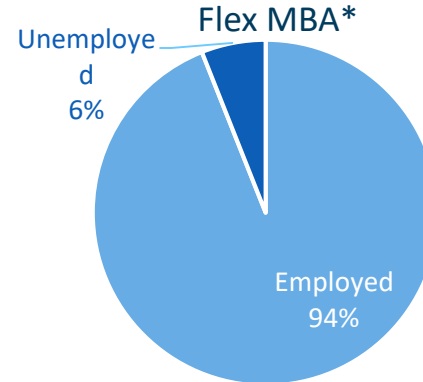
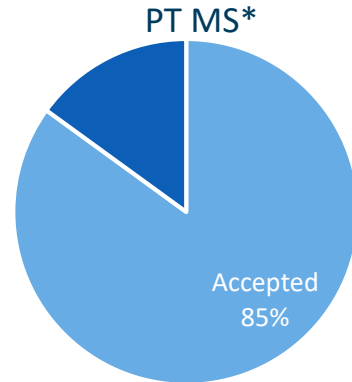
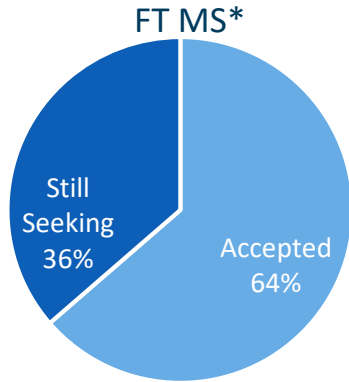
Carey co-hosted a networking event with SAIS that brought together **34** alumni, **20** JHU Faculty/Staff, **20** Students, and **2** prospective students interested in or currently working at The World Bank.

Focus on Function Series

Employer Relations developed a panel series to discuss the ins-and-outs of job function regardless of industry. The Inaugural panel on Product Management was held on 11/16 with **43** attendees and an Operation/Strategy was held on 4/3 with **79** attendees.

Carey Business School

Preliminary Employment Outcomes

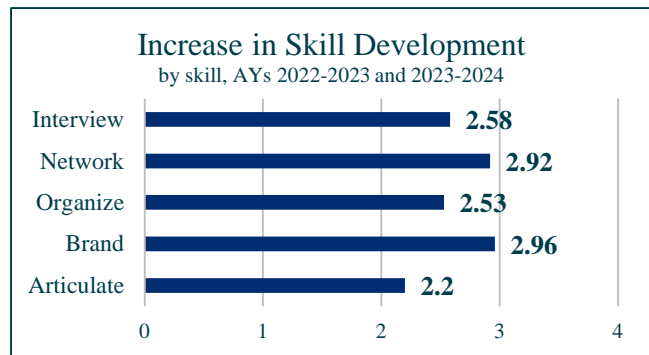


*Based on Aug 23 and Dec 23 data collection. Preliminary FT MBA Outcomes are not yet available. Final numbers will be included in the mid-year report

Professional Development Course Outcomes

Professional Development for Experienced Professionals
(open to students in a part-time program)

Professional Development for Career Success
(required for first-year, FT MBA students)



Students reported statistically significant increases in all key skill-building areas of the course.

"If the goal of this course was to prepare us to confidently present ourselves as professionals in the corporate world, the goal was achieved. I can point out tangible additions to my knowledge, and I have practical tools with which to navigate my career development moving forward."
-Course Participant



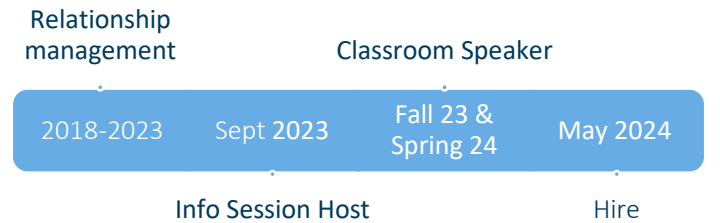
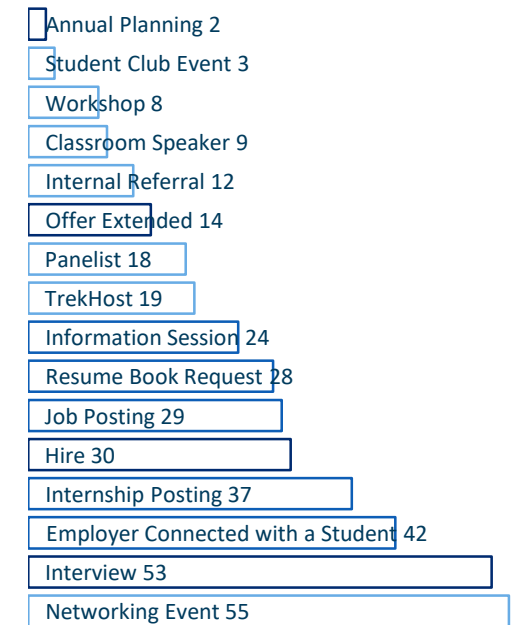
After multiple years of fostering a relationship by sharing resumes, participating in events, and conducting student interviews, Proshares made their first Carey hire.



A representative served as a member of Carey's CAC which led to them hosting an industry insider panel where they networked with 3 students who were interviewed for a Carey specific internship resulting in one hire.

Target Employer Outcomes*

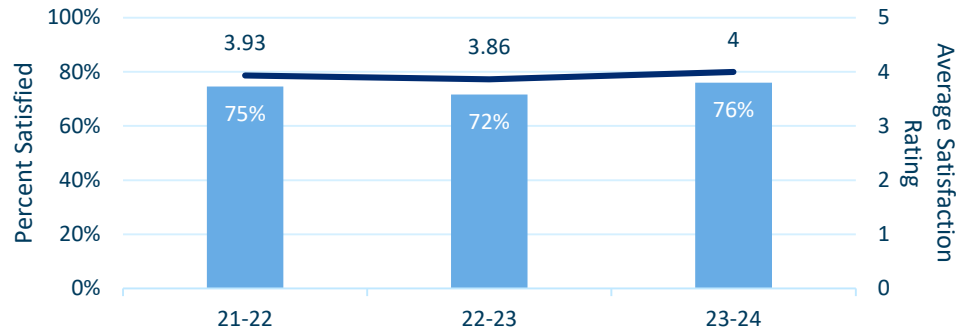
*from Employer Relations team engagement with Carey target employers



Carey Business School

Student Experience Survey Results

Overall Satisfaction with C&LD and ER increased to a three-year high with 76% expressing satisfaction with services and an average rating of 4 out of 5.



For the fifth year, C&LD staff hosted the **Women as Leaders** program to empower and support women to grow as leaders.

82% of participants felt that the program met their expectations.

A total of **72** distinct students attended **Coaching Skills for Managers**, a three-part series led each semester by Flex MBA/PT MS Coaches.

“The Coaching Skills for Managers workshop helps managers and future leaders become better at supporting and developing their teams. Learning practical coaching techniques meant understanding how to connect more effectively with their employees for a better performance, increased job satisfaction, and a stronger, more motivated team outcome.”

- Charlotte Dequina, Flex MBA 2026

Margia Argüello MSc, MBA - 2nd
Health and Life Sciences Consulting, Strategy, and Business Dev...
5mo • 🌐

Such an absolute honor to represent my firm, [Avalere / Avalere Health](#) at [The Johns Hopkins University - Carey Business School](#). Thank you [Jerusha Dunning, MHRM](#) for the engaging space you created, and the passion you exude. [Kyler McGillis](#) is impressive with an amazingly bright future! Proud of you Kyler! [#LDPstrong](#)

Here are some of my key takeaways from discussions about the benefits of joining boutique consulting firms:

- ★ The specialized nature of boutique consulting firms expose you to in-depth topics while working alongside top subject matter experts.
- ★ You're constantly learning new and exciting things every day while working on multiple projects. No single day is like the other.
- ★ The environment is diverse, and cross functional work demands collaboration.
- ★ Client service challenges you to be open minded and test every assumption.
- ★ When you're engaged, and you love your team, and your content, it never feels like work.

Wishing all the students the best on their career journeys!

Shoutout to my lifelong mentor(s) [James Calvin](#) and [Bryan Jack Matthew Allen](#) [Roger Williams](#) and friends.

[#bluejays](#) [#bluejaydogreatthings](#) [#businesseducation](#) [#community](#) [#consultinglife](#) [#consultingfirm](#) [#settingstandards](#) [#brandambassador](#) [#lifesciencesconsulting](#) [#businessdevelopment](#)

Your students did a great job, and I have received positive feedback from the [scientists] who worked with them
-Intern Supervisor

It is such a pleasure to visit Carey Business School and host an in-person information session at Harbor East campus. Thank you for all the support
- Panel Participant

Carey students are a delight to work with – a real “can do” spirit and willingness to dive right in.
-Intern Supervisor

BOE Best Talent Award

Carey won a Best Talent Award from BOE in China.

BOE had partnered with Carey through the Spring '24 employer luncheon in China, the Fall '22 virtual career trek and had hired 2 Carey students in AY 23-24.



Carey Business School

International Student Resource Guide

Staff from C&LD and ER partnered to create a comprehensive resource guide that provides international students with information and resources necessary to support their success

TitanR's Career Head Start Program

Carey provided free access for 50 incoming international students to a series of workshops that aim to kickstart MBA career preparation.

Baltimore City Summer Startup Fellowship

Developed a fellowship program that promotes Careys Full Time MBA talent to local startups, and helps support Baltimore city startup and economic growth, moves business goals and projects forward through MBA level intern support, by supplementing MBA intern compensation.

2023 Corporate Networking Breakfast

The Employer Relations team hosted a Corporate Networking Breakfast in early December. Of the 150 guests in attendance with 14 Corporate/ Community Guests, 12 Alumni, 21 JHU Faculty/Staff, and 103 Students



Resource and Conference Funding

Carey Foundation funds have been earmarked for funding access to student resources such as exponent and other platforms.

In addition, funds have been supplied for MBA student travel to conferences/networking experiences such as HLTH, the East Coast Entrepreneurship Trek, and other events.



Staff Highlights

Lily Assgari, CSEA Global Conference, CSEA Specialty Masters Standards Revision Committee, CSEA Operations and Data Resources Group, Salesforce Trailhead Training

Sara Bliden, Forte Foundation Conference in June 2024, Wall Street JHU event at Bloomberg July 2024, Project Management Institute member, August 2024 MBA graduate

Corinne Brassfield, NACRO Member, AI for Career Leaders certificate, Carey CORE Committee

Jacques Domenge, Positive Intelligence course, Trauma-informed Coaching Certificate

Jerusha Dunning, Black Faculty and Student Association, DEIB Tactical Team Member, ER Liaison for Carey Student Organizations, SHRM Member

Leah Fondersmith, Culture & Communication Committee at Carey, Executive Education Negotiation Certificate, Microsoft PowerBI: Data Analytics Practitioner course

Marilyn Hendricks, Bio Labs, HLTH, and Biopharmaceutical Industry Conference attendance, Hopkins Business of Health Initiative, Advanced Design Thinking Certificate

Michelle Jones, EQi 2.0/EQi 360 certificate, Co-Chair, ILLD Professional Development Committee, Co-Chair, MBACSEA Global Conference Committee, Carey DEIB Tactical Team

Jenn Leard, EQi 2.0/EQi 360 and AI for Career Leaders certificates, NCDA Thought Leader Insights Columnist; US Country Council Representative for Asia Pacific Career Development Association (APCDA)

Sheila Mahony, JHU-wide Staff Council & Carey Staff Council, Carey Harbor East Space Workgroup, Earning PhD in Higher Education Leadership for Changing Populations

Liz Matthews, ACC ICF Coaching credential, Strengths Coaching Certificate, 2x Global Presenter (Interstride & CSEA), Carey Boundless Curiosity Award

Katie Pluemer, 2x Global Presenter (Interstride & CSEA), Carey Boundless Curiosity Award, Student Experience Team Communication & Culture Committee

Miller Simmons, ACC ICF Coaching credential, EQi 2.0/EQi 360 and Transformational Leadership certificate, Carey BFSA Chair

Gabrielle Styles, Council for Equity & Belonging; Black Heritage Celebration Committee, Forte Conference Participant, National Black MBA Association Case Competition coach

Tracy Potter, Commencement Speaker Committee, CSEA Conference Participant



Doctoral and Postdocs

Doctoral and Postdocs

Experiential Learning & Internships

In FY24, the Doctoral Life Design Studio significantly enhanced career readiness through experiential learning and internships

32 Internship Engagements:

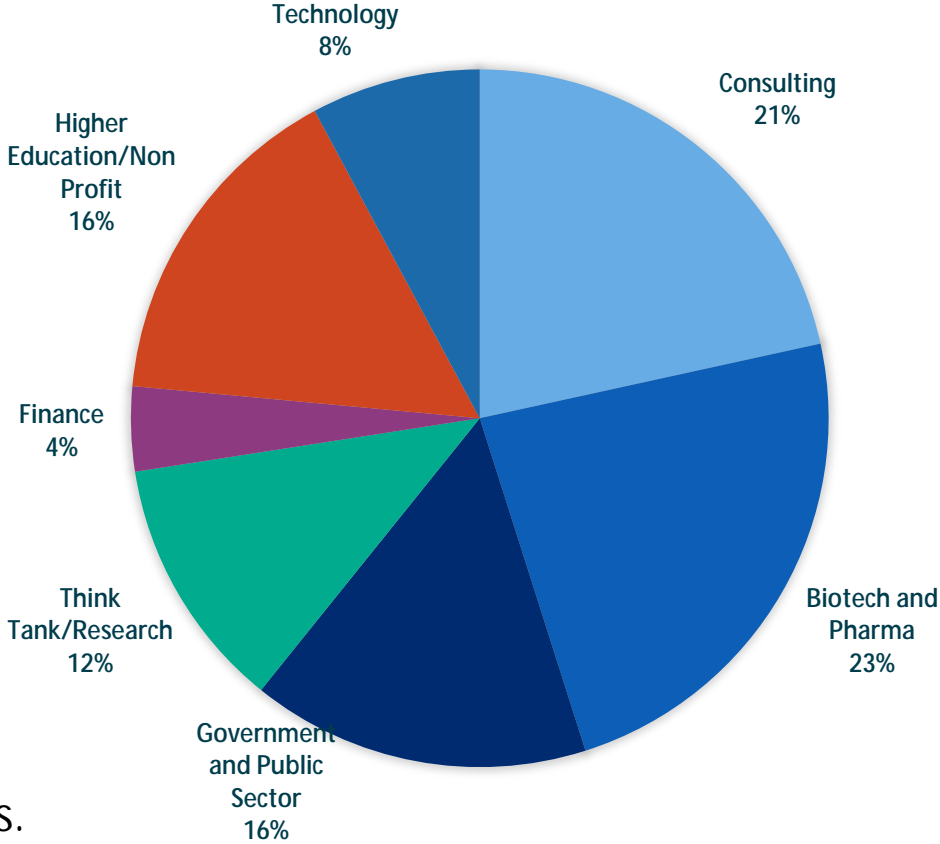
- International Students: 6 engagements
- KSAS: 14 | SoM: 9 | WSE: 3 | BSPH: 5 | SoE: 1

21 Career Events:

- Registrations: 1,320 | Attendees: 708 | Unique Attendees: 469
- Attendance Rate: 54.7%
- Average Event NPS: **76.77**
- Events with Visa Sponsorship Opportunities: 15

- 48 organization partnerships supporting internships and career pathways.
- Over \$225K paid out to internships and with 48K subsidized funding.

Engagement by sector

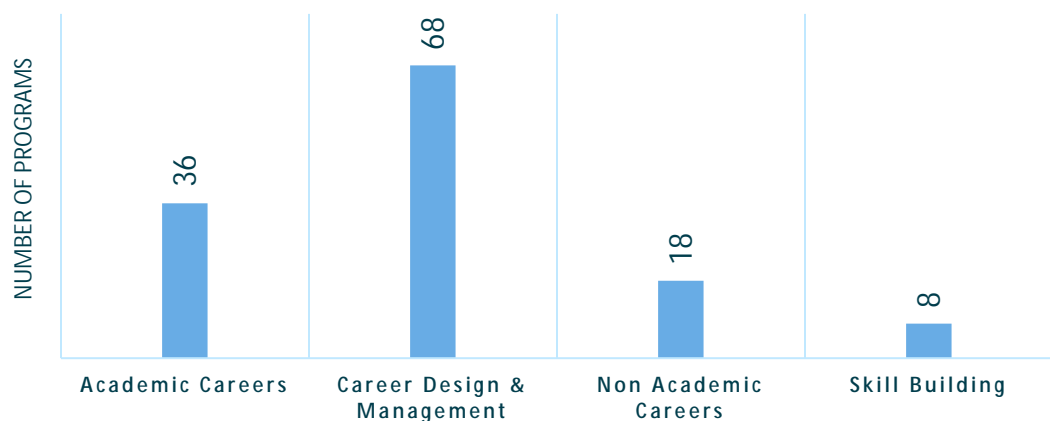


Doctoral and Postdocs

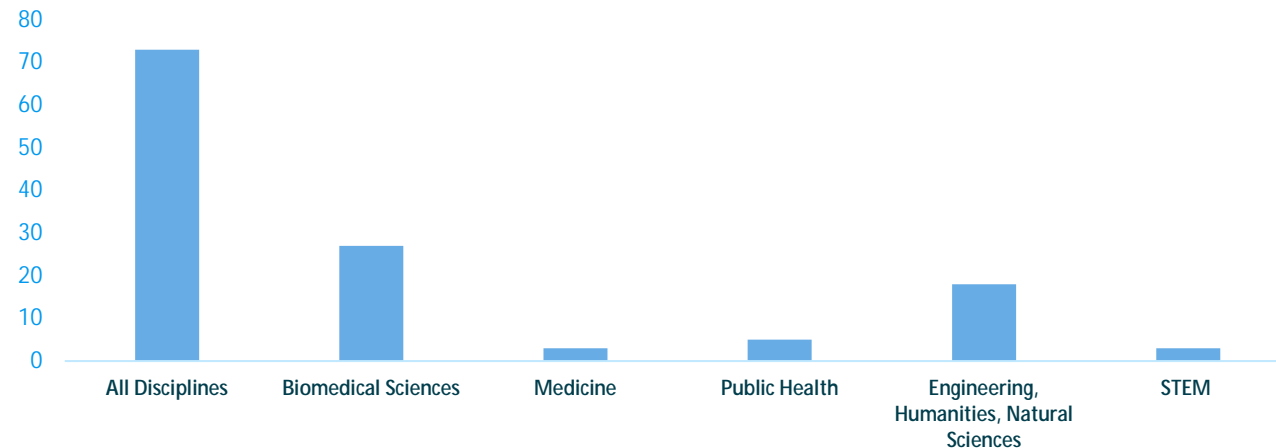
Career Education & Curriculums

- 130 total workshops and programs
- Average NPS score = +64 (Excludes Empower Your Pitch, Black and Latinx Conference)
- 200+ one on one consults (+100 NPS Score)
- \$55,000 NIH T32 Supplement Grant to supports the new Biomedical Graduate Resiliency & Adaptability Training (BioGREAT) program.
- "Empower Your Pitch" 3-Minute Research Contest (+100 NPS score, 2024) was adopted by the University of Texas, Austin, and Columbia University, leading to the first tri-university contest hosted by us. Inter-University Student finalists rated their experience with an NPS score of 80.

PROGRAM DISTRIBUTION BY FOCUS AREA



PROGRAM DISTRIBUTION BY DISCIPLINE



Doctoral and Postdocs

Scaled Community Building and Networking

Black Excellence Conference | **NPS Score: +80**

- Funding: Secured from the Office of the Provost, Graduate Diversity, WSE partnership

Inaugural Cumbre De Excelencia Conference | **NPS Score: +100**

4th annual Global Career Conference "Horizons by Hopkins"

- Attendees: **500+ (Virtual)**

2nd Annual Doctoral Alumni Networking Event | **NPS Score: +89**

Career Impact Awards

- Nominations Increase: **+26.67%** in 2023 with 154 University-wide nominations

Community Engagement

- Open Mic Night: **60+ attendees; partnership with WSE**

"All the panels were amazing but beyond that the fact that I knew I was in a room full of Latino PhD students was immensely validating. We are scattered across disciplines/JHU schools, so sometimes the experience here can feel especially lonely. To this end, this conference really reassured me that I have a community here - thank you all endlessly"



Representative images of community events and alumni connections

Doctoral and Postdocs

Social Media and Thought leadership

LinkedIn Highlights

- Impressions: 53,926 total impressions since August 21, 2023, with 63% being unique views.
- Followers: **Increased by 30% in the last six months, with 671 new followers in the past year.**

Instagram Highlights

- Reach: **Increased by 44.2% in the last 90 days.**
- New Accounts Reached: **Increased reach by 111%**, with 69.8% of views from non-followers.

Twitter (X) Highlights

- Impressions: 145,400 impressions from August 21, 2023, to August 21, 2024.

Presentations, Invited Talks and Publications

- DESIGN Curriculum highlighted at the ASPPH Meeting in March 2024
- OPTIONS Curriculum highlighted at the Graduate Career Consortium (GCC) Meeting in June 2024
- Invited Talk, ABRCMS Conference- Annual Biomedical Research Conference for Minoritized Scientists (2nd year in a row)
- Inside Higher Ed Articles | [Lead without Shrinking](#) | [International Scholars](#) | [Future of Work](#) | [Scalability](#) | [Change](#) | [Humanities](#)
- Invited Talks & Keynotes : University of Michigan, Classics Society, University of Illinois, Chicago & More.

Doctoral and Postdocs

Office Integration Highlights

Staffing Updates: 2 staff promotions, 2 new FTEs trained and hired, 2 new FTE hiring in progress | Reorganization for a more structured team, including a **dedicated FTE for Postdoctoral Life Design** and focused efforts on WSE and KSAS.

Process Improvements: Streamlined and adopted a bi-weekly newsletter process. | **New SOPs** established: Email communications, Career Panels, Data management, Newsletter quality control, Promotion pathways, and Work values.

Training & Development: Conducted training on Dysfunctional Teams, Assessments, Scaling Career Services, and Working Genius Assessment.

Strategic Initiatives: Launched regular team huddles, developed a mission statement and strategic priorities | Expanded OPTIONS program to KSAS , now serving **7** departments and **475 students** | Launched **Career Champion Initiative** to create an ecosystem of integrated and engaged partners | Launched office name - **Doctoral Life Design Studio**

Operational Excellence: Established norms for quality and excellence | Fall & Spring Programs **planned in advance**; team operates on **OKRs and goals** | Enhanced cross-functional collaboration.



Krieger School of
Arts and Sciences

Whiting School of
Engineering

KSAS & WSE

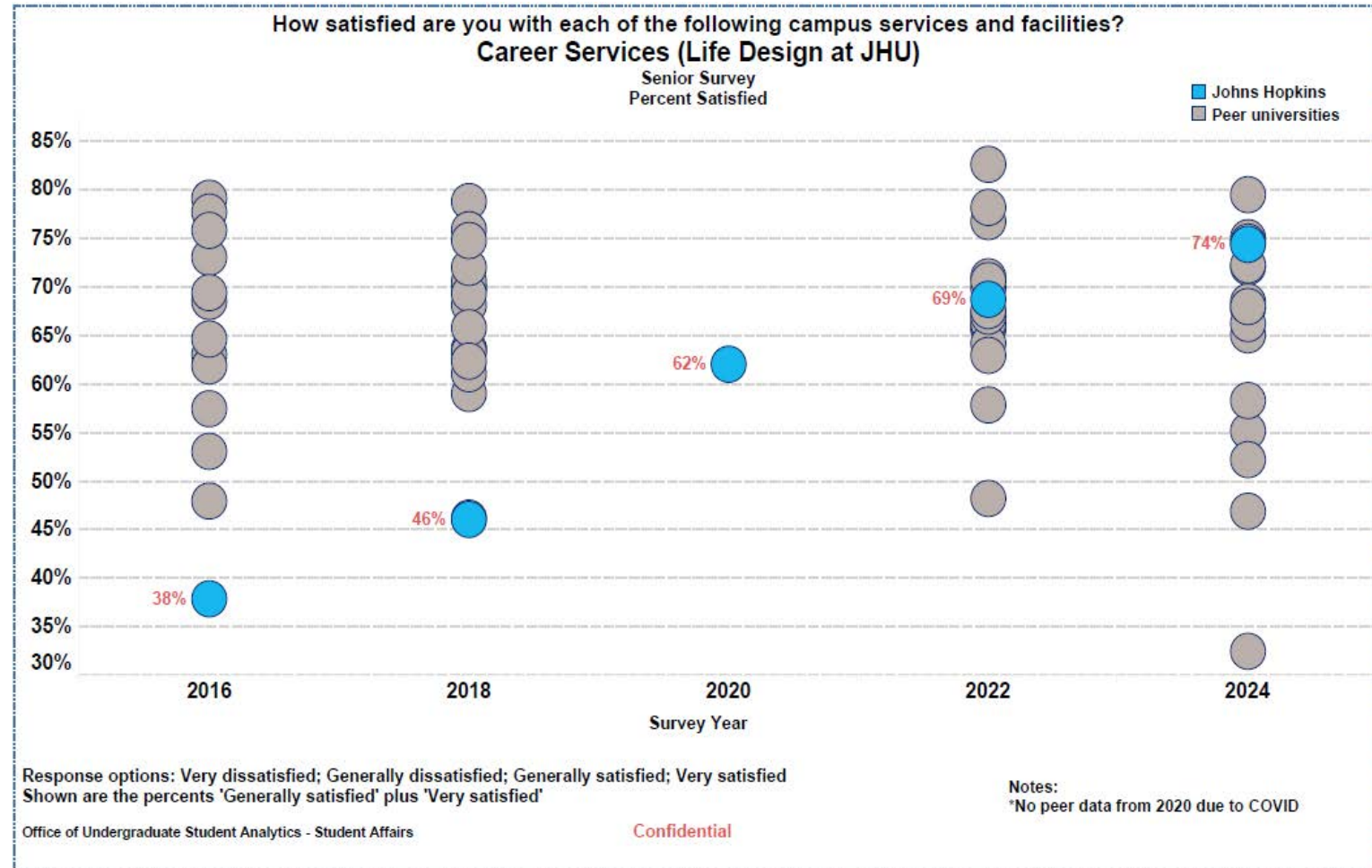
Satisfaction Outcomes of Engagement 2024 COFHE Senior Survey

93.85% of graduates secured an outcome immediately upon graduation

94.9% of graduates who secured an outcome felt optimistic that their opportunity was the right step towards a fulfilling life.

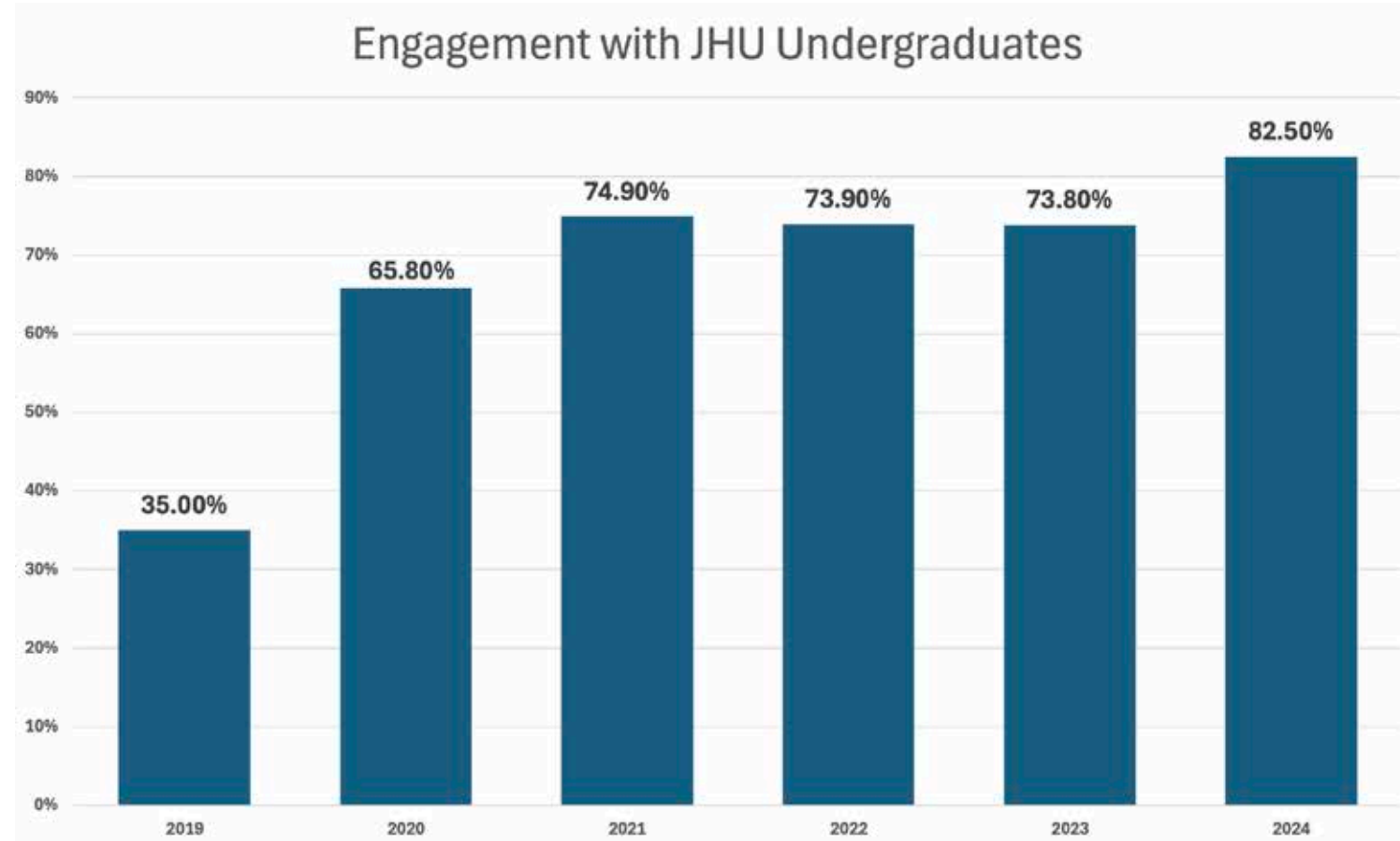
94.7% of non-graduating students had an immersive experience this past summer

74% of graduating students reported being satisfied with the Life Design Lab (up from 39% in 2016, 68% in 2022)



KSAS & WSE

- 82.1% of undergraduate students engaged with the Life Design Lab in 2023/24 (up from 75.7%) in the previous year.
- Notable undergraduate engagement
 - FLI 81.2%, WSE 87.3%, KSAS 79.7%, 85.6% First Years, 78.7% Seniors, 70% International Students
- 2,189 Students Engaged in Future Fest (September 2023)
- 1,625 Students Engaged during Industry Weeks
- 2,720 Residential Masters Students (AAP & WSE), a 60% increase from 2022/23



KSAS & WSE

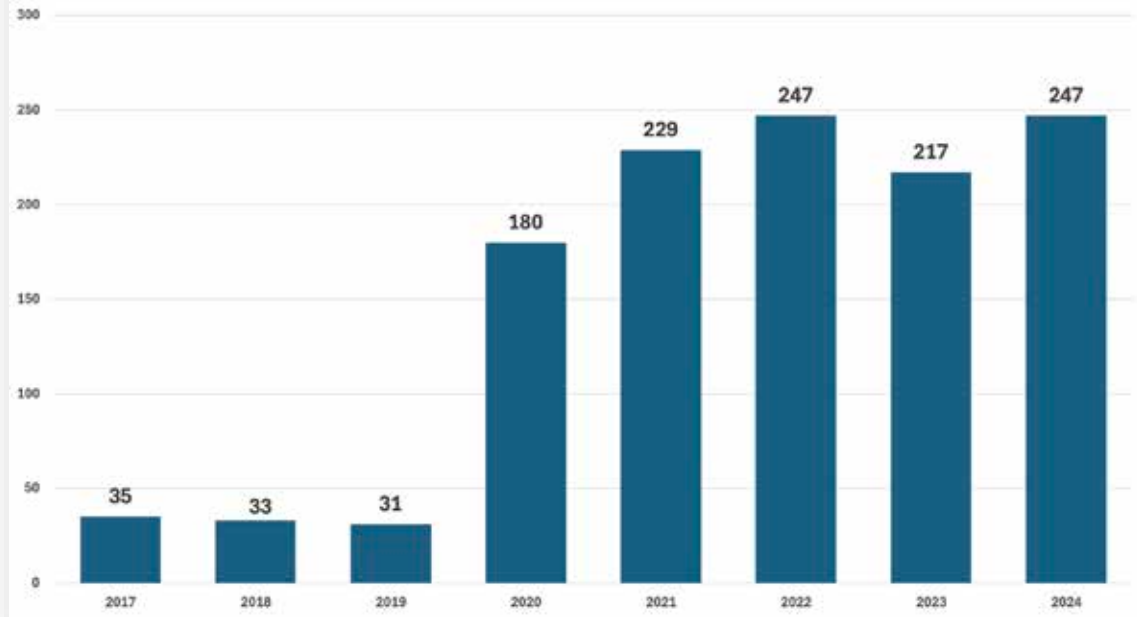
- FLI & URM Support

Engagement with JHU Undergraduate Populations					
	2019/20	2020/21	2021/22	2022/23	2023/24
FLI Students	64.20%	77.50%	72.60%	77.20%	82.50%
First Generation Students	61.30%	76.10%	70.90%	77.00%	80.50%
Limited Income Students	65.30%	78.20%	72.90%	77.50%	84.90%
URM Students	62.30%	75.90%	69.60%	77.70%	82.80%

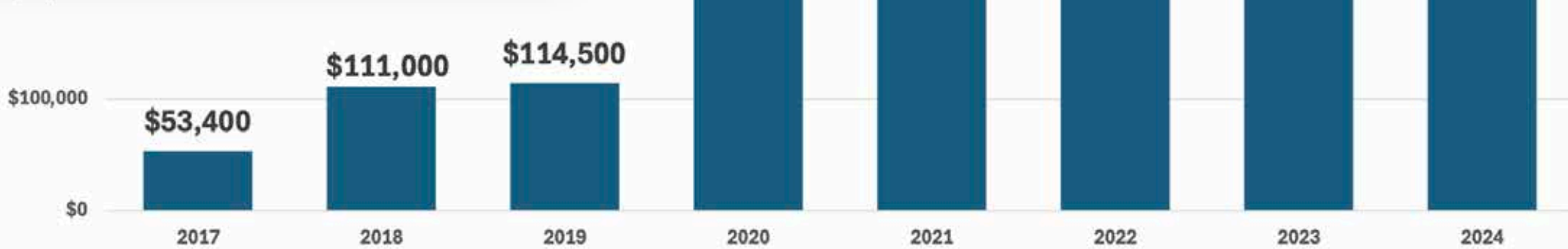
Grant Funding from Life Design Scholarships

\$700,000

Number of Students Supported with Grant Funding



\$200,000



KSAS & WSE

- \$610,000 was provided to students to support unpaid and underfunded experiences this past summer (225 students)
- 316 students enrolled in the Life Design Summer Experience Practicum (1-credit course), with 85% reporting increased confidence in career readiness skills and their current path.
- Your Turn to Intern saw 90% of BME participants securing internships.
- The National Partnership for Student Success First-Year Community Leaders Program placed 60 federal work study first-year students into K-12 mentorship and tutoring roles.
- 360 students traveled with the Life Design Lab to employer/alumni sites across 22 treks and tours spanning SF, LA, NYC, and DC. 92% felt more confident in their career journey, with a Net Promoter Score of 65.

KSAS & WSE

- 50 seniors searching for opportunities secured job offers in the final two months of the spring through the Jobs for Jays initiatives.
- 90 FLI students were supported with professional attire funding or conference and travel support, including two teams of students representing Hopkins at the international conference for Map the System in Banff, Alberta.
- Launched a weeklong FLI Summer Immersion on-campus for rising FLI sophomores identifying as “unsure” of their post-graduation desires. Upon completion, 100% felt more confident in their career journey, with a Net Promoter Score of 94.
- Partnered with the Senior Class Leadership to kick off Senior Week with a Life Design Lab-sponsored “Prom.” Having missed this in 2020 due to COVID-19, this fulfilled request hosted 600 seniors.
- The Graduate Programming Team formally launched the International Career Collective, a consortium of 23 universities working to support and deliver outcomes to International Students at all levels nationwide. Johns Hopkins is the founding member, and the universities that make up the ICC represent more than 120,000



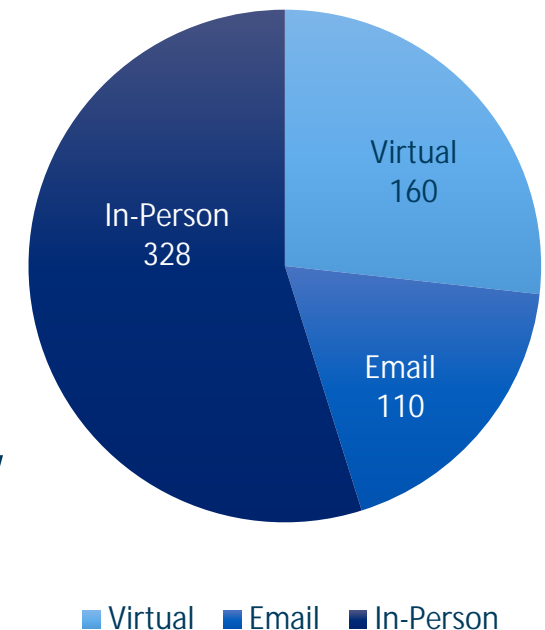
Peabody LAUNCHPad



Peabody LAUNCHPad Student & Alumni Engagement

- Breakthrough Curriculum – 486 total enrollments
 - 1st year UG; 3rd year UG; 1st year GR
- Career Coaching – 598 engagements
- Events – 1300+ attendees across 48 events
- Jobs & Opportunities
 - 83+ Peabody internships posted
 - 263 opportunities shared via LAUNCH Broadcast newsletter
 - 265 performance opportunities shared via Performer Referral Service
 - 270+ students/alumni participating in experiential learning at Peabody
- Max Q Podcast – 1655 streams
- Creative Wire Blog – 4936 webpage views

Career Coaching
Engagements by Type



Peabody LAUNCHPad Outcomes from Engagement

Significant Increases Since FY22

- 316% increase in applications for **Community-Based Experiential Learning**
- 154% increase in unique **Experiential Learning Participants** for community programs
- 120% increase in **event attendance**
- 95% increase in **career coaching engagements**
- 58% increase in **Career Development Grant applications**
- 33% increase in **Peabody on-campus internship postings in SMILE**

We also saw significant increases in views/followers for LAUNCHPad's blog (498%), podcast (294%), social media (69%), and newsletter (27%).

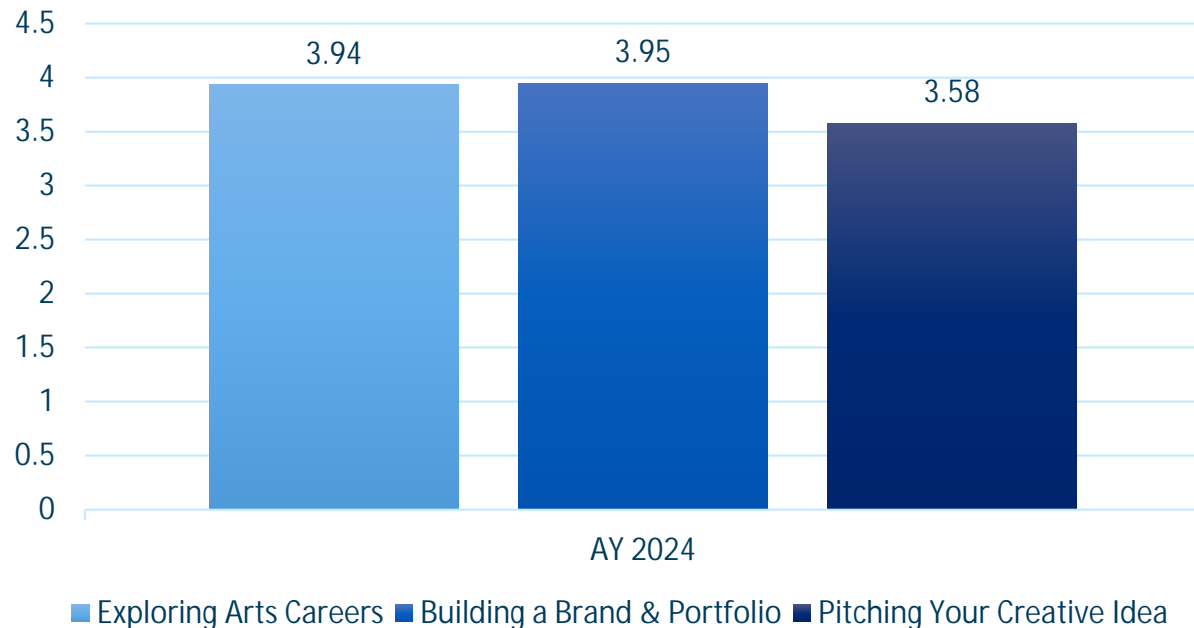
Student Outcomes

- [Peabody Alumni Spotlights](#)
- [Breakthrough Curriculum Outcomes Data](#), gathered through the Strategic National Arts Alumni Project
- Launch Grant Project Highlights:
 - [Dex DSL](#) (Sebastian Suarez-Solis)
 - [Peabody at the Shelter](#) (Taylor Wang)
 - [VisualScore](#) (Max Eidinoff)

Peabody LAUNCHPad Breakthrough Curriculum Satisfaction Ratings

Course Evaluation Ratings

Overall Course Quality



Student Testimonials

“It gave me new routes to explore as an artist and made me feel more connected to the community of Baltimore. I had a great time taking this course!”

- *Exploring Arts Careers*

“I loved the real-life exposure this class brought to my studies at Peabody. It has helped me to feel very prepared for my future performance career and made this feel more like it would in the real world when working as a performer!”

- *Building a Brand & Portfolio*

“I really appreciated how much this course forced me to look at projects in new ways. I feel more prepared for the real world post college.”

- *Pitching Your Creative Idea*

Peabody LAUNCHPad

Student Grants/Funding

- **LAUNCHPad Grants**

- Career Development Grants: \$64,025 to 82 awardees
- Website Microgrants: \$3,869 to 26 awardees
- Launch Grants: \$22,632 to 5 awardees

- **Peabody Internship Pathways**

Opportunities with local arts employers supported by Federal Work Study funds

- FY24: 4 internships (\$8000+), 11 teaching positions (\$15,000+)
- Expanded for FY25: 25 internships (\$50,000+) with 12 partners, including mentored teaching roles; funding identified for 4 non-FWS interns

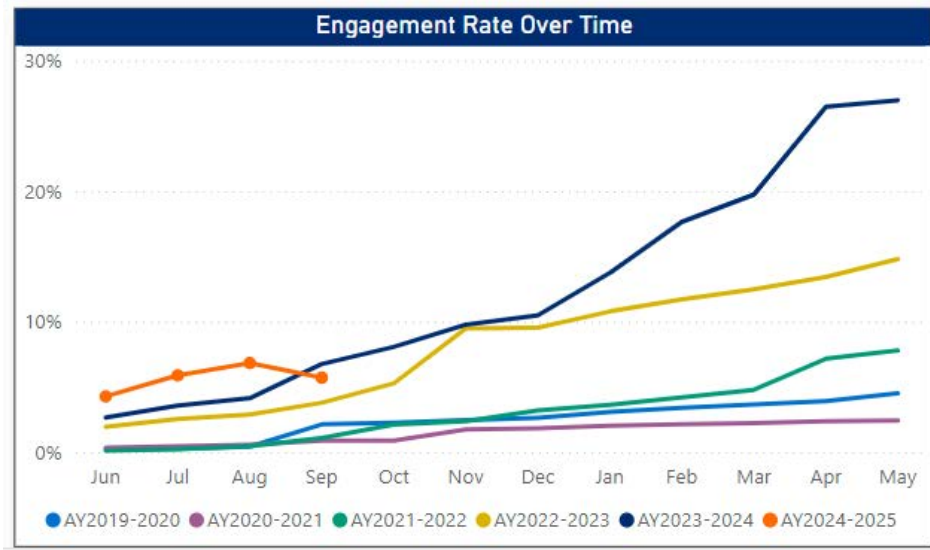
Department Highlights

- Reframed [experiential learning webpage](#)
- Expanded library of [OER](#) resources
- Won [Diversity Innovation Grant](#) to support international students
- **Published Articles:**
 - [American Journal of Arts Management](#) (Forshee, Manceor, McGinness)
 - [Impacting Education Journal](#) (Manceor)
 - [Internship Feature](#), JHU Imagine Blog (Braun, Manceor)
- **Spring 2024 Conference Talks:**
 - [SAEE](#) Annual Conference, Raleigh NC
 - [UPCEA](#) National Conference, Boston MA
 - Provost's DELTA Teaching Forum, JHU



School of Education

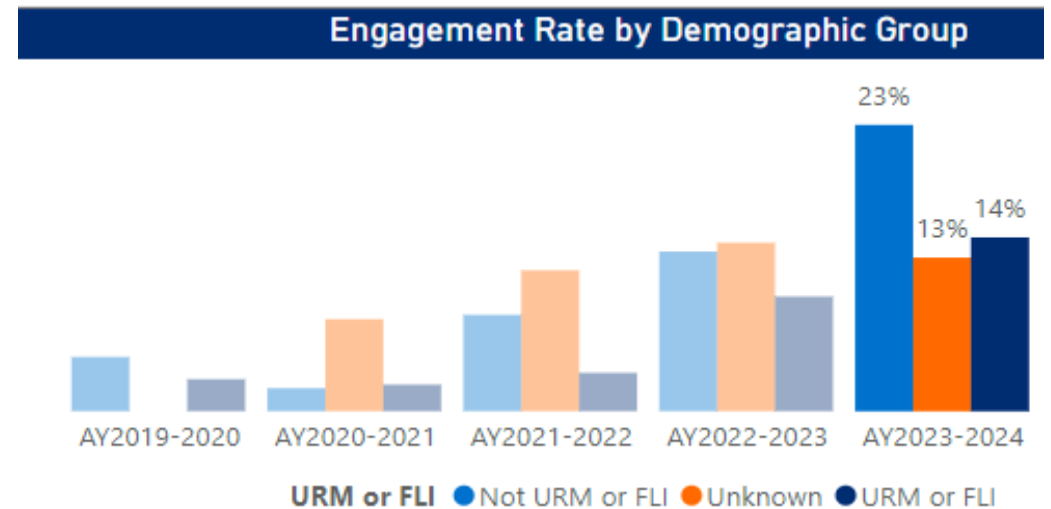
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- Student Career Advisory Team Created
- New Student Affinity Groups Developed
- Faculty/Student Research Consortium Established
- Career Fair: 22 Employers
- 23 Professional Development Workshops/Activities

OUTCOMES FROM ENGAGEMENT

- 1350 Enrolled students
- 324 Unique engagements
- 866 Total Engagements



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NPS by School: % Rating of 7 or Higher**



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• FUNDING TO SUBSIDIZE STUDENTS

Provided emergency funding to 10-15 students for academic and retention support with each student receiving between \$500 to \$1000.

STAFF OR DEPARTMENT HIGHLIGHTS

Career Center:

- Ø Director selected to present at National Career Development Association Global Conference (6/24)
- Ø Director selected to present at International Student Mini-Conference (8/24)
- Ø Partnered with SOE International Student Support Specialist to support improved service to International Students
- Ø Director served on JHU University-Wide International Student Life Design Curriculum Committee
- Ø Director served on JHU University-Wide Professional Development Committee



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Integrative Learning and Life Design