

Integrative Learning and Life Design at Hopkins

Our Work, Our Impact - Annual Report 2024-2025



JOHNS HOPKINS
UNIVERSITY

Integrative Learning and Life Design

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University-Wide Connections

Hire Hopkins

Hopkins Connect



Hire Hopkins



Student and Employer Engagement

- > Employer Connections across 40 states and 63 industries.
- > Targeted relationships built with 46 companies.
- > Demographic and School-Specific Focused Employer Development.
- > Cultivated Global employer partnerships in the UAE with six companies.
- > Pipeline of meaningful u-wide interactions built with bi-weekly progress reports. **Example:** [SAIS Progress Report](#)
- > Elevated visibility of Hopkins Talent through the newsletter of 177K subscribers, driving inbound employer engagement.

Student Engagement and Access Impact



Stronger Employer Connection

Job postings nearly doubled from 78K to 158K since the creation of Hire Hopkins in 2020.



Expanding Access for International Students

Jobs eligible for international students grew by 95% from 21K to 41K since 2020.



Campus-wide Adoption

Pilot programs transitioned into school-led efforts, addressed campus-wide gaps, and connected employers to student priorities.

Campus Partners and Collaborators

Cross Campus Collaborations



SAIS & CAREY

Hiring Week and Business & Consulting recruiting events:

- **250+ employer partnerships**
- Hundreds of students placed in paid, mission-aligned roles

HOMEWOOD

- **JobsForJays** – Real-world experiences for our undergraduates and just-in-time hiring for our employer partners
- **FLI Internship Academy** – Supports First-Generation and Limited-Income students with internship access
- **Hop to the Phuture** – Connects Hopkins Master's, Doctoral, and Postdoctoral students with employers
- **JUMP** – Pursuits in Healthcare

Strategic Programmatic Collaborations



Employability Taskforce

Unifies JHU schools to define 20 future-ready skills and guide curriculum alignment.



JHU-wide Employer Development and CRM System

Enables schools to track employer relationships, share contacts, and coordinate outreach.

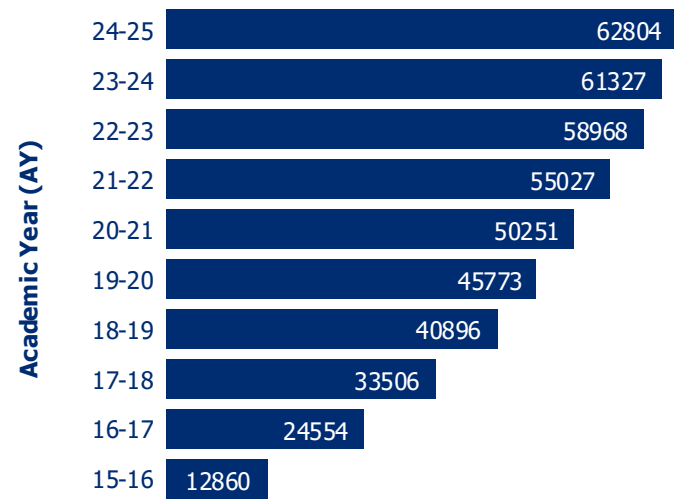


University-wide Partnered Programs

Allows creation of scalable and innovative programming and expands employer access to meet the needs of emerging students

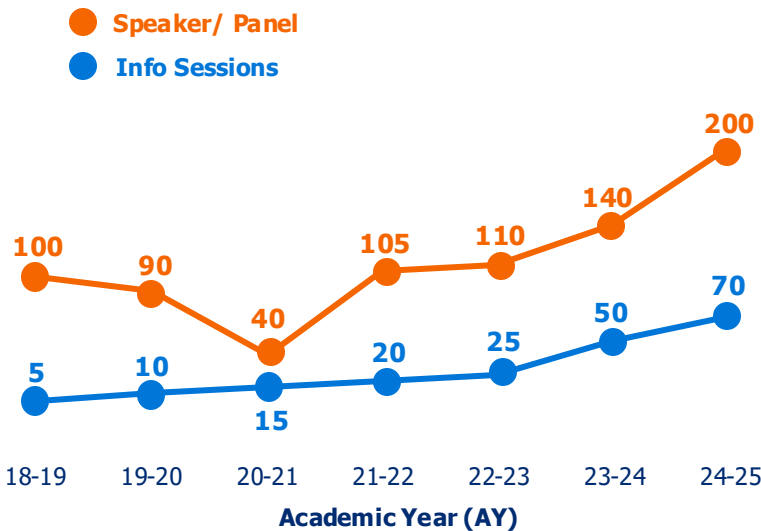
Expanding Employer Engagement and Opportunities

Employer Network Grows Fivefold



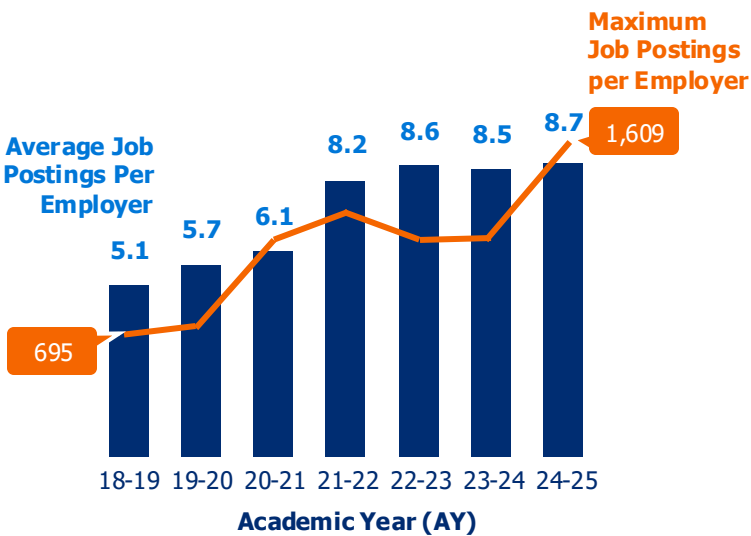
The cumulative growth chart shows **employer accounts** on Handshake **rising from 12,860** in AY2015–2016 **to 62,804** in AY2024–2025—a five-fold increase. Year-over-year gains without dips highlight steady momentum and strong employer confidence in Hopkins talent, translating to a larger and more diverse set of job and internship opportunities for students and postdocs.

Employer Events Surge Across Campus



Info sessions have more than doubled since AY2020–2021, reaching about **200 events** in AY2024–2025, and **speaker/panel events** have **expanded from 5 to 70** since AY2018–2019. The growth shows employers investing more time in direct student interaction, strengthening relationships, and creating richer networking and recruiting opportunities.

Employers Post More Jobs Each Year



Average job postings per employer **climbed from 5.1 to 8.7** between AY2018–2019 and AY2024–2025, while the **maximum postings** by a single employer **jumped from 695 to 1,609**. This upward trend signals deeper engagement and a stronger hiring pipeline, with partners consistently offering more positions to Hopkins candidates.

Satisfaction Ratings

Feedback from ILLD Colleagues: Employer Engagement Infrastructure

- > The CRM, created and managed by Hire Hopkins, helps partners track outreach, streamline communication, and access shared data across JHU. Users report that it makes their work more effective.
- > Hire Hopkins' monthly university-wide Employer Development meetings are trusted spaces for cross-campus collaboration. Partners value the structure.

Feedback Survey Highlights

CRM



UWED Meeting



What we heard

"Your team is always open to feedback and can make quick adjustments."

"The CRM is a great resource and very useful."

"The mentorship I received was truly like none other, and I wouldn't have been able to be so successful in shadowing and research had it not been for this program."

Student Feedback: JUMP Pilot

- > **Continued Mentorship**
Students wanted more learning beyond shadowing, so the fall 2025 cohort roles now embed mentorship into hands-on clinical work.
- > **Quality of Mentorship**
Students consistently described their mentors as impactful, supportive, and central to their growth in the program.
- > **Paid Access**
While not the top factor, paid participation was essential in making the program accessible for FLI students.

Feedback into Action

- > **Five of the six** schools mentioned that Hopkins created helpful connections to employers.
- > This pilot responded to past student feedback and succeeded because it delivered what students requested: **Mentorship, Support, and Access.**

Funding to Subsidize Students

JUMP Pursuits in Healthcare:

Financial obstacles have been eliminated for FLI students pursuing a career in healthcare.

Spring 2025 Pilot



4 Students placed in paid clinical roles across disciplines

- Anesthesiology
- Internal Medicine
- Pediatrics

Summer 2025 Medical Assistant Certificate



Medical Assistant certificate training funded for 13 Students through a collaborative effort:

- Program provided by CapYear
- Funding in collaboration with JUMP, ASAP, LDL's Summer Scholarship
- Logistics managed in collaboration with CapYear and JUMP
- Training provides
 - Skill-building
 - Credentialing for future clinical roles

Fall 2025 Expansion



21 Students placed in paid clinical roles across disciplines:

- Internal Medicine
- OBGYN
- Emergency Medicine
- Pediatrics
- Spinal Cord Rehab

Department Highlights

Team Milestones



April 2025

Tomi Olaleye joins the team. Since joining the Hire Hopkins team, Tomi has drawn on her extensive administrative and startup experience to streamline workflows, improve internal coordination, and support high-impact program delivery.

Her executive support and project management background has strengthened team operations and advanced outcomes for students, employers, and university partners.

Student Staff Highlights



Student Staff contributions improve how students, employers, and campus partners are supported and served.

CRM Accuracy

Improved employer tracking and clean data for Scope of Work reports.

Employer Research

Identified and profiled companies aligned with school goals.

Content Support

Produced valuable employer-facing blog posts, newsletters, and outreach materials.

Team Development & Learning



Conference Engagement

Our team engaged in multiple conferences and professional development opportunities.

Professional Growth

Certifications earned:

- Leadership Strategy
- Executive Certificate in Design Thinking for Innovation
- Academy for Women and Leadership

Hopkins Connect



Student and Alumni Engagement



- > 35,939 total users who have ever completed OneHop Mentoring sign-up
- > 2,113 new OneHop Mentoring platform sign-ups since June 30, 2025
- > 64.37% of undergrad students have completed signing up
- > 59% seniors, 57% juniors, 70% sophomores, 73% of first-year students engaged one OneHop
- > 68.84% of FLI undergraduates engaged on OneHop, surpassing our goal of 65% engagement, stretching for 70%
- > 22 events either hosted or co-hosted by Hopkins Connect during AY '24-'25

Outcomes of Engagement

OneHop Mentoring Outcomes

82% of survey respondents feel OneHop provided actionable next steps.

91% of respondents would recommend OneHop Mentoring.

91% of respondents Agree/Strongly Agree that they've had meaningful interactions via OneHop Mentoring.

Increased visibility of FLI self-identification via the OneHop Mentoring platform: **2,224** FLI alumni, **1,858** FLI undergraduate students.

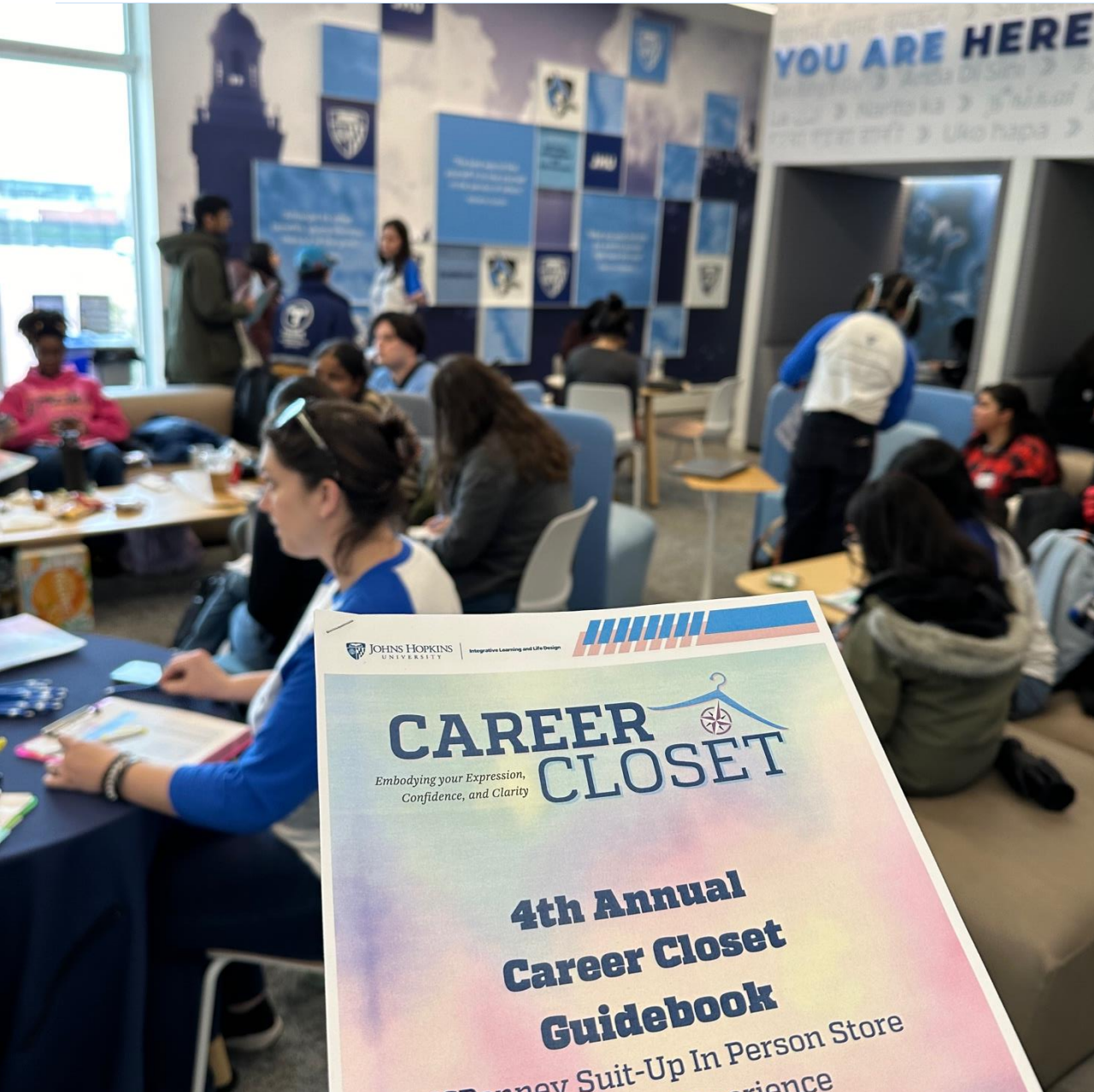


Campus Partners and Collaborators

- **JHFCU:** Collaborated with Johns Hopkins Federal Credit Union and the FLI Network for FLI Day 2024 events that included participation of 5 alumni mentors and 700+ student participants
- **UEL:** Monica Lieblong, University Experiential Learning (UEL), co-led session during the Spring 2025 Mentorship Summit.
- **OAR:** Office of Alumni Realations Partnered with Brian Davis with Lifelong Learning for Industry Dinners with students and alumni.
- **Center for Student Success: FLI Network/SCAA:** SCAA and the FLI Network were instrumental in providing referral and marketing distribution support.
- **OAR & Life Design Lab:** Collaborated with the OAR Director of Special Projects and ALDE co-instructor (from the Life Design Lab) to reimagine the Alumni Life Design Experience (ALDE) curriculum and guidebook, better reflecting alumni needs.
- **Super Mentors / ALDE Graduates:** Launched the Super Mentors as the first step in creating a training and support network to enhance mentorship support for students and onboard new alumni mentors.
- **School of Education & Hopkins' Undergraduate Department of Neurology:** We partnered with these schools and divisions to conduct virtual speed networking events for students and alumni mentors.



Campus Partners and Collaborators Continued



- > **Bloomberg School of Public Health / OAR / Hopkins Connect:** Expanded OneHop platform engagement and adoption through Career Connections Day, Third Thursdays, FLI Day, and Second Saturdays.
- > **Office of Identity and Shared Interests / OAR:** Co-chaired the Alumni Integrating Life Design Working Group, introducing Life Design pedagogy, engaging peer institutions, and ideating around alum-to-alum mentoring.
- > **Employability Skills Taskforce** (Zane Forshee & Alia Poonawala): University-wide staff support collaboration in the drafting of a literature review and data to identify and advance employability skill-related courses and development initiatives at JHU.
- > **Career Closet:** Students completed the "Fashion Forward" pathway prior to their shopping experience and received OneHop bags at checkout.
- > **Provost's Office / Disability Inclusion Advisory Council (DIAC):** Continued leadership to strengthen equity, inclusion, and accessibility for people with disabilities across Hopkins.

Satisfaction Rating



Satisfaction Rating Overview



OneHop Mentoring student and alumni match satisfaction rating: **4.66 out of 5 stars**



Average rating for Alumni Leadership Weekend *Mingle Like You Mean It* Networking Event: **4.81 out of 5**



Financial Mentorship Pilot with Johns Hopkins Federal Credit Union: **4.93 out of 5** overall rating for course quality



Department Highlights

There were 59 mentorship pairings in the inaugural Fall 2024 cycle of the Hopkins Connect Mentorship Program, which is 118% of our yearly goal of 50 pairings.

46 students completed the Johns Hopkins Credit Union Financial Mentorship program to support the financial health of FLI students.

Piloted and expanded the usage of MeetAway, a virtual networking software platform that supports student–alumni connections through structured, time-limited conversations, to fill the need for scalable micro-mentorship experiences.

290 students attended three Mentor Meet-up Events over AY '24-'25.



Immersive Experiences

University Experiential Learning (UEL)

Global Education Office (GEO)

Hopkins Office for Undergraduate Research (HOUR)



University Experiential Learning



Student and Employer Engagement

Engagement Highlights

- Engagement Statistics*
 - **9,823** students participating in a paid immersive experience.
 - **15,067** active positions in SAP.
- **34%** of JHU students are engaged in an immersive paid experience.*
- **19,077** payroll documents were processed to ensure that students enrolled at Homewood were paid accurately and on time.**
- **5,683** active student profiles in Timesheet X.
- **45** Collaborative and Independent Events with over **1,700** student participants.

SMILE Highlights

- **14,714** active student accounts in SMILE.
- **8,415** positions posted on SMILE.
- **3,906** students hired through SMILE.
- **56%** of student positions are posted on SMILE.*
- **1,013** paid internships through UEL's SMILE.

FLI Student Engagement

- **92%** FLI students have a SMILE profile.
- **54%** of the FLI student population is engaged in part-time student employment.

* These totals exclude Postdocs and Visiting Students.

** Payroll documents include UG, Grad, PhDs, Postdocs, and Visiting Students processed by UEL.

Outcome from Engagement



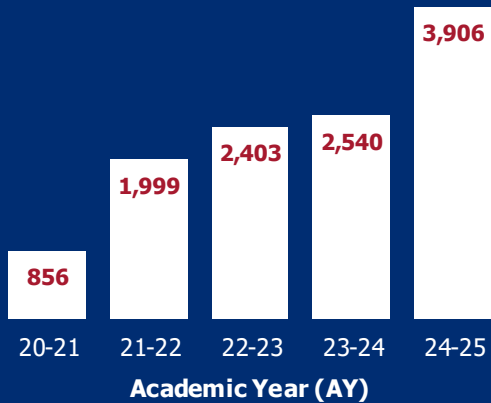
SCHOOL	AY 19-20	AY 20-21	AY 21-22	AY 22-23	AY 23-24	AY 24-25
Carey Business	9	211	536	704	536	997
KSAS AAP WSE EP	4255	4899	5714	6655	6973	9030
Peabody	9	360	618	796	796	909
SAIS	16	91	170	700	787	952
School of Education	7	68	302	344	368	495
School of Medicine	19	109	156	209	271	302
School of Nursing	13	323	630	733	638	744
School of Public Health	65	386	807	1001	995	1285
TOTALS	4,393	6,447	8,933	11,142	11,364	14,714

SMILE student profiles have increased by about **235%** over the *past five years*, rising from 4,393 to 14,714.

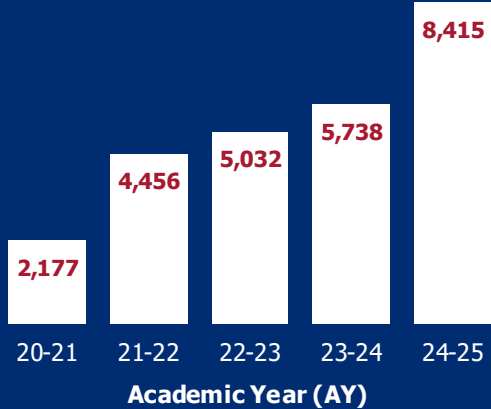
56% of JHU students have an *active* profile in SMILE.

Outcomes from Engagement Continued

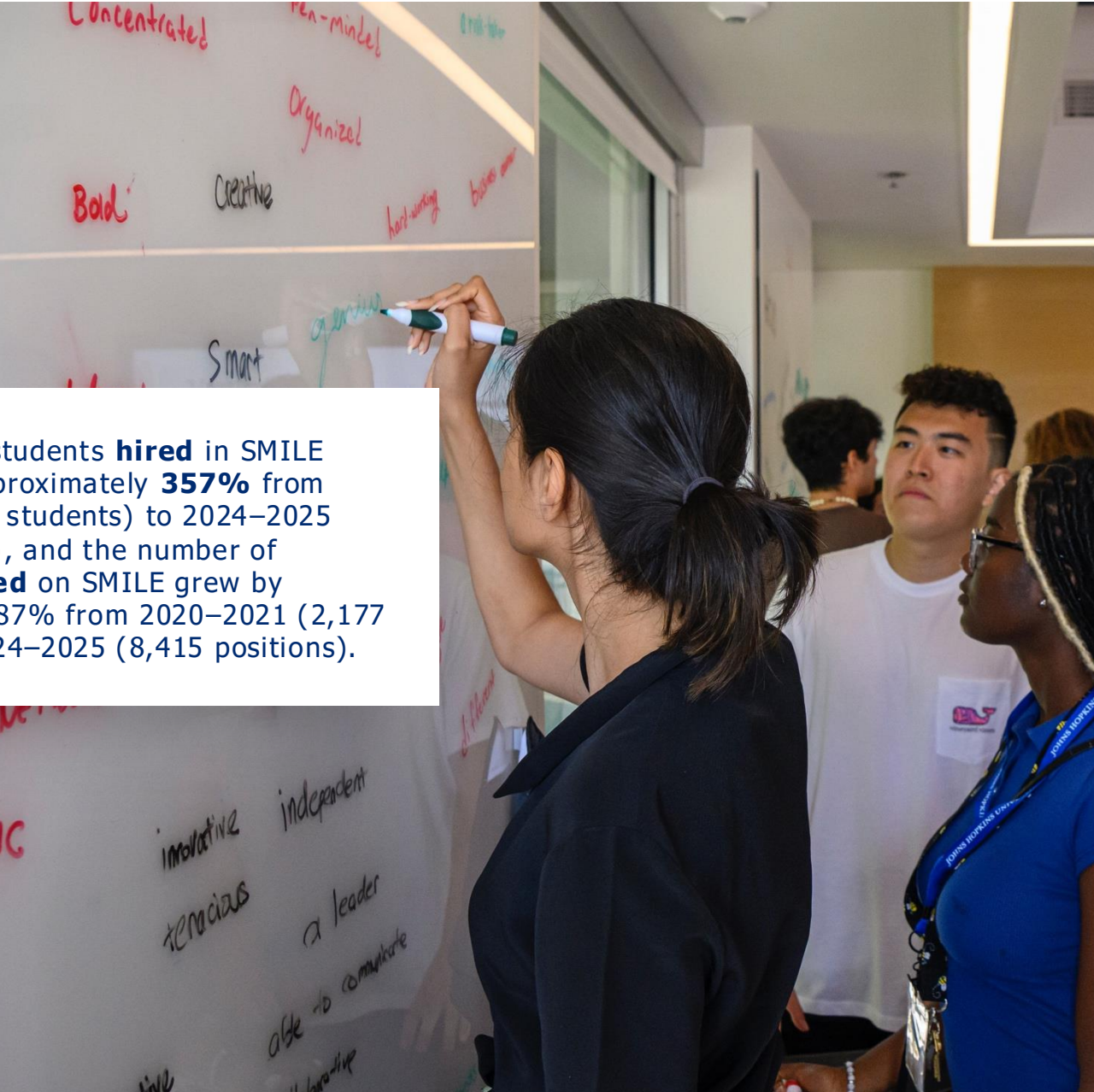
Total students hired via SMILE



Total positions posted on SMILE



The number of students **hired** in SMILE increased by approximately **357%** from 2020–2021 (856 students) to 2024–2025 (3,906 students), and the number of **positions posted** on SMILE grew by approximately 287% from 2020–2021 (2,177 positions) to 2024–2025 (8,415 positions).



Department Highlights

- > Partnership for Student Success (PSS) Federal Work Study Usage Impact:
 - Utilization of FWS awards for Community Service positions increased by 6.2 percentage points—from 5.6% last year to 11.8% this year
- > Paid Internship Institutional Assessment Collaboration and Research Project: HIRB00018118
- > Equity in the access to valuable experiences significantly increased for our students due to the number of posted positions and active student profiles on SMILE, and the number of paid campus internships.
- > Suzanne Biggs: Birds of a Feather Collaboration Award
- > **155 staff participants** in the Coffee with Colleagues program

Campus Partners and Collaborators



Huron and Sightline Student Employment & Experiential Learning Design Meetings:

- Submitted proposal to centralize and standardize SE & EL on October 30th, 2024
- Finished Service Level Agreement (SLA) for the formation of the Student Employment and Experiential Learning Center of Expertise (COE) in May of 2025

Working with all divisional HR Directors to improve compliance, efficiency, and equity regarding university-wide student employment processes and procedures.



Global Education Office (GEO)



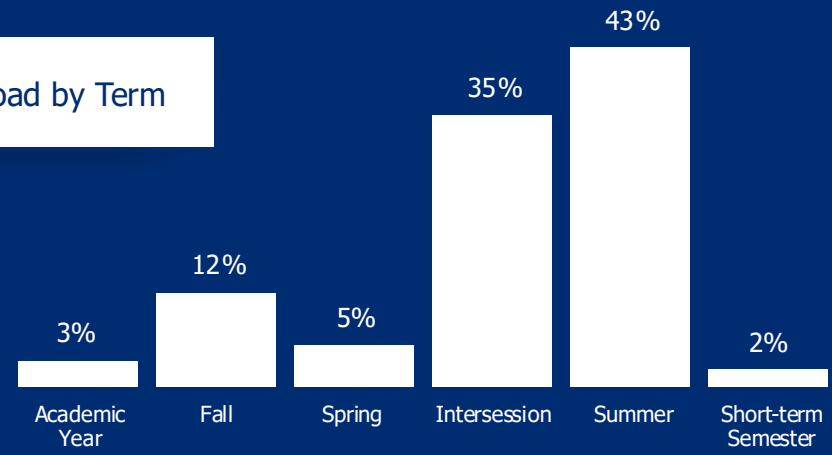
Student Engagement

> 366 students abroad from Summer 2024 – Spring 2025:

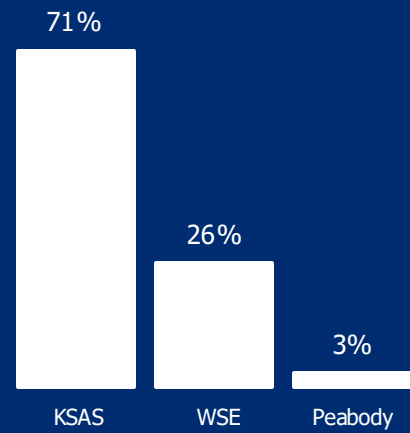
- 12 Academic Year 2024-2025
- 43 Fall 2024
- 19 Spring 2025
- 126 Intersession 2025
- 158 Summer 2024
- 1 Short-Term Fall 2024
- 7 Short-Term Spring 2025

- > 80% of participants opted for short-term opportunities.
- > 899 students opened applications from July 1, 2024 to June 30, 2025.
- > 416 students had first-time appointments from July 1, 2024, to June 30, 2025.
- > 26 visiting international students studied abroad at JHU for a semester or year.

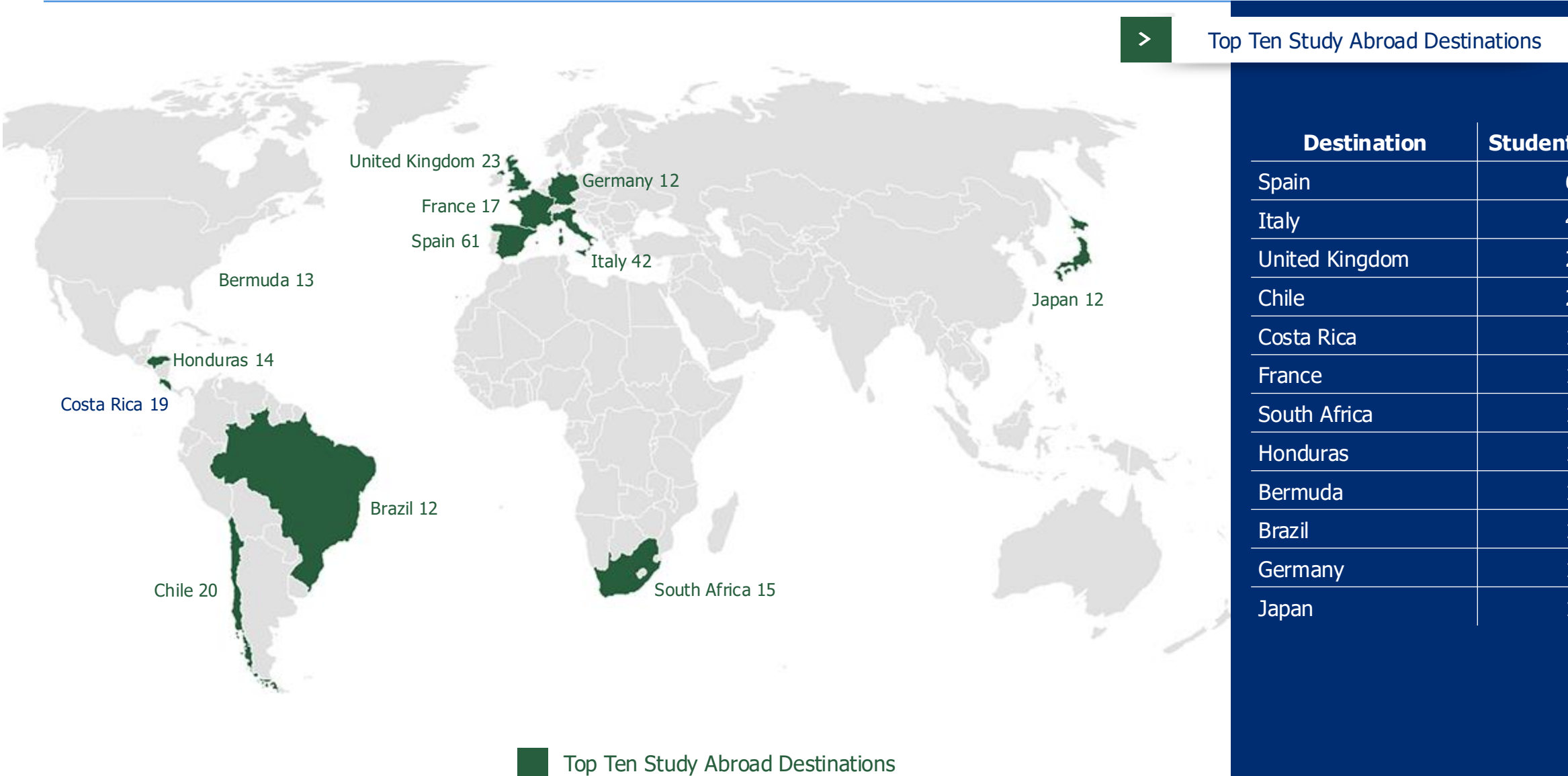
> Students Abroad by Term



> Students Abroad by School



Student Participation and Destinations 2024 - 2025



Destination	Students
Spain	61
Italy	42
United Kingdom	23
Chile	20
Costa Rica	19
France	17
South Africa	15
Honduras	14
Bermuda	13
Brazil	12
Germany	12
Japan	12

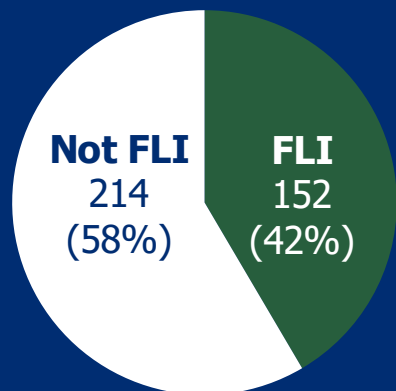
Campus Partners and Collaborators

- FLI Network (various)
 - Unveiling FLI Student Journeys
 - FLI Abroad
 - ASAP funding: FLI study abroad scholarships
 - GEO presented/tabled at Hop-In, Pep Rally, Ice Cream Social, FLI Day, etc.
- Pre-Professional Advising
 - Pre-Med Abroad Info Session
 - Oxford Pre-Med Info Session
- Life Design Lab
 - Unveiling FLI Student Journeys
 - Global Perspectives at Work
 - Study Abroad Welcome Back Receptions (September & February)
- URSCA
 - Research Abroad Info Session
- Various Academic Departments
 - Info Sessions, Open Houses, and study abroad programming

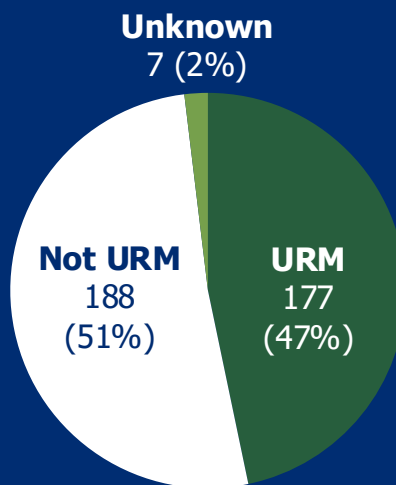


Student Engagement Outcomes

Students Abroad by FLI Status



Students Abroad by URM Status



Hopkins Jamaica: Rastafari - From Marcus to Marley, Summer 2024

Satisfaction Rating

On a scale from 1 to 5

- **96%** of respondents rated their study abroad program a **4 or higher**, and
- **99%** rated it a **3 or higher**.



"Over intersession, I had the incredible opportunity to take an experimental research course on neotropical ecology, behavior, and conservation. This course was particularly exciting because it included both fall lectures to prepare us and a hands-on research experience during our trip to Utila Island, Honduras.

Alongside five other students, I conducted an independent research project focuses on the island's wildlife. My project specifically examined reptilian endoparasites. We collaborated with the Kanahau Wildlife Conservation organization, which works to "assess population status and promote the conservation of threatened species and ecosystems." One highlight was contributing to their efforts to protect the Utila spiny-tailed iguana, a species native to the island's mangrove habitats."

- Senior Behavioral Biology & Public Health major, Hopkins Experiential Research Lab to Honduras, Intersession 2025



Hopkins Germany, Sports – A Force for Good? | Summer 2024



Hopkins Experiential Research Lab | Utila Island, Honduras Intersession 2025

Funding to Subsidize Students

JHU student in Buenos Aires, Fall 2024



JHU student in Madrid, Spain, Fall 2024



Hopkins Writing Seminars Program in Rome Summer 2024



JHU students in Cambridge, UK Academic Year 2024-25

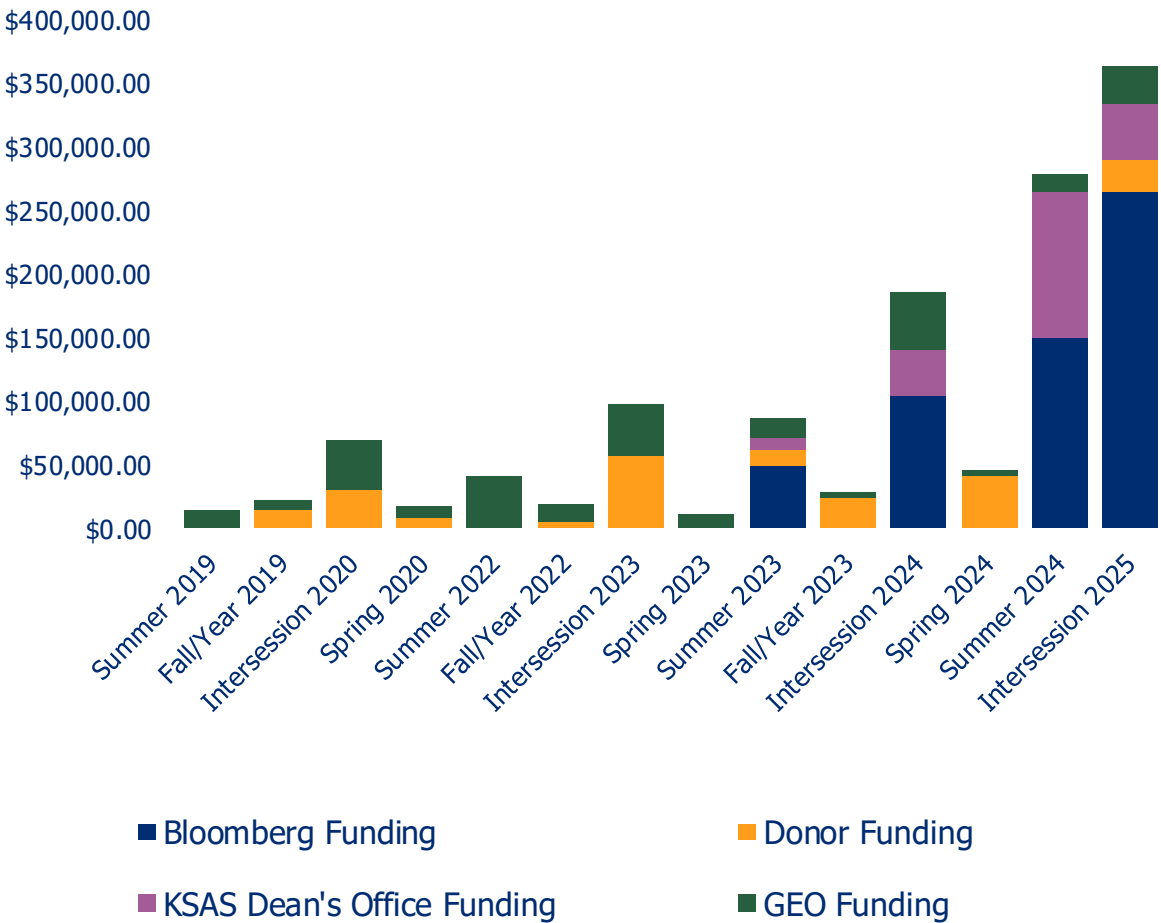


110 of 244 (45%) of study abroad scholarship applicants were funded due to generous (mostly one-time) funding from the following sources:

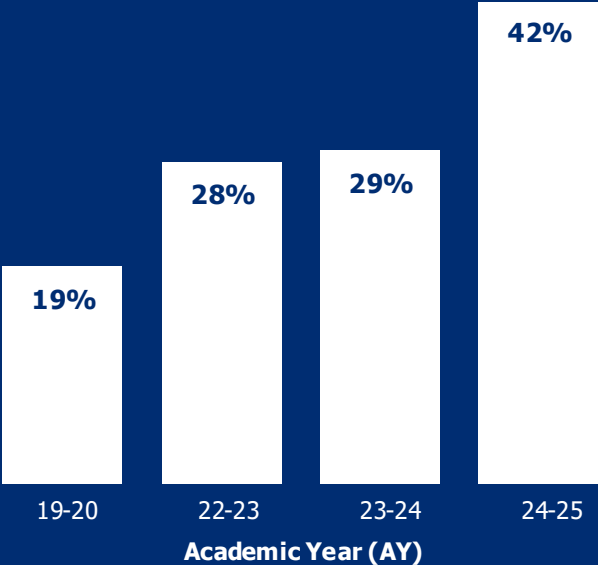
- **ASAP Funding**
 - \$150,000 for Summer 2024 (27 FLI students)
 - \$265,000 for Intersession 2025 (43 FLI students)
- **Donor Funding**
 - \$24,759 for Intersession 2025 (4 students)
 - 3 donor-funded programs (29 students)
- **KSAS Dean's Office Funding**
 - \$115,000 for Summer 2024 to partially subsidize four programs (37 students)
 - \$45,000 for Intersession 2025 (12 students)
- **GEO Funding**
 - \$15,000 for Summer 2024 (3 students)
 - \$29,118 for Intersession 2025 (9 students)

Funding To Subsidize Students Continued

Study Abroad Funding by Term and Source



Percentage FLI students



Department Highlights



Inaugural Hopkins Public Health
in Costa Rica Program,
Intersession 2025



[JHU summer course in Germany](#) is a featured collaborative event for NRW-USA, highlighting the collaboration between the USA and the North Rhine-Westphalia Region of Germany.



First Peabody Faculty-Led Study Abroad Program: Dancing Amsterdam, welcomed seven students.



JHU Financial Aid agreed to increase awards for need-based aid recipients on programs costing more than JHU, eliminating the need for semester scholarships for students receiving aid.



Global Ambassador Program created, hiring 4 study abroad returnees to promote international education.



Pilot Study Abroad Showcase event launched to highlight global experiences.

Undergraduate Research



Student Engagement

Engagement Highlights

- > HOUR staff engaged directly with over 50% of all JHU undergraduates in AY25 through programming, events, and consultations.
- > Approximately 75% of all undergraduates used HOUR's online resources, such as ForagerOne and HOUR's website, in AY25.
- > HOUR serves URM and FLI students proportionately with their representation in the undergraduate body.

> **1352** (23% of KSAS/WSE undergrads) attended live programming such as workshops, seminars, and guest speaker sessions.

> **242** undergrads presented their research, scholarly, or creative work at DREAMS.

> **491** of their fellow JHU undergrads visited DREAMS.

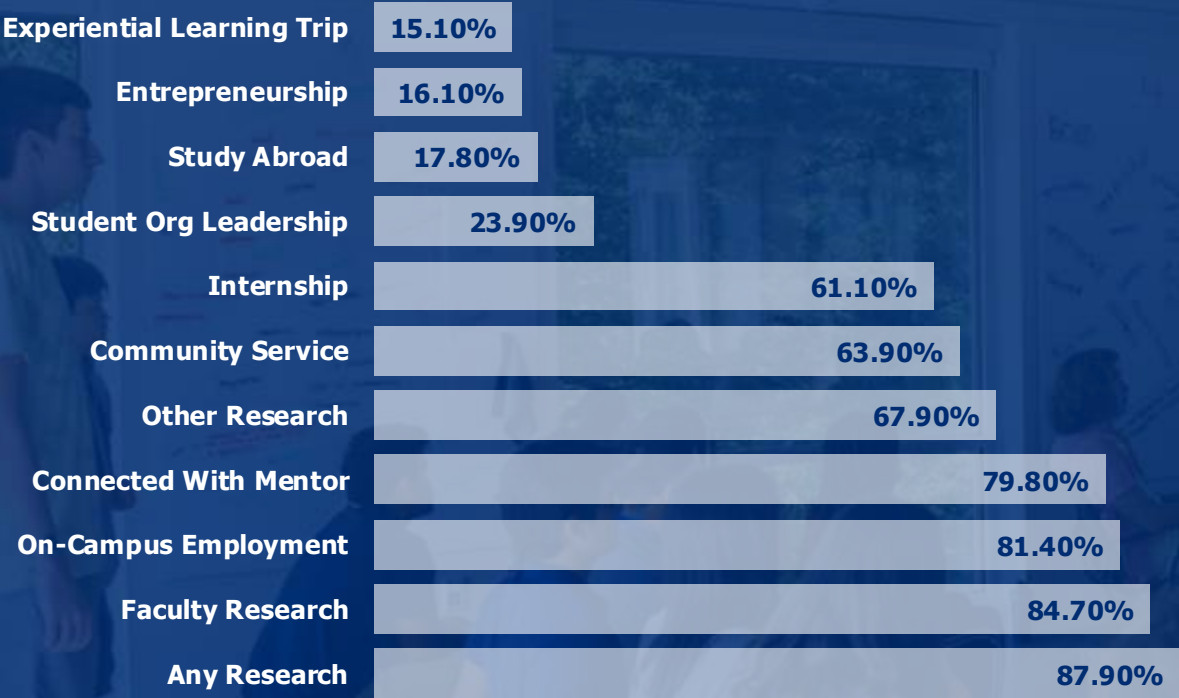
> **148** (27% of applicants) were awarded funding.

> **426** students received assistance from HOUR staff during office hours, in 1:1 meetings, or via email.

> **544** (10% of KSAS/WSE undergrads) applied for HOUR awards and funding.

Outcomes from Engagement

Undergraduate Experiential Learning: Research and Beyond



Percentage of Undergraduates Participating

Based on First Destination Survey data. Percentages represent respondents reporting at least one experience during their undergraduate years.

Engagement Highlights

- > **88% of all undergraduates participate** in at least one research experience.
- > Students leverage these research opportunities into graduate education (36%) and full-time employment (59%; including both career placement and gap experiences prior to grad school).
- > **#12 for undergraduate research** in U.S. News & World Report’s Fall 2024 rankings of the nation’s best colleges for undergraduates

Campus Partners and Collaborators

- JHU leadership and administration
- Peer offices and student groups
- Faculty and staff research mentors
- Philanthropy and alumni donors

Tools and support to leverage research experiences toward students' professional goals

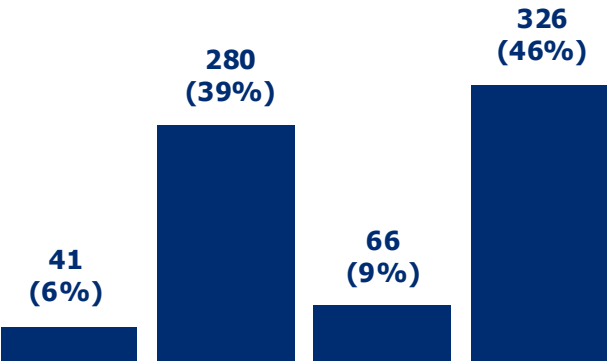
- Funding
- Presentation opportunities
- Best practices
- Networking
- Mentoring



Satisfaction Rating

HOOR designs and promotes all our programming with specific learning objectives around identifying, securing, navigating, and leveraging research experiences. We encourage pre- and post-programming surveys to ensure we meet the needs and expectations of our undergraduate constituents.

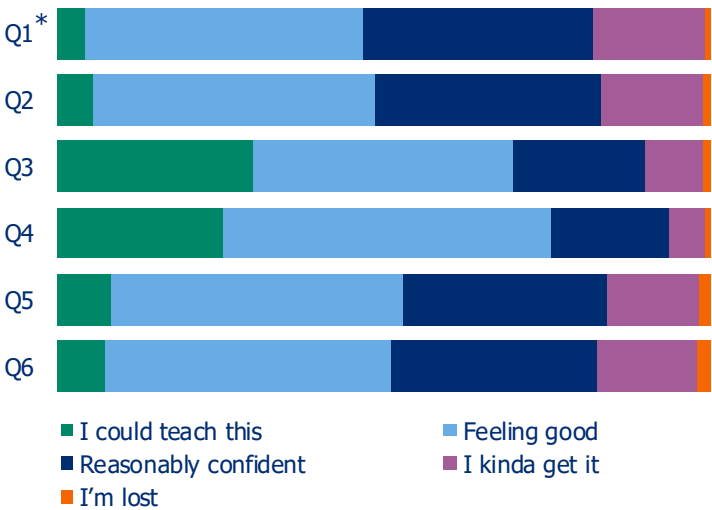
Pre New Student Orientation (NSO) Survey, Fall 2024



Response Total: 713

Prior to workshops, students generally report little (39%) to no (46%) knowledge of the topic being addressed.

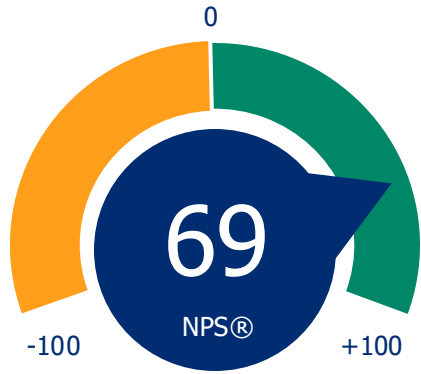
Post New Student Orientation (NSO) Survey, Fall 2024



After workshops, 80-90% report feeling comfortable ('Reasonably confident,' 'Feeling good,' and 'I could teach this') about specific learning objectives.

- * Q1: Research climate at JHU
- Q2: Best practices for research
- Q3: Best practices on the HOOR site
- Q4: Finding a research mentor
- Q5: Emailing a potential mentor
- Q6: Contacting HOOR staff

Recommendation Likelihood



Promoters: 1027 Passives: 320. Detractors: 60

Students report high rates of satisfaction with both content and delivery of workshops, seminars and other programming, with 80% rating 7 or above out of 10 (with 75% response).

Funding to Subsidize Students

Key points for AY25

Funding Allocations

- Nearly 80% of our \$1.4M FY25 budget went directly to students and mentors to enable research experiences or support events and programming.
- Allocated an additional \$372K from various JHU sources to more than double the Summer PURA award cohort (62 additional student awardees) in Spring 2025, despite funding uncertainty and cancellation of many summer research opportunities.

Cost Saving Efforts

- Optimizing our funding by designing and delivering versatile and scalable resources and programming.
- Prioritizing financial support for students who might otherwise not be able to take advantage of the wealth of research opportunities at JHU.
- Additional administrative savings realized by cost sharing some of our key platforms with ILLD's ODT, as access has been expanded to our peer offices and divisions.

Results of Additional Funding and Cost Savings

Improved outcomes for students in retention, graduation and post-graduation satisfaction, and involvement with Hopkins as graduate students, employees, and engaged alumni.



Funding to Subsidize Students Continued

OUR's AY25 Funding



Funding Sources

- Sponsored/Directed (Hodson Trust, DAR Fund, Alumni Gifts) = \$750K (54%)
- JHU Administration (Scrape, Provost Discretionary, USS, ASAP, Sellinger) = \$650K (46%)

Total Budget: \$1.4M



Distribution

- Directly to Students (Research salaries, Program Awards) = \$1.1 M (79%)
- Student Support (Events, Transportation, Engagement Platforms) = \$75K (5%)
- HOUR Administration Salaries, Office, Software = \$225K (16%)



Career and Life Design

Doctoral Life Design Studio

Bloomberg School of Public Health

Carey Business School

Krieger School of Arts & Sciences/Whiting School of Engineering

Peabody LAUNCHPad

School of Advanced International Studies

School of Education



Doctoral Life Design Studio

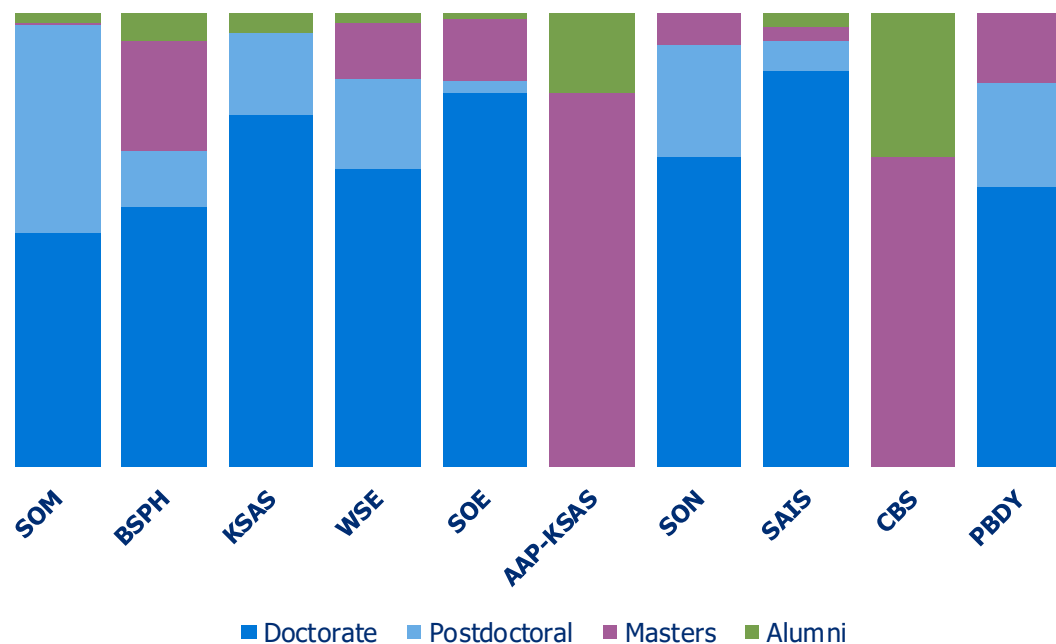


Scholar Engagement

- > The stacked graph illustrates the distribution of DLDS event engagement across Johns Hopkins schools, segmented by academic level — **Doctorate (dark blue)**, **Postdoctoral (light blue)**, **Master's (purple)**, and **Alumni (green)**.
- > **Doctoral students** make up the majority of participants across most schools
- > **Postdoctoral scholars** represent a significant share at **SOM** (~45%) **BSPH** (~55%), **SON** (~65%), and **WSE** (~60%), showing consistent participation in professional and career development programming.
- > Overall, engagement spans all divisions and populations, demonstrating DLDS's university-wide reach and the integration of career, skill, and network development for scholars at every stage.

>

FY 2025 DLDS Event Participation Composition by School and Scholar Type

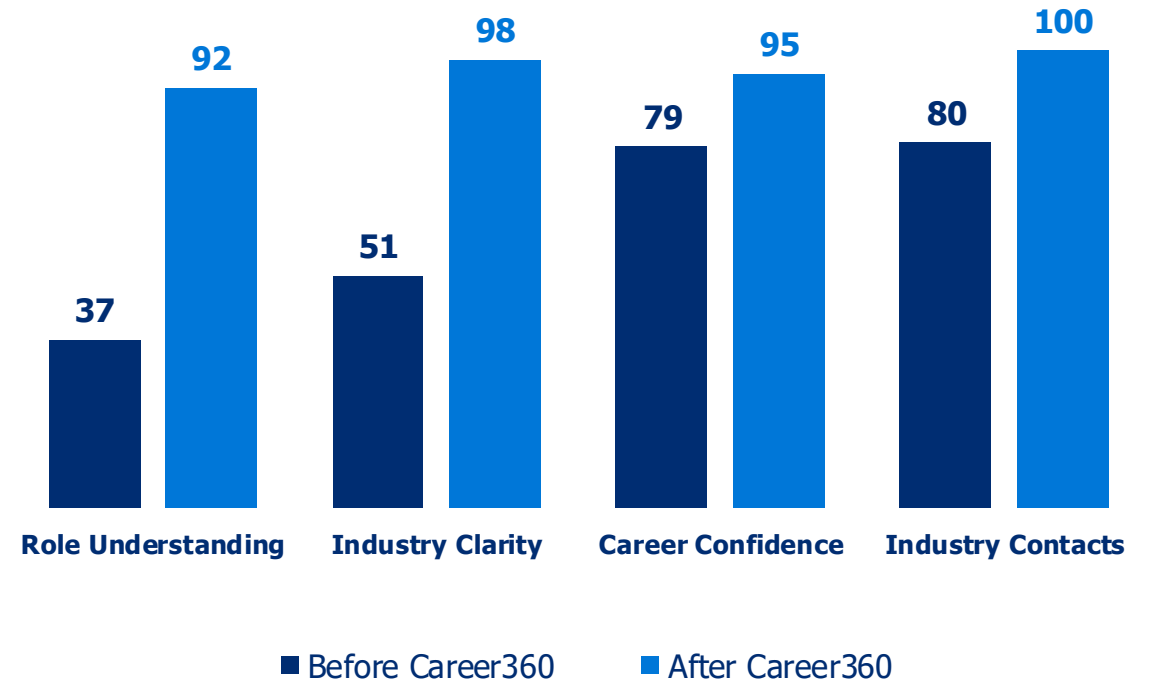


Employer Engagement

- > This Spring the Doctoral Life Design Studio launched Career360, a new experiential learning program aimed at providing immersive career shadowing experiences for doctoral students and postdocs.
- > The first cohort had 53 participants where one experience led to a 55-point gain in role clarity, a 47-point increase in industry understanding, and a 16-point rise in confidence making career decisions.
- > Every scholar also left with at least one new professional contact, clear evidence that structured exposure, drives clarity.

>

Growth in Knowledge, Confidence, and Connection After Career360



Scholar Outcomes

Career Education & Curricula

- Event Engagement and Impact:
 - Total Event Registrations: **7,220**
 - Total Event Attendance: **3,716**
 - Median Event NPS: **+71.43**
 - Average Change in self-reported Confidence on Event Topics, pre- and post-event: **+2.82 points on a 10-point scale**
- **189** doctoral students and postdocs participated in **241** appointments with DLDS Career Educators
 - **66%** of students felt their meeting with a DLDS career educator addressed their career questions and concerns “a great deal”
 - **81%** of students said they were “extremely clear” on next steps following their appointment
 - **+95.16** - Average NPS for appointments



Scholar Outcomes Continued

Career Education & Curricula

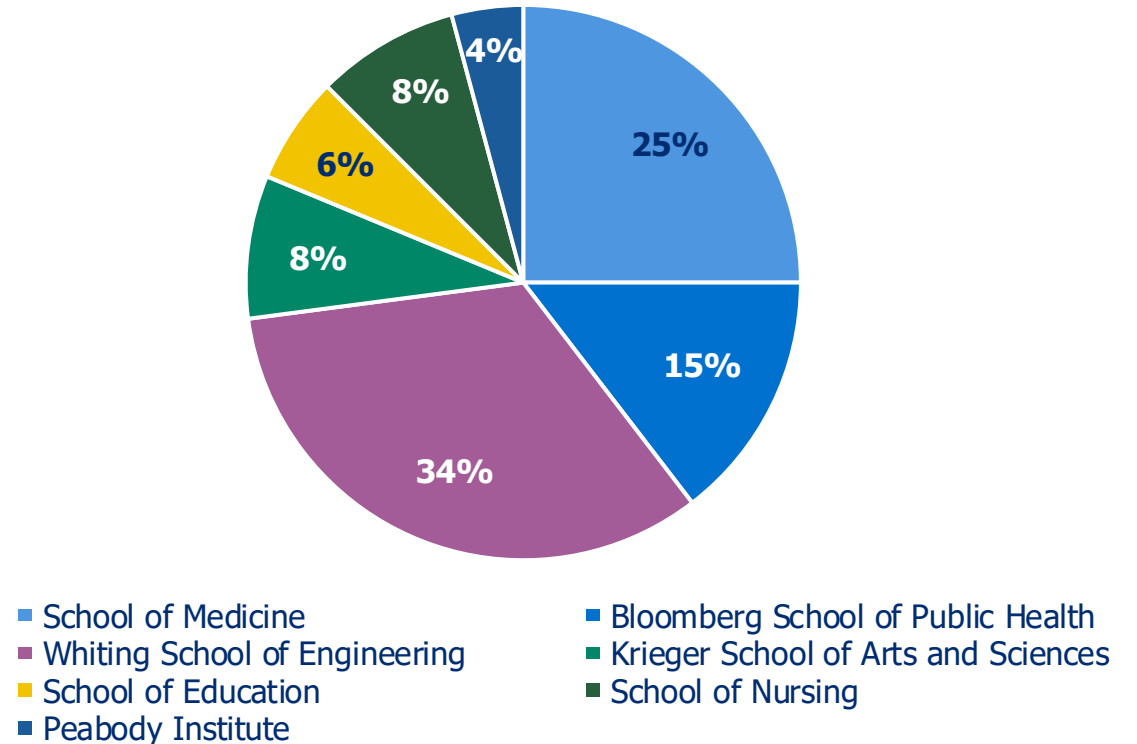


Empower Your Pitch 2025

- Scalable, university-wide skill development programming on doctoral research communication
- Expanded reach in 2025
 - 48 participants from seven JHU divisions
 - Inaugural Postdoc version of EYP with 17 postdoc participants
 - 16 EYP peer coaches volunteered to help EYP participants prepare to compete in three rounds of the competition
- Measurable Impact
 - 92% of EYP participants would recommend the competition to a friend
 - 84% rated EYP training workshops as "highly effective" in building their communication skills
 - Doctoral students and postdocs developed transferable communication skills for job talks, interviews and networking



2025 EYP Competition Participants



Department Highlights

Career Education & Curricula

- **OPTIONS curriculum**
 - Structured, multi-phase required career program for 400+ JHU biomedical PhD students in 7 graduate programs at KSAS, SOM, and BSPH
 - In AY2025, 22 OPTIONS events were organized to support students to
 - Design career plans and set goals
 - Explore biomedical PhD career paths
 - Network with alumni and professionals in the field
 - Grow skills in communication and grant writing
 - Prepare to apply for positions
 - An OPTIONS newsletter was launched in Spring 2025 for OPTIONS students and their mentors to market events and opportunities that can help them meet their program requirements
 - Program Impact
 - In a March 2025 survey of recent OPTIONS alumni (cohorts 2016-2021), 74% said the OPTIONS program had a direct influence on their current career path
 - Alumni especially valued the program's focus on exposing them to different career fields and connecting them with alumni and industry professionals (73%)
 - Recent SOM BCMB PhD graduate: "Every session and workshop I attended was extremely polished, thoughtfully presented [which] helped me think more earnestly about my future."



Department Highlights Continued

Building Community

DLDS hosted **several community-building events** that encouraged students to network with peers and alumni and build their professional brand.

Life by Design with Yara Shahidi	▪ +91.03 NPS
Icons of Impact with Dr. Hakeem Oluseyi	▪ +100 NPS
2024 Black Excellence Conference	▪ 85% "Very likely to recommend BEC"
2nd Annual Cumbre De Excelencia Latina	▪ 81% "Valuable for professional development"
Career Impact Awards	▪ 64% increase in award nominations (253) from '23 to '24



> BSPH Doctoral Alumni Networking Night

> Icons of Impact with Dr. Hakeem Oluseyi

> Career Impact Awards

> Life by Design with Yara Shahidi

> 2024 Cumbre de Excelencia Latina

> 2024 Black Excellence Conference

Department Highlights Continued

Social Media and Thought Leadership

> LinkedIn Highlights

- Impressions: 32,764 total impressions since August 2024, with 56% being unique views.
- Followers: Increased by 39% in the academic year.

> DLDS Newsletter Highlights

- Average open rate is 39%; click rate is 2.7%
- Biweekly newsletter reaches 1800+ postdocs, 4800+ doctoral students, and 200+ doctoral student and postdoc career champions/mentors.
- The newsletter content is segmented by doctoral discipline and career stage to target event promotions for stakeholders and students.

> Selected Presentations, Invited Talks, and Publications

- Invited Talks & Keynotes: Career Leadership Collective, New Orleans, Keynotes by Roshni: University of Michigan, Classics Society, University of Illinois, Chicago, & More.
- Inside Higher Ed Articles| [Lead without Shrinking](#) | [International Scholars](#) | [Future of Work](#) | [Scalability](#) | [Change](#) | [Humanities](#)
- [Frontiers in Education Journal Article: Bridging the gap: the OPTIONS program as a model for integrating career development into biomedical PhD training](#)



Department Highlights Continued

> Staffing Updates

6 new FTEs trained and hired | Reorganization for a more structured team, including dedicated FTEs for Career Education university-wide, Experiential Learning and Career Shadowing as well as focused efforts on WSE, KSAS, and BSPH doctoral students.

> Process Improvements

New SOPs established: Email communications (updated), Office hours with DLDS Career Educators, Handshake for CareerKit workshop series, Handshake for Appointments (updated), Event marketing/descriptions, Data management, Newsletter quality control, Promotion pathways, and Work values.

> Training & Development

Conducted training with Factivity in Fall 2024 and Dynamic Teaming: Team Development in the 21st Century in Spring 2025.

> Strategic Initiatives

Continued roll-out of new office brand - Doctoral Life Design Studio, renovated East Baltimore office space to accommodate more cross-campus meetings and university-wide events, and to make the space welcoming for students.



Renovated Lobby Area (top photo) and Conference Room (bottom photo) at DLDS Office on East Baltimore Campus



Bloomberg School of Public Health



Student Engagement

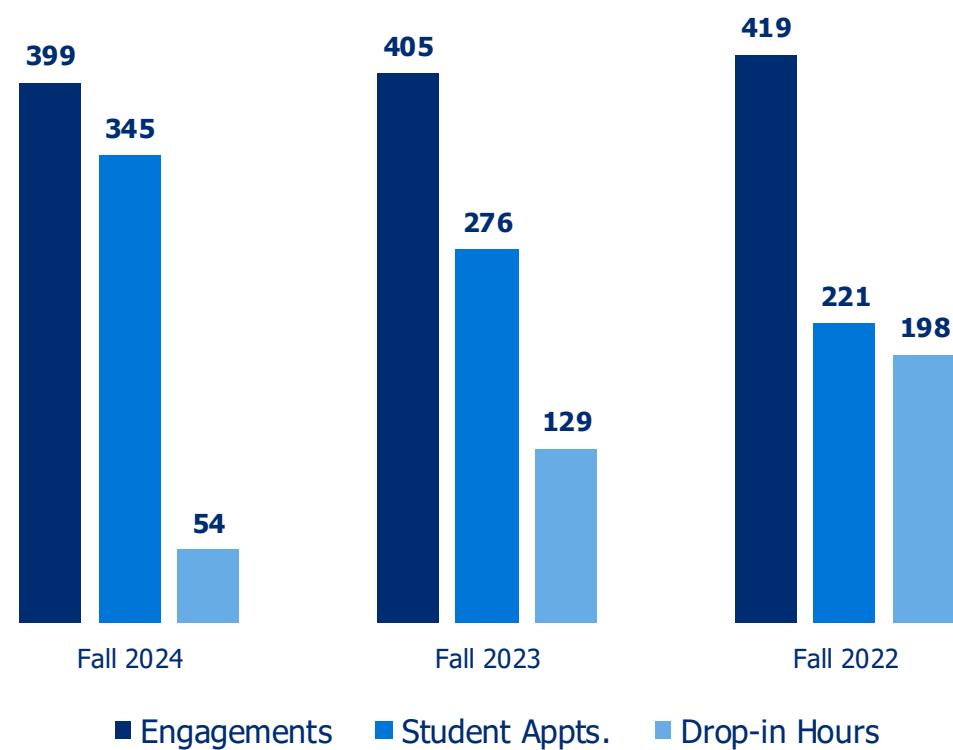
> In Fall 2024, the Career Services Office had 399 individual engagements with students through virtual appointments (345) and drop-in hours (54).

> The 399 engagements accounted for approximately 56% of all master's and doctoral students.* This percentage aligns with the 53% engagement in Fall 2023.

**Based on the total of 718 master's and doctoral students in Handshake from 8-18-2024 to 12-28-2024. This does not count multiple engagements with students.*

>

BSPH Individual Student Engagements Fall 2024



Student Engagement Continued

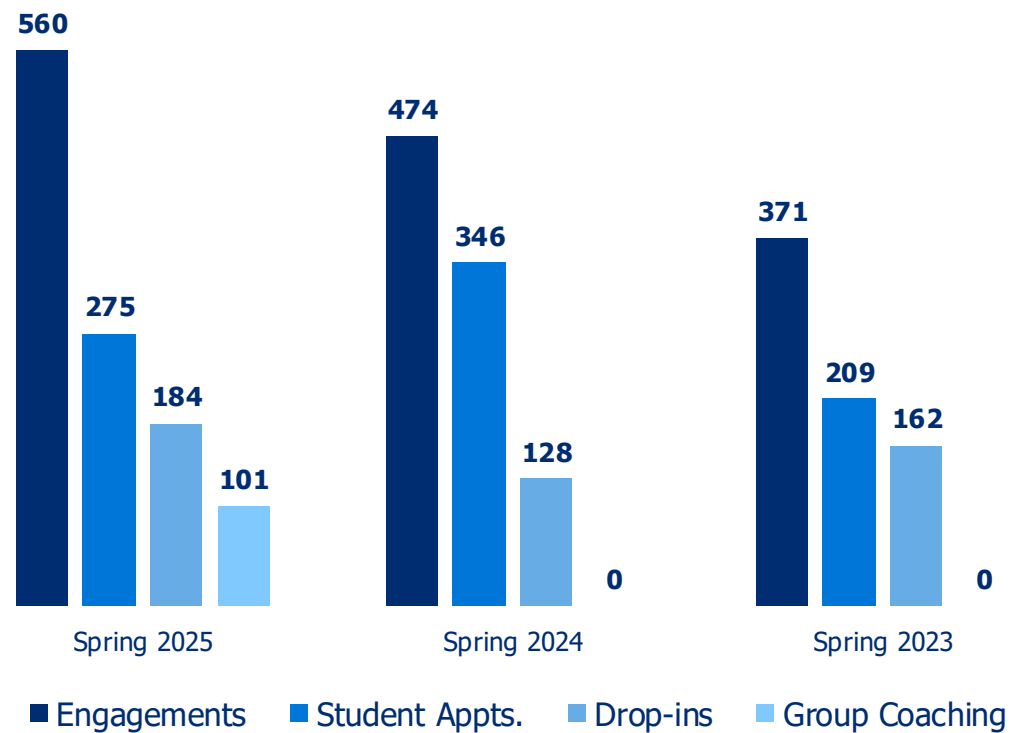
> In Spring 2025, the Career Services Office had 560 individual engagements with students through 1-on-1 appointments (275), drop-ins (184), and group coaching* (101).

> The 560 engagements accounted for approximately 65% of all master's and doctoral students.** This percentage is a 10% increase in engagement compared to Spring 2024.

** Group coaching was added in Spring 2025.*

*** Based on 862 master's and doctoral students in Handshake from 1/20/2025 to 5/26/2025. This does not count multiple engagements with students.*

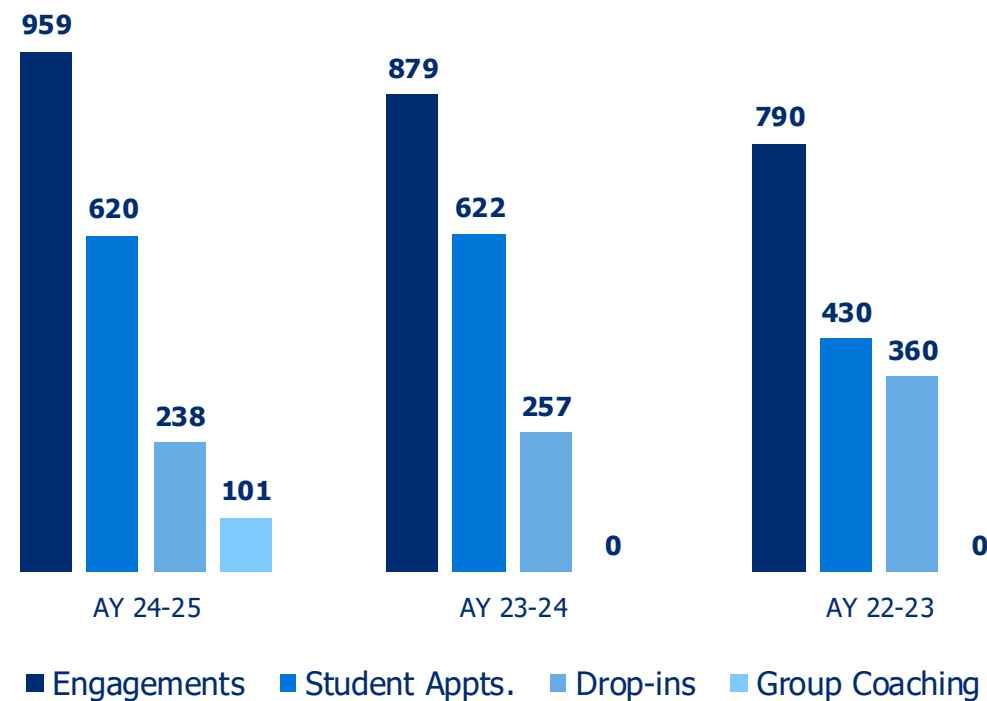
BSPH Individual Student Engagements Spring 2025



Student Engagement Continued

- > In AY 24-25, the Career Services Office engaged with 959 students through 1-on-1 appointments (620), drop-ins (238), and group coaching (101).
- > The Career Services Office has continued to have more student engagement by adding group coaching sessions in Spring 2025.
- > The percentage of engagement increased by 9.2% compared to AY 23-24.
- > The Career Services Office continues to engage most frequently with Master's students.

BSPH Individual Student Engagements AY 24-25

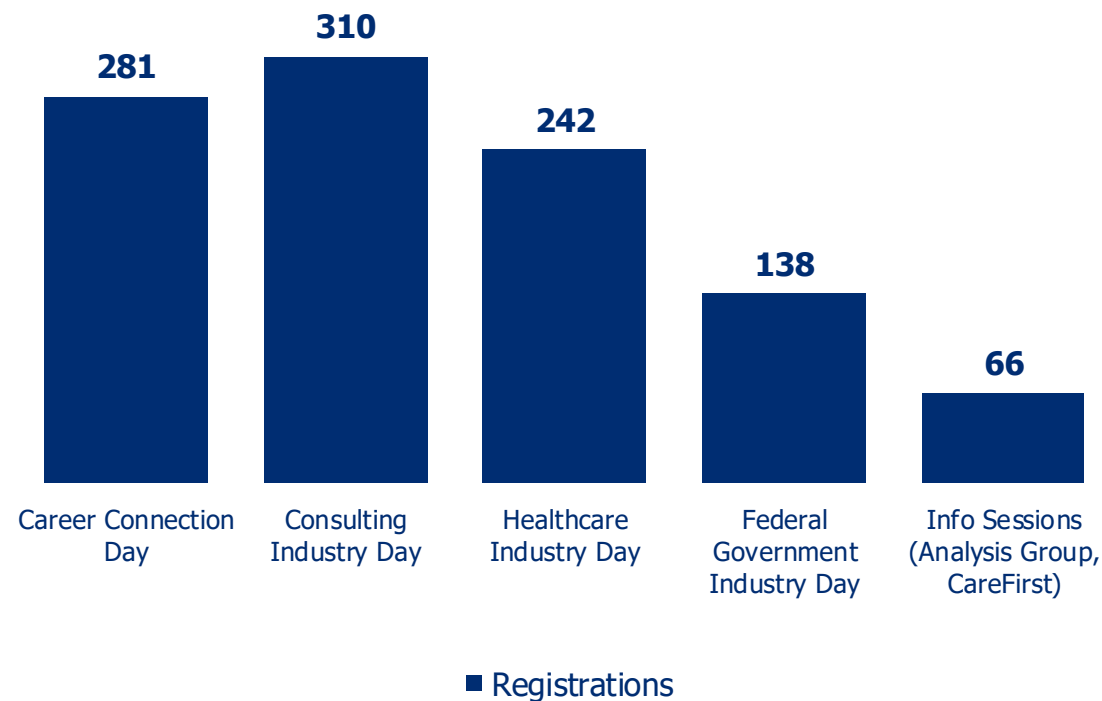


Student Engagement Continued

- > The Career Services Office hosted two hybrid, large-scale “signature events” for students to engage with employers.
- > In October 2024, the office hosted the inaugural Public Health Careers Exploration Week with virtual industry days in the following areas:
 - Consulting (3 sessions)
 - Healthcare (2 sessions)
 - Federal Government (3 sessions)
- > Career Connection Day was the culmination of Public Health Careers Exploration Week. It was an opportunity for employer representatives to meet in person with BSPH students.

>

BSPH Employer Events



Student Engagement Continued

- > Hosted the Public Health Internship and Practicum Summit in December 2024.
- > The Summit aimed to enhance BSPH student’s awareness of practical training experiences and experiential learning opportunities.
- > Offered 10 professional development events covering resume/CV writing, branding, job searching and networking.

>

BSPH Student Events



■ Registrations

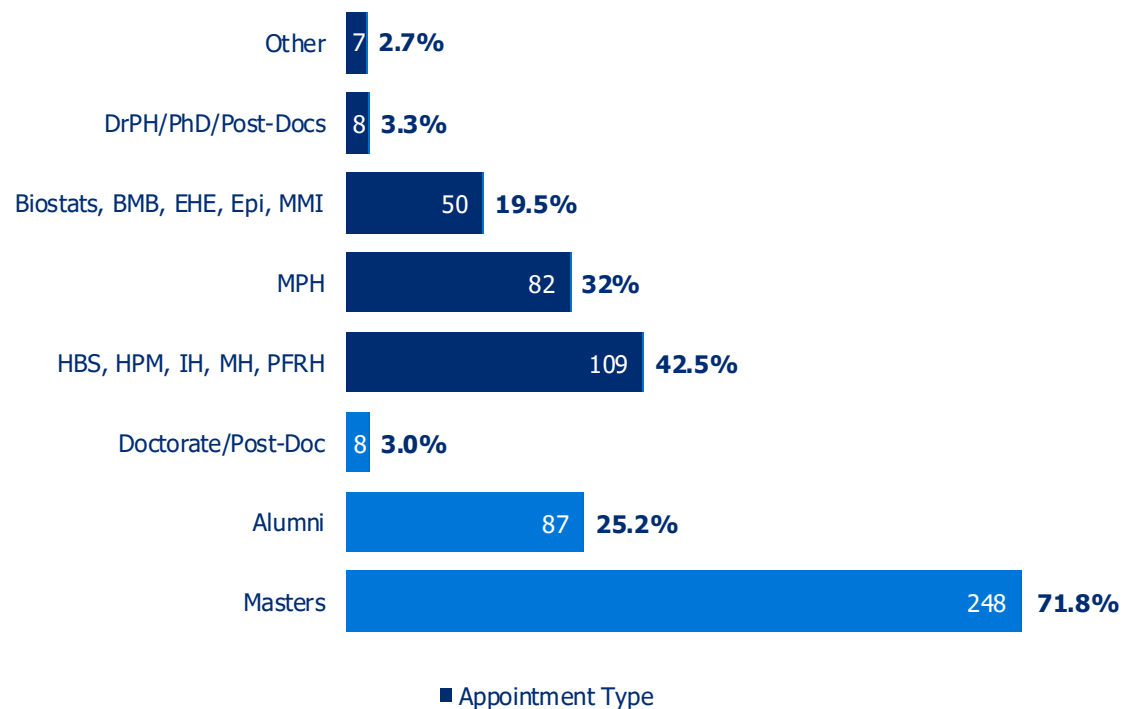


Student Engagement Continued

- > 345 appointments focused on career coaching in Fall 2024.
- > 71.8% of appointments were for Master's students. 25.2% were for alumni.
- > MSPH students comprised the highest percentage of students seen in Fall 2024, followed by MPH students.

>

Fall 2024 Appointment Types (n=345)

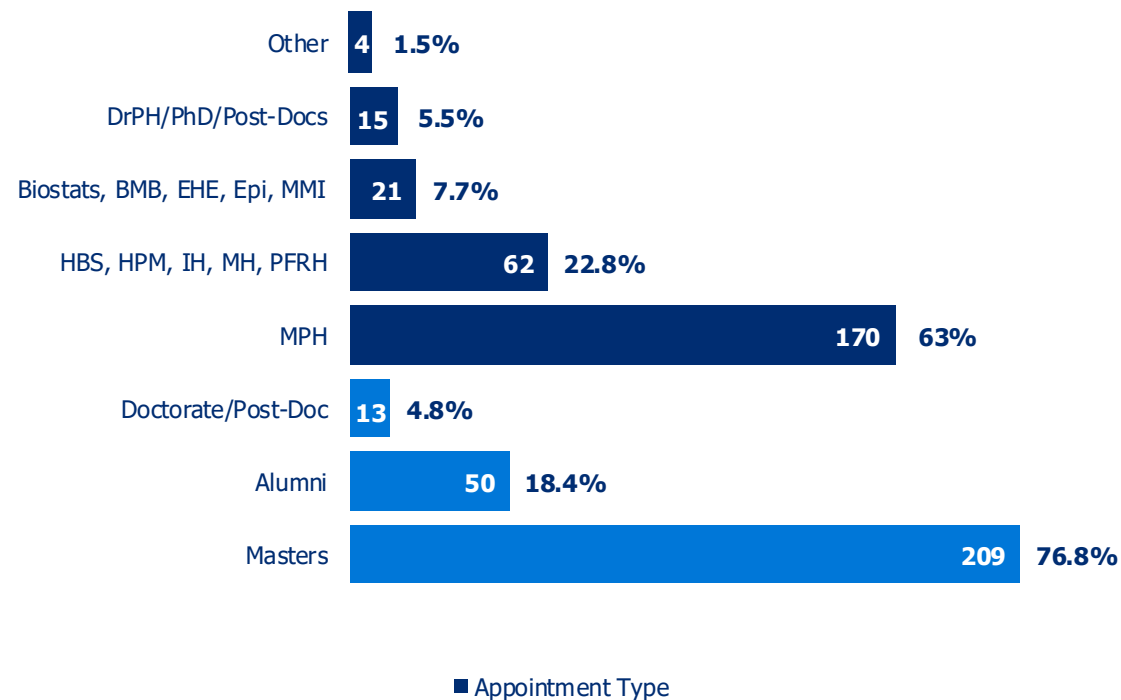


Student Engagement Continued

- > In Spring 2025, the office had 275 appointments focused on career coaching.
- > 76.8% of appointments were for Master's students. 18.4% were for alumni.
- > MPH students comprised the highest percentage of students seen in Spring 2025, followed by MPH students.

>

Spring 2025 Appointment Types (n=275)



Campus Partners and Collaborators



Fall 2024 Collaborations

The office partnered with six academic departments for the inaugural Public Health Internship and Practicum Summit.



Spring 2025 Collaborations

BSPH Writing Center - the BSPH Resume Drop-Box for students was created in partnership with Writing Center tutors.

Office of Alumni Relations and Academic Affairs - "Career Services Surge" With the lack of funding for federal government jobs in public health, support for students and displaced alumni became a larger part of our efforts.



Satisfaction Ratings

- > In Fall 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 Net Promoter Score was 9.61.

Selected testimonials from students

- "I had a great conversation with Jeanette - I went into the call expecting a basic introduction to Career Services but came away with many valuable tips and renewed motivation to network."
- "Paul listened to understand my situation and offered great options for strategies for my career search."
- "I'm so glad this meeting had no time limitations. It is helpful for my review and improving my resume."



Post Appointment Student Survey (n=34)

How satisfied were you with the information provided in this appointment?

Extremely satisfied (91.2%), 31

Did the career coach address your initial concern for this appointment?

Yes (100%), 34

Do you feel more motivated to pursue career exploration activities and fields of interests?

Very motivated (94.1%), 32

Reflecting on this appointment, how useful was it?

Extremely useful (91.2%), 31



Department Highlights

In March 2025, the Career Services Office kicked off a series of new initiatives designed to address the lack of public health jobs resulting from federal government cuts. The initiatives included:

> **Career One-Stop**

- a place for students to stop by in person with questions, get advice, schedule appointments, etc.

> **Resume Drop-Box**

- a place for students to give resume feedback

> **Virtual Group Coaching**

- weekly virtual coaching meetings

> **Career Corner Newsletter**

- weekly email about events, workshops, etc.

> **Internal BSPH Job Searching site**

- SharePoint site with job postings, guides, and resources for finding jobs

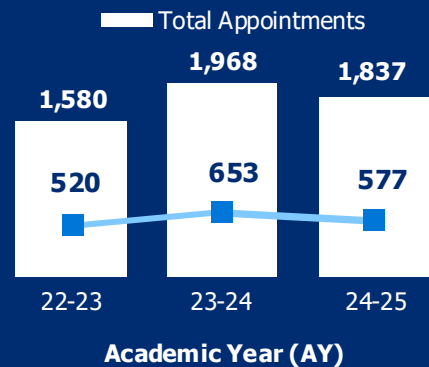


Carey Business School



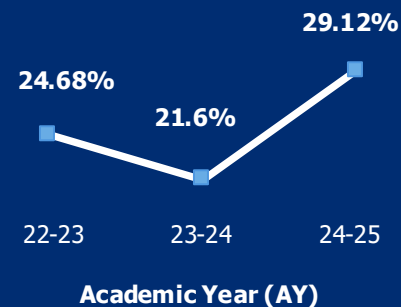
Student Engagement Outcomes

Total Appointments and Unique Students



An emphasis on programs and group coaching sessions has resulted in a strategic reduction in 1:1 coaching appointments to maintain impact and scale.

Job Search Strategy Sessions as % of Total Appointments



Job search strategy sessions increased in total and as a percentage of total appointments.



▼

Total Appointments and Unique Students

Fall 2024	501
Fall 2023	209

Peer Career Advisor (PCA) appointments increased by 90.4%, from 209 to 501, between Fall 2023 and 2024.

▼

Average Appointments per Student

24-25	3.26
23-24	3.04
22-23	3.12

Students returned more often for appointments in 24-25 (3.26 appts/student), the highest rate in three years.

Student Engagement Outcomes Continued

Handshake Collections

Employer Relations recently switched from an email listserv to Handshake collections to facilitate a more direct link between students and jobs in their desired industries.

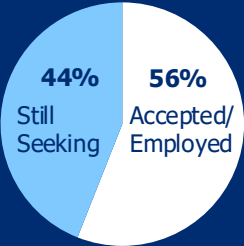
Over the past year, almost **300 employers** were featured in at least one of the **seven collections** curated for students in industries like consulting, financial services, and real estate. This led to 60,000 total job views and 21,000 applications.



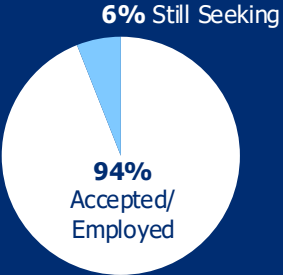
Employment Outcomes

Preliminary Employment Outcomes

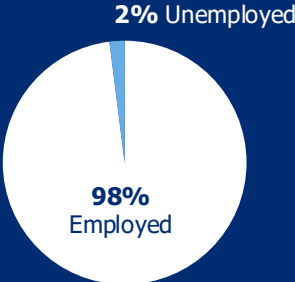
FT MS



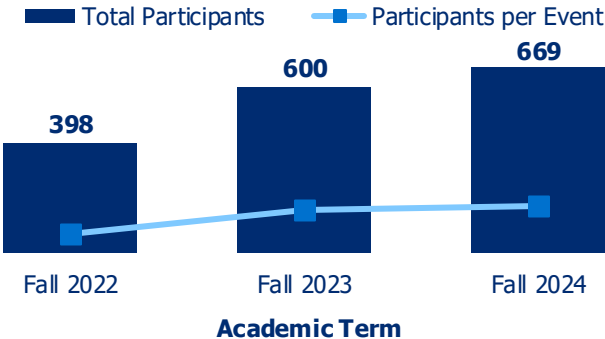
PT MS



Flex MBA



Fall Trek Participant Data



Total participation in Fall treks has increased by 70% and the number of participants per trek has increased by 153%.

A Student's Journey

Career & Life Design and Employer Relations work together to help students achieve their intended personal and professional outcomes. See one student's journey experiencing this collaboration:



FT MBA 2024 Employment Outcomes



Our students are building for what’s next in their careers.

\$37,550
Average Signing Bonus Amount

94%
Knowledge Rate

\$121,083
Average base salary*

69%
Received an offer upon graduation

\$127,500
Median base salary*

57%
Accepted offer at graduation



62%
Shared salary data

86%
Accepted as of this report^

*Of the graduates who reported employment, 34% shared a signing bonus amount;
^This figure is not compliant with MBA CSEA standards and should not be externally reported, dated 11/13/24

Campus Partners and Collaborators

Collaboration Through Funding

- > In its second year, the Business of Health Ambassador program selected four second-year full-time MBA students to attend the 2024 HLTH Conference in Las Vegas, NV.
- > More than 200 Carey students attended Case Interview intensive workshops, a series facilitated by CaseCoach staff, gaining applied skills to prepare for case interviews and apply case models within a global business landscape.
- > Seven full-time MBA students participated in the Johns Hopkins Health System MBA Summer Internship Program, a ten-week, paid summer internship designed to facilitate application of educational concepts across hospital administration.
- > Ten full-time MBA students attended the MBA Forte Conference in June 2025. Admissions, C&LD, and Employer Relations provided on-site support. Students received early internship offers, interviews, and networking as a result.



JHU Collaboration: *Adapt, Pivot, & Persist Series*

As workers navigated changing conditions in early 2025, a multidisciplinary team of career professionals developed empowering and supportive programming open to all JHU students and alumni. Michelle Jones (lead) and Adam Lindberg represented Carey on the team that delivered eight live sessions to **more than 300 unique students and alumni**. Gabrielle Styles and Miller Simmons, III, shared their expertise as facilitators. Topics included retooling documents (e.g., resumes), navigating career uncertainty, and networking.

As a result of the corresponding session, participants felt that they were better prepared to:

- Seek opportunities to grow as a person.
- Observe different ways of doing things.
- Learn new skills.
- Work up to their abilities.

Satisfaction Rating

> MS Alumni Connect

On June 11th, 2025, more than 70 current MS students gathered at the Bloomberg Center in Washington, D.C., to network with over 20 alumni from industries such as finance, research, and consulting. Students asked questions and gained career insights in a structure that combined speed networking and informal open networking sessions.

> As a result of their coaching appointment, over 90% of respondents agree that:

- Their knowledge or understanding of the appointment topic increased.
- They have, or plan to, begin taking action on the topic of their appointment.
- They feel more confident, prepared, or more aware of the appointment topic.

> Baltimore Summer Startup Fellowship

To help connect Baltimore-based small businesses with Carey Business School talent, the Baltimore Summer Start Up Fellowship pairs a full-time MBA student with a local start-up. Students receive an hourly wage in exchange for their established and emerging expertise in communication, collaboration, strategy, data analysis, operations, and more. The 2024 Fellowship connected three students with local employers, and the 2025 Fellowship features five students.

> Over 99% of respondents would recommend a PCA appointment to a classmate.

> Over 99% of respondents stated they received helpful feedback from their PCA.



"The event exceeded my expectations. It was filled with thoughtful conversations and genuine connections. I especially appreciated how open and willing the alumni were to share their career paths, challenges, and lessons learned."

- Cassie Zhao (MS Marketing '25)

"Saunak has made a tremendous impact and added significant value so far. The team is hopeful he'll continue to enjoy the experience and consider staying on in a part-time role this fall."

- Cat Thoreson, COO, BioBuzz Networks
Student Fellow: Saunak Mukherjee (MBA '26)



Department Highlights

Conference Presentations

> "A Strategic Advantage: Reducing Burnout & Increasing Active Awareness for Career Services Professionals"

Presented by Jenn Leard and Shelia Mahony at the Career Services & Employer Alliance (CSEA) Global Conference

> "'Just Make AI Do It': Using AI to Clean Survey Data"

Presented by Lily Assgari and Adam Lindberg at the National Association of Colleges and Employers (NACE) Conference



New Faces

Three new staff members onboarded for Career & Life Design and Employer Relations

Bakhtawar "Baki" Izzat
Employer Relations

Alex Desaulniers
Employer Relations

Amy Braun
Career & Life Design

Krieger Arts & Sciences/ Whiting School of Engineering



Student Engagement

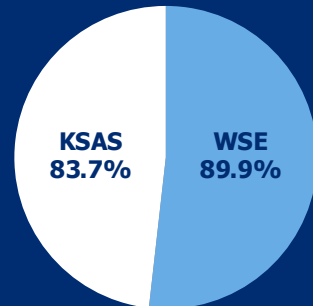
KSAS (AAP) and WSE

- > Engaged with 85.8% of the undergraduate population
 - 4,709 students
- > Over-indexed FLI Population
 - 86% vs. 85.7% of non-FLI
- > Variety of Engagement Touchpoints
 - 73.2% engaged through Events
 - 25.2% engaged in Drop-Ins
 - 19.0% engaged in Job and Internship Fairs

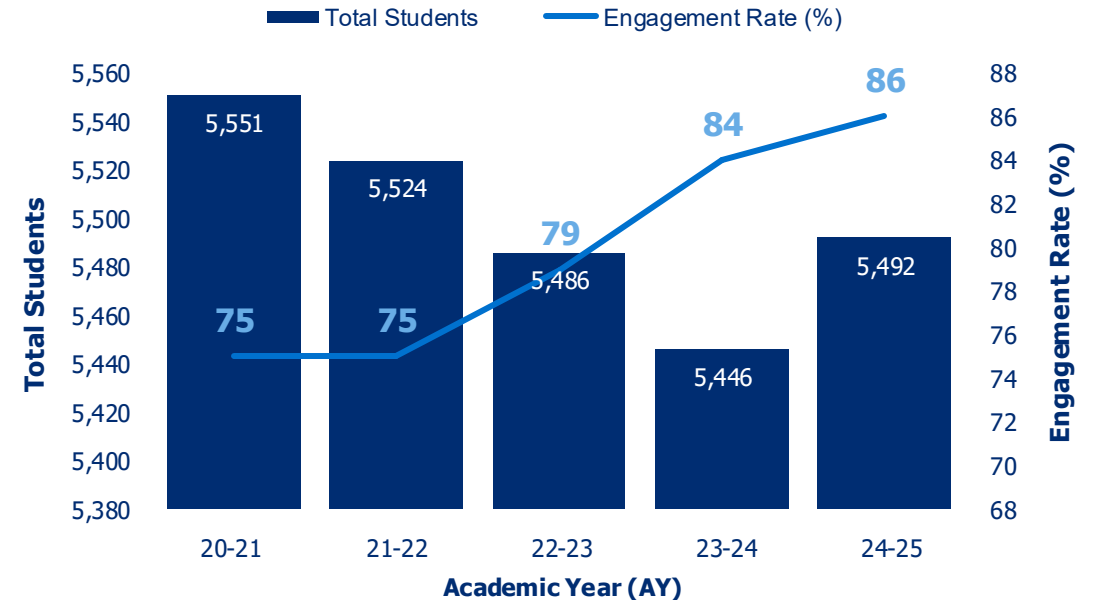
Engagement Rate

Freshman	94.7%
Sophomore	94.3%
Junior	81.2%
Senior	76.1%
Unknown	64.2%

Engagement Rate



Engagement by Academic Year



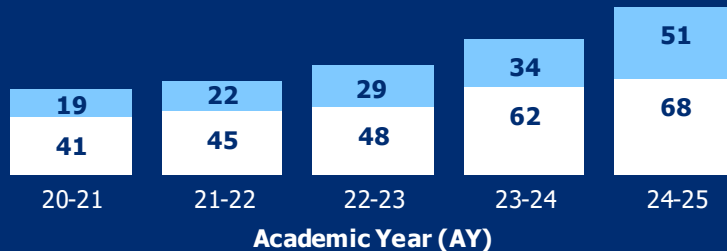
Student Engagement Continued

KSAS (AAP) and WSE

- > Engaged with 42.5% of the master's population
 - 6,395 of 15,055 students
- > Residential Students
 - 62.2% engaged (2,669 of 4,289)
- > Online Learners
 - 37.8% engaged (4,058 of 10,744)
- > Over-indexed in International Students
 - But we had the largest growth year-over-year in US Citizen engagement

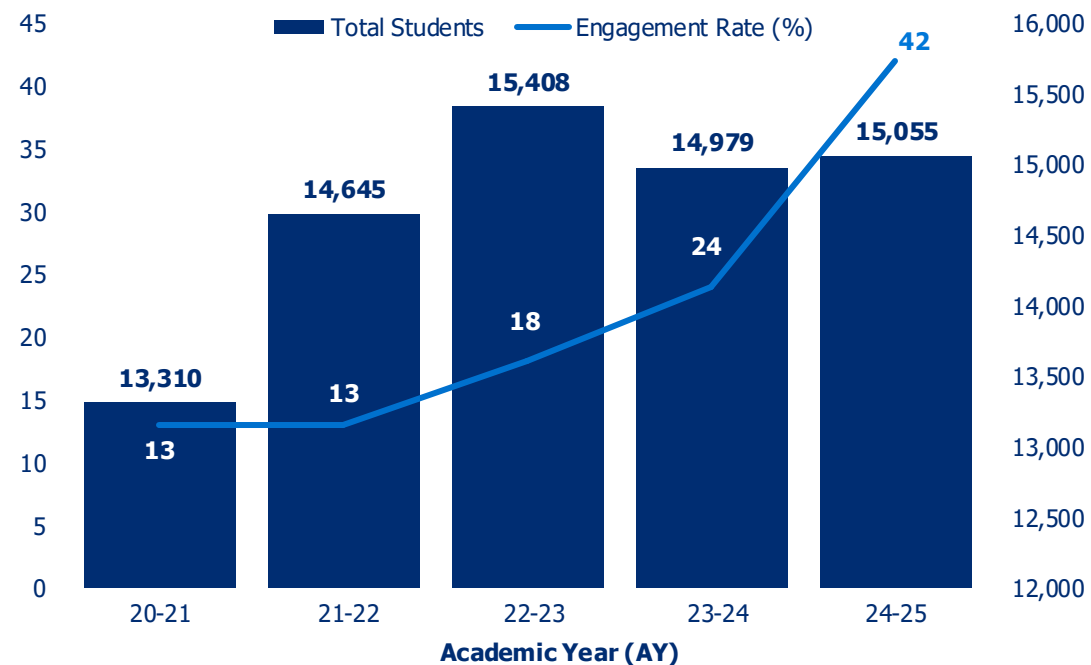
Engagement Rate

■ Not U.S. Citizen (%) ■ U.S. Citizen or Permanent Resident (%)



>

Engagement by Academic Year

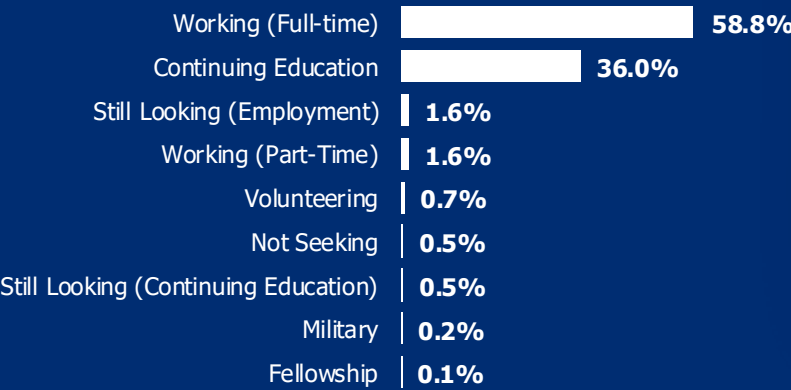


Engagement Outcomes

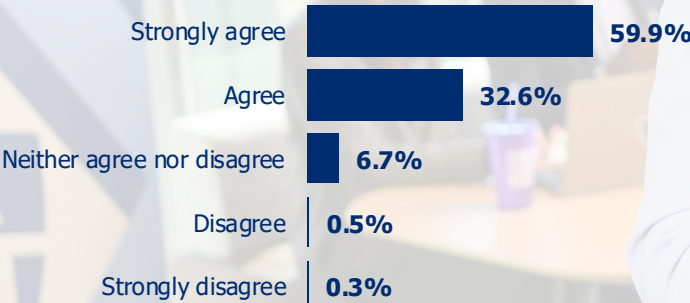
KSAS and WSE

- > **97.9%** of graduates secured outcomes (employment, volunteering, or graduate school acceptance).
- > Graduates reporting salaries (excluding Jobs continuing research at JHU) **average \$70,035.**
 - WSE: \$84,000 average
 - KSAS: \$48,000 average
- > **94.8%** of graduates participated in at least **one (1) experiential learning** activity.

Graduates Outcome



I am optimistic that this opportunity is the right step toward a fulfilling future



Funding to Subsidize Students



> Summer Scholarships

- Awarded scholarships to 160 students in Summer 2025, totaling over \$400,000 in funding

Award Type	Total Amount	# of Students
BRBT	\$22,000.00	7
CSS	\$48,210.00	16
CSS/SOAR	\$56,700.00	20
Clark	\$3,500.00	1
Cummings	\$25,325.00	8
FLI Internships	\$64,000.00	24
FLI Internships – 2nd Round	\$13,250.00	4
Kessler	\$39,445.00	12
LDL	\$94,450.00	51
ROBINS	\$9,000.00	3
SOAR - Final	\$33,000.00	14
Total	\$408,880.00	160

> JobsForJays

- 810 Students Submitted 2,800+ Applications
- 81 Offers Extended
- 45 Jobs and Internships Accepted
- Employers: 36% made offers and hires, 64% interviewed at least one candidate

Department Highlights

1,842 undergraduate students engaged with programming and courses led by LDL staff that incorporated AACU's high-impact practices

- **Life Design Summer Experience Practicum**
 - 248 first-time and 77 returning students, with participants from LDL Summer Scholarship, PURA Grant Recipients, and Vredenburg Scholarship Programs
- **Arrive & Thrive: Three Lives Sketch (fall)**
 - 158 (12.3%) of first-year population
- **KSAS Advising-Networking Module (spring)**
 - 747 (56.6%) of sophomore students received content on stakeholder mapping, curiosity conversations, and networking in diverse communities.
- **Instructor Roles (beyond TREKs)**
 - ENVS Senior Seminar: 12 (100%) senior ENVS students
 - Careers in Psychology: 30 psychology students
 - Neuroscience- Scientific Communication: 125 (fall) and 137 (spring) neuroscience students



Department Highlights Continued

> BME Internship Prep Lab

- 91% engagement across 1st-3rd year
- 308 BME students (92% of students) reporting hires: 101 reporting secured internships, 173 secured research positions, 74 secured clinical shadowing opportunities, and 74 secured summer jobs or other opportunities.

> FLI Internship Academy

- 93.5% (58/62) of students who reported outcomes secured a meaningful summer experience
- 78% were paid experiences

> High Impact Mock Interview Program in collaboration with CSS

- 109 students served, preparing students for spring 2025 internship & job searches

> Career Closet

- Expanded our offering to support 89 (double from the prior year) students with an asynchronous professional dress module and in-store shopping experience in partnership with CSS. Also launched the Hyde 365-Career Closet, providing 100+ students with interview and conference wardrobe rentals.



Department Highlights Continued

Career Education & Curricula

- > **Career Accelerator Course (Feb 17-March 17)**
 - CANVAS course featuring pre-work, synchronous workshops, career clinics with alumni, and exclusive job opportunities through Jobs for Jays. 130 students enrolled in the course.
- > **Industry Insights - AAP Alumni Panels (Feb 16-April 3rd)**
 - Launched panels on Biotech Consulting, Cybersecurity, Government & Intelligence, Applied Economics, and Financial Economics. 150 students attended.
- > **Asynchronous CANVAS Resources**
 - Federal Job Search Workshop Series and International Students Life Design Course. 200 students engaged.
- > **Engineering for Professionals & Advanced Academic Programs Grad Link 2025 (March 12)**
 - Hosting alumni panel discussions to foster community and share career insights among WSE and AAP graduates. 100 students attended.



Alumni Support

Adapt, Pivot, and Persist 4-part series and 4 Networking events (March 13-April 30)

- Designed to support alumni who were impacted by layoffs, as well as current students who had to pivot due to EOs.

Progressive Pathways Summit 2.0 (April 8-22)

- Responding to student needs post-layoffs with a five-session summit covering career pivoting, leadership, women in leadership, career advancement, and professional branding. 50 students attended.



Department Highlights Continued

> Future Fest

- 1,077 students attended at least one of the 30 events that incorporated alumni and employers
- 777 students participated in the career expo, interfacing with 90 employers looking to hire Hopkins students.

> Industry Weeks

- Ten program-based industry weeks were held throughout the year (including Consulting, Tech, Communications & Media, Healthcare, Engineering, Finance, and BioTech), connecting over 850 students with alumni and employer recruiters at the Imagine Center.

> PSS First-Year Cohort

- 60 first-year FLI students secured federal work-study positions before the first day of class.
- 160+ Hopkins students secured federal work-study roles in the Baltimore community through partnerships developed by the Life Design Lab
- First year since 2019 that Hopkins surpassed 7% utilization, hitting 11.8% (more than doubling what we inherited the previous year)



Peabody LAUNCHPad



Student Engagement

**Total enrolled full-time
students at Peabody: 761**

- 397 undergraduate
- 364 graduate



Outcomes from Engagement

Tangible career outcomes for students

- > 165+ students **engaged with the Baltimore community** through performance and teaching programs.
- > More students and alumni are pursuing **independent projects and professional development**
 - 46% increase in Career Development Grant (CDG) applications
 - 160% increase in total requested CDG funding
- > Multiple [Peabody Internship Pathways](#) interns were hired for full-time roles:

Development Intern @ Community Concerts at Second	>	Manager of Corporate Relations @ Atlanta Symphony Orchestra
Production Intern @ Opera Baltimore	>	Production Manager & Asst. to the General Director @ Opera Baltimore
Student Engagement Intern @ LAUNCHPad	>	Admin Assistant @ Annapolis Opera
Ensemble Library Intern @ Peabody	>	Ensemble Librarian @ Interlochen

Career Coaching Feedback

Data from the post-coaching survey

- > **92%** of students rated the experience as “excellent”, at 8% as “very good”
- > **98%** of students felt “extremely well” or “very well” prepared to take the next steps
- > **Net Promoter Score: 96.00**

Launch Grant Highlights

- > [Project Poetic Justice](#), by Ryan Alexander (MM '24, voice)
- > [TimpTuneTrainer](#), by Nupur Thakkar (MM '25, percussion)

Partners and Collaborators

Campus Partners

Collaborate on events, experiential learning, student engagement, and more:

- **At Peabody:** Student Affairs, AFL Music Library, Arts in Health, Concert Office, Alumni Engagement, Development, Learning Innovation, ESL, Admissions
- **At JHU:** Center for Social Concern, Hire Hopkins, Hopkins Connect, Pava Center

Community Partners

Collaborate to create opportunities for students and alumni to take their artistic work into the community:

- Enoch Pratt Free Library
- Helping Up Mission
- Penn Station
- Walters Art Museum



Internship Program Partners

Employer partners collaborate to offer paid, local, and remote arts internships for students



Education

Arts Every Day, Baltimore Symphony Youth Orchestra, BSO OrchKids, Living Classrooms



Advocacy

Boulanger Initiative, Maryland Citizens for the Arts, We Are Moving the Needle



Performing Arts

Chamber Music Maryland, Community Concerts at Second, icarus Quartet, Lorelei Ensemble, Maryland Opera, Opera Baltimore

Satisfaction Rating

Student Testimonials

> Exploring Arts Careers

"I liked how flexible this class was and how easy it was to access the class material."

"I liked how it pushed us to network and interview someone with a career path of interest."

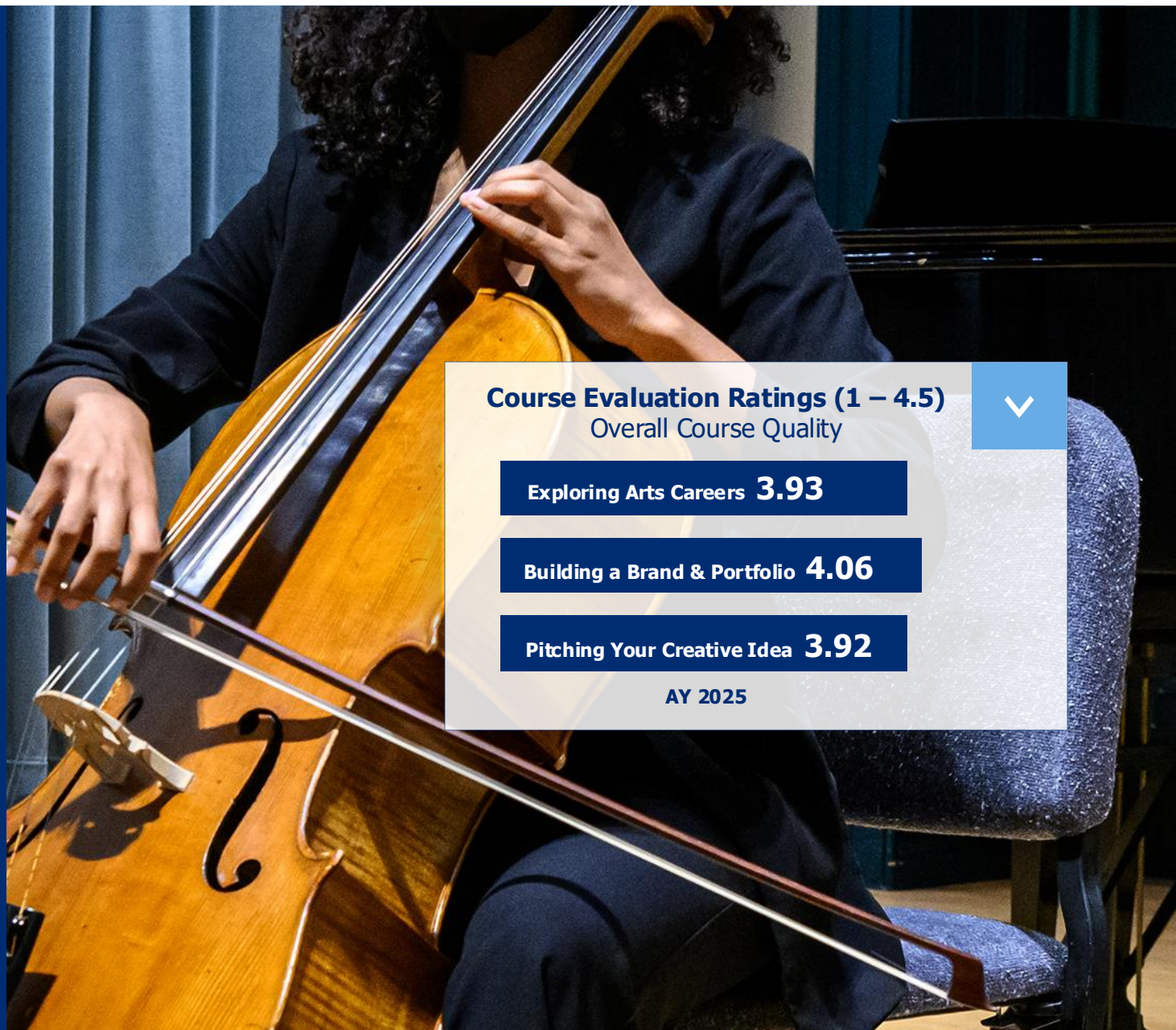
> Building a Brand & Portfolio

"This course is designed to help classical music graduates succeed in the professional world . . . a wealth of information is there to digest and use. Instructor was knowledgeable and professional."

> Pitching Your Creative Idea

"I learned a lot about how to apply new concepts of grant-writing to my daily life. I received a few grants myself during the span of this class, and the concepts I learned helped me win them!"

"This class came at the perfect time for me. It allowed me to focus on a passion project I have been wanting to produce for a very long time, and because of its lessons, I now feel I can achieve what I want to do."



Course Evaluation Ratings (1 – 4.5) Overall Course Quality



Exploring Arts Careers **3.93**

Building a Brand & Portfolio **4.06**

Pitching Your Creative Idea **3.92**

AY 2025

Funding to Subsidize Students



LAUNCHPad Grants

- Career Development Grants: \$164,130 to 112 awardees
- Website Microgrants: \$3,624 to 25 awardees
- Launch Grants: \$20,000 to 4 awardees



Peabody Internship Pathways

Opportunities with local arts employers supported by FWS & donor funding

- FY25: 21 internships with 11 partner orgs
- ~\$57,000 of student income
- Utilized \$40,000 of FWS funds for 17 FWS internships, in addition to \$10,000 of donor and departmental funding to support four (4) non-FWS internships



School of Advanced International Studies



Student Engagement

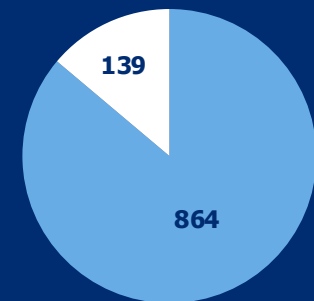
Global Careers focused specifically on engagement with Early-Career Degree programs¹ through professional development courses and various programs and services. We successfully aim at group activities vs. 1-1 coaching (appointments), helping students find support throughout the SAIS career ecosystem; the average was 3.11 engagements.

▪ Engagements

- **6,705 Total**
- **3,329 Unique**
- **1259 Activities²**

1. Student work experience 0-5 years and full-time.
2. Some activities may be multi-event programs, such as career treks, where each employer visit is measured as a separate event.

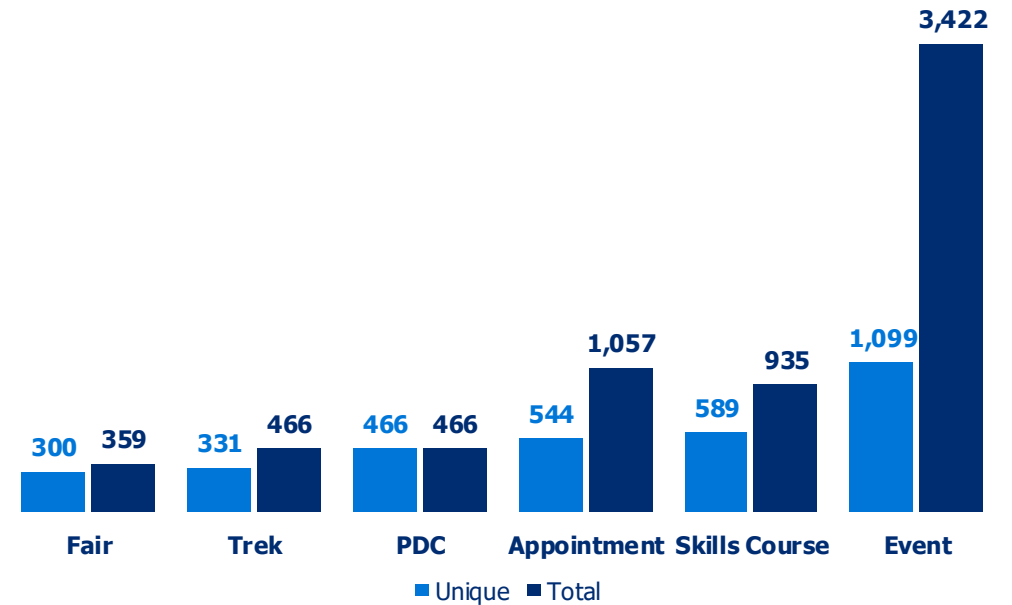
Early Career Students Engaged vs Non-Engaged



■ Engaged ■ Not Engaged

>

Engagement by Type



Outcomes from Engagement

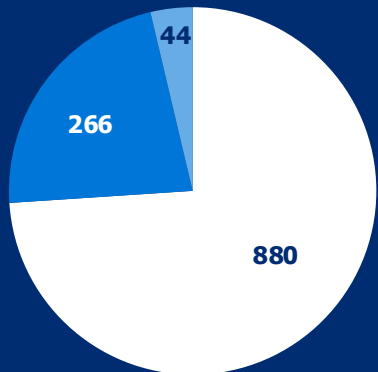
Global Careers focused on point-of-service feedback to better understand the impact and quality of our programs and services.

We specifically look at three factors:

- Net Promoter Score (NPS)¹
- Impact on Professional Development
- Increase in Student Confidence².

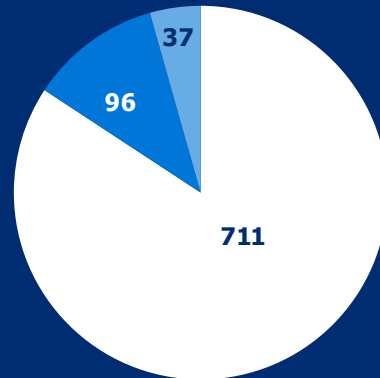
We have a strong sample size across services with a slight bias driven by survey high response rates of skills courses (73%) and treks (46%), which are high-cost/value events. We have clear indicators that our programs are both impactful on students and highly recommended.

Positive Impact on Professional Development



■ High Impact
■ Medium Impact
■ Low Impact

Increased Confidence



■ High Confidence
■ Medium Confidence
■ Low Confidence

Average Positive Impact on Professional Development

4.95

Average Increased Confidence

5

NPS Across Services

55.2

Evaluations Across Services

18%

1. More information Net Promotor Score – [see here](#).

2. Likert scale of 1-6 used for impact on professional development and confidence questions.

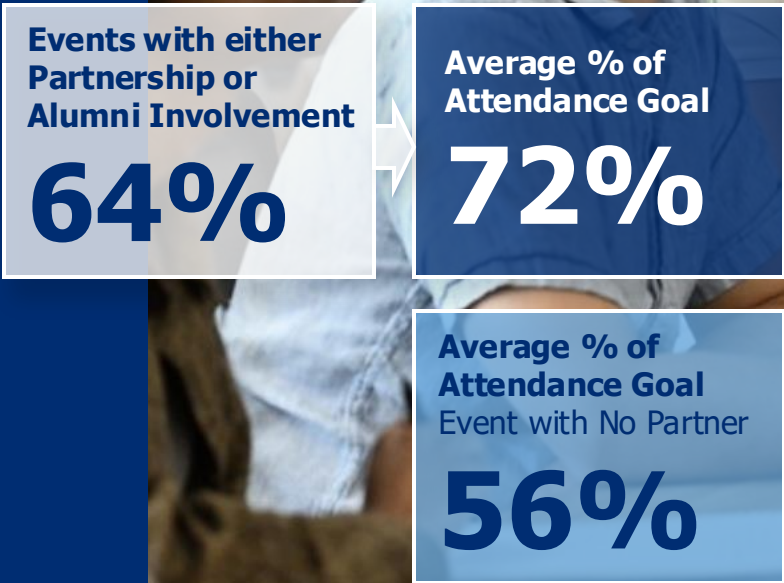
Campus Partners and Collaborators

We have focused on partnerships with academic units, student clubs, and alumni relations to reduce the strain on resources and student attention. We measure success by setting attainable attendance goals and partners for all events.

Events hosted with partners **increased meeting attendance goals by 16% points**. We use that feedback to set a more accurate attendance goal and advocate for more partnership events.

Event Breakdown by Partnership Type

Club Partners	30% Yes	70% No
Alumni Involved	38% Yes	62% No
Academic Partners	18...	82% No



Funding to Subsidize Students and Department Highlights

> Summer Internship Fund

Global Careers awards grants to students doing unpaid or low-paid internships over the summer. The grants are a set monthly rate. Based on the number of weeks of the internship.

- **71 Awards**
- **Total of \$117,900**
- **Avg \$1661**

> Career Trek Grants

Global Careers awarded grants to students to help defer the additional travel costs of attending a career trek. This year, we piloted an expansion of the program to help students participate in international treks managed by our Asia and Europe teams.



Increased in PDC Completion Rate

2023 PDC

10%

2024 PDC

61%

The Professional Development Course (PDC) is an online course designed to help students learn about SAIS's professional development philosophy, introduce resources, explore career options, and gain focus on job role options.

Due to low completion rates, we revamped the PDC design and policy. We made the course a requirement for early-career students to access coaching appointments with our professional coaches and as a factor in selecting students for competitive programs like treks. In addition to the online modules, we integrated an interactive in-person activity as part of the new student orientation sessions.

The result was a significant increase in the completion rate, better preparation of students before 1:1 appointments, and significant engagement on our online platforms.

School of Education

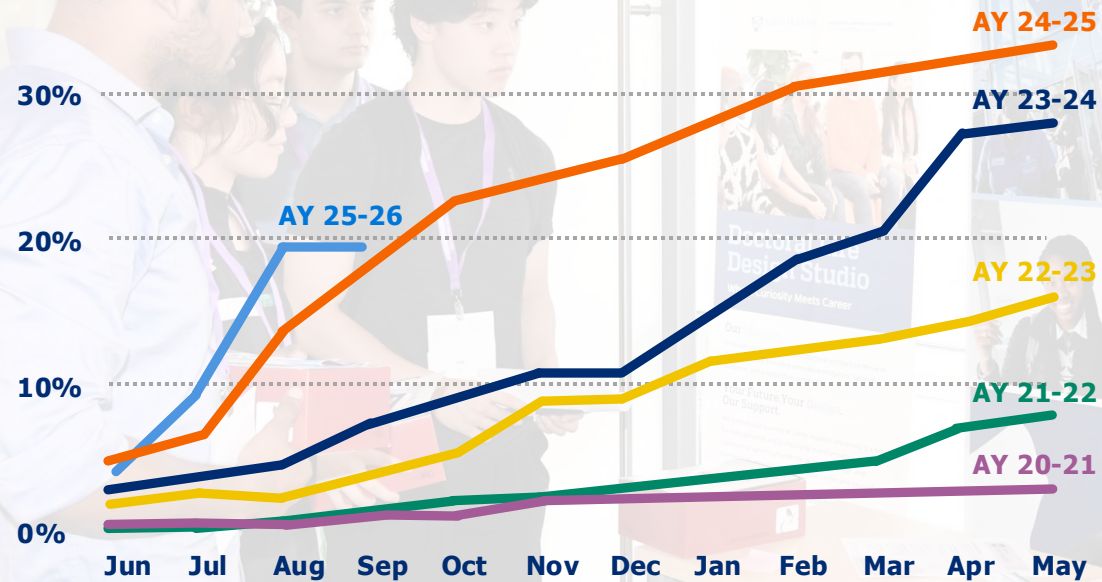


Student Engagement

> Student engagement has steadily increased over time:

- **AY 2022-2023:**
12.9%, 233/1,811 students
- **AY 2023-2024:**
21.9%, 325/1487 students
- **AY 2024-2025:**
24.7%, 368/1489 students
- **AY 2025-2026:**
15.8%, 219/1388 students as of Sept. 1, 2025

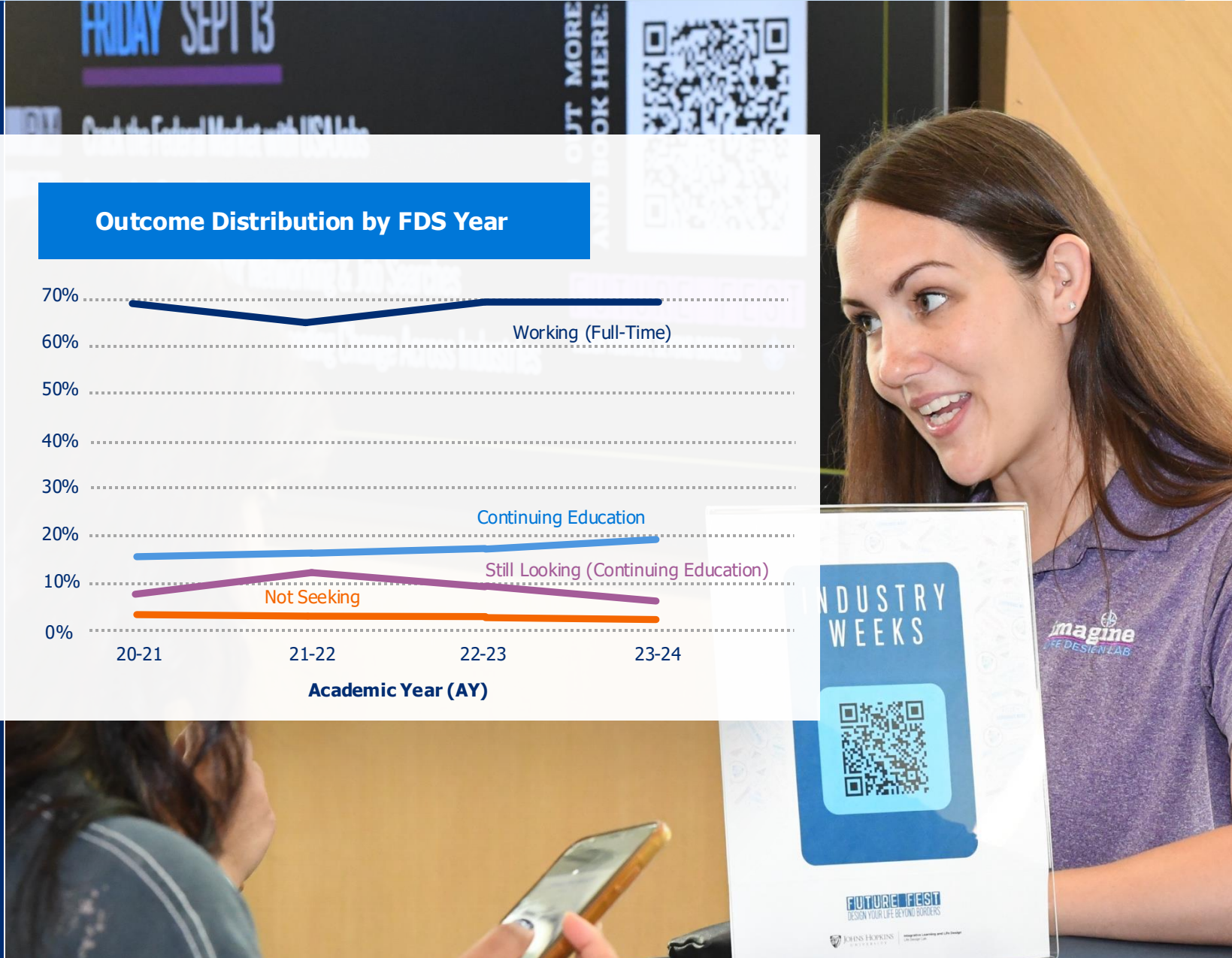
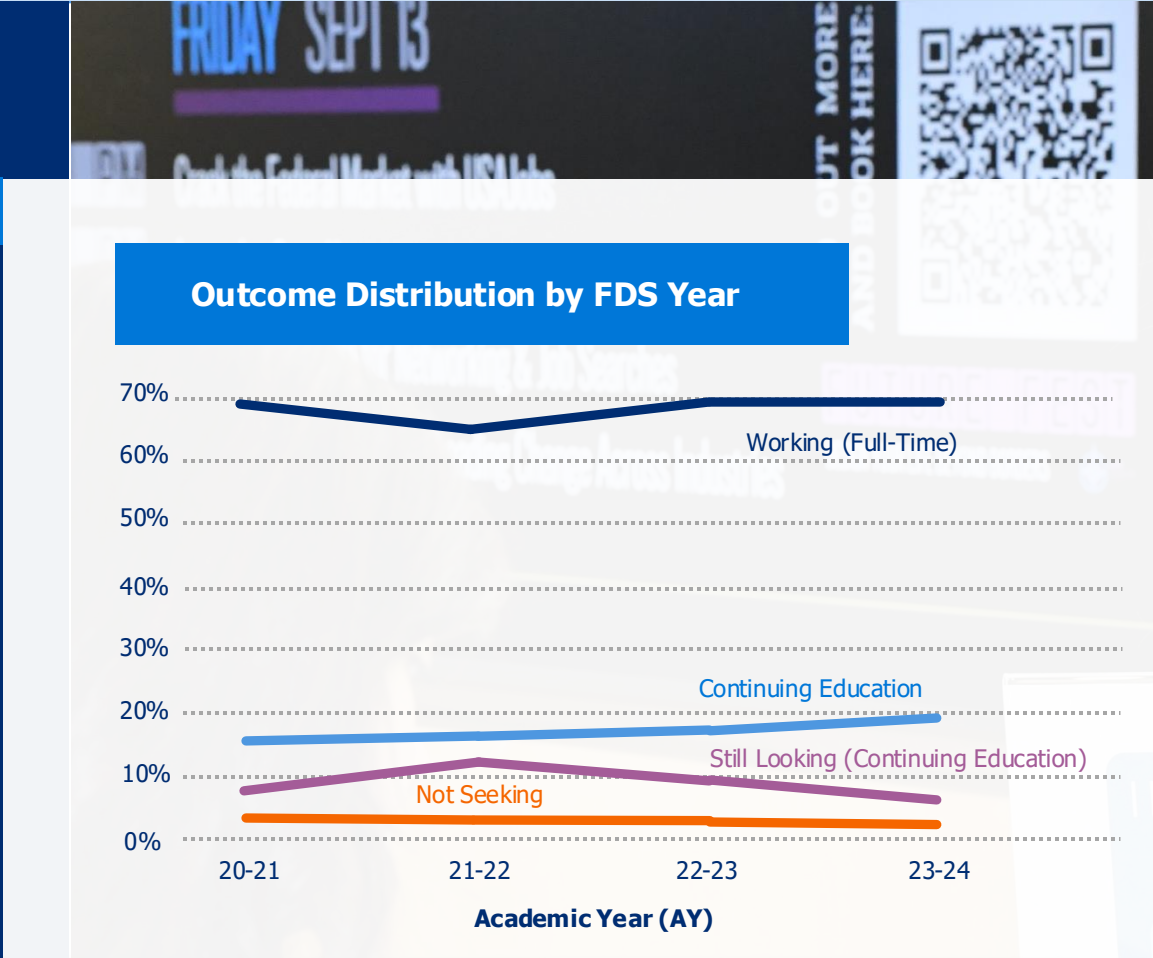
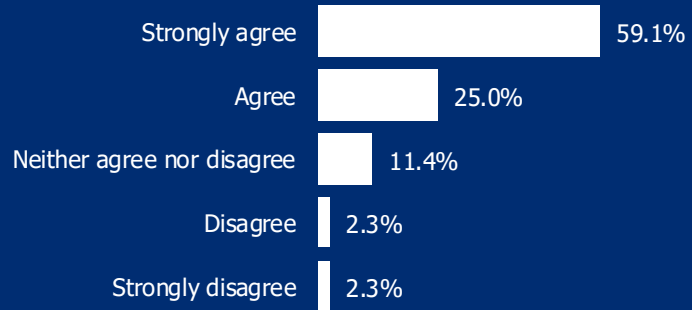
Engagement Rate Overtime



Engagement Outcomes

- > FDS data for AY 2024-2025 shows that of SOE respondents (41.6% or 148/356 graduated students), **91% are Working Full-Time**, consistent with previous years' data.
- > Of these, **59.1% strongly agree** that this opportunity is the right step toward a fulfilling future.
- > **The average salary post-graduation is lower than the JHU-wide average** over time (in AY 2024-2025, SOE = \$87K vs. JHU = \$94K).

I am optimistic that this opportunity is the right step toward a fulfilling future



Campus Partners and Collaborators

- > Collaborators include SOE **academic programs and faculty, the Office of Student Affairs, the DEI Office**, and other student-facing entities, plus an external **Hop-In Coach** who provides virtual career and life coaching.
- > Together, SOE provides school-specific holistic career development and wrap-around services for all students.



Department Highlights

> Curricula & Education Development

- In undergraduate research/creative projects, Hopkins jumped three places to No. 9, reflecting the school's commitment to providing students with ample opportunities to participate in projects outside the classroom.

> Passion to Profession

- Passion to Profession is SOE's signature annual event, which draws together students, alumni, staff, faculty, and employers in community to learn and support each other along rich and varied career paths.
- Participants explore how to (re)connect with their passions while building or evolving a meaningful career in this hybrid setting.
- Last year's event featured an immersive life design experience, ten interactive workshops, focused mentoring, and a plenary discussion hosted by Dean Christopher Morphew.





Our Work, Our Collective Impact
One University in Practice