Career Readiness Initiative

Fall 2025

SOUTHERN MISS
SCHOOL OF
LEADERSHIP

IMPORTANT NOTES FROM SCHOOLS

Marketing (Tri Star Program)

- Have 3 stars, expanding to 6 stars; adding 3 Coursera options
    - Customer service star
    - Digital star (Digital marketing)
    - Project management sta
- Only 2 students have completed all 3 Stars since Spring 2021
- Get 2 stars to get cord for graduation (precedent for cords)
- Currently track on spreadsheets (formstack to apply for star; send in reflections/materials; think is working)
- Have videos/Canvas shell with information

Issues...

- Incentivizing is biggest issue; may need to include requirements/extra credit, etc.
- Many complete stars but simply don't apply for them (research but won't present; 90 hours but won't do final 10)
- Need program coordinator
- Need to communicate program as early as possible to students

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HOW TO EARN STARS?
1. Partic...
2. Submi...

APPLIED MARKETING EXPERIENCE STAR
Taking what you learn from ma...
skills in real-world circumstanc...

WAYS TO EARN STARS
- Internship
- Field Experience
- Study Abroad

EXAMPLE: To receive a star for **S**...
- Complete summer or semester...
- For summer abroad = B or bett...
- For a semester abroad = C or b...
  earned in business courses

Requirements: Complete a minimum of **ONE** activity.

ENGAGEMENT IN THE MARKETING COMMUNITY
Surrounding yourself with p...
will help you to develop your...

WAYS TO EARN STARS
- Student Organizations
- Student Ambassador Program
- Service Learning/Volunteering
- Career Development Workshops

EXAMPLE: To receive a star for...
Workshops, you have to:
- Participate in a minimum of **T**...
  workshops (Marketing relate...
- Hours must be logged and ap...
  Coordinator. (Typical workshop...
- Ex. Discovery of Internship (S...

Requirements: Complete a minimum of **THREE** activities, with total...

RESEARCH IN MARKETING
Participating in marketing research act...
to develop marketing research skills tha...
make well thought out decision-making...

WAYS TO EARN STARS
- Honor Thesis
- Research Presentation
- Independent Study
- Research Workshop/Training

EXAMPLE: To receive a star for...
Presentation, you have to:
- Present student-led work at a...
  academic conference (e.g., U...
- A recommendation from the s...
  (USM faculty member)

Requirements: Complete a minimum of **TWO** activities.

IMPORTANT NOTES FROM SCHOOLS

Accounting

- Internships can be difficult to track
- ACC 311 (1-hour class that allows students to different aspects of accounting/paths)**
- Meet the Firms event (30-35 employers)
- Difficult to get students to extracurricular…unless for "credit" (Tied to credit)
- Beta Alpha Psi (success story; 45+ students at meetings, interactive with firms, needs faculty advisor, "exclusive" b/c of GPA requirement)


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IMPORTANT NOTES FROM SCHOOLS

Construction & Design

- Offer hands-on courses, service-learning courses (certified)
- Trying to integrate lab work into all classes
- **Working with non-profits (projects for them to allow for experiential learning)**
- Faculty Internship initiative (6 weeks paid to work with industry company; real world experience for professors, translate to classroom)

Future State…

- Require career fair attendance (must have an assignment, evidence who they met)
- **Student competition attendance (Get students off campus)**
- **Career fair on school/college level**
- Wants student organizations for each program
- 1 guest speaker & 1 field trip in each course
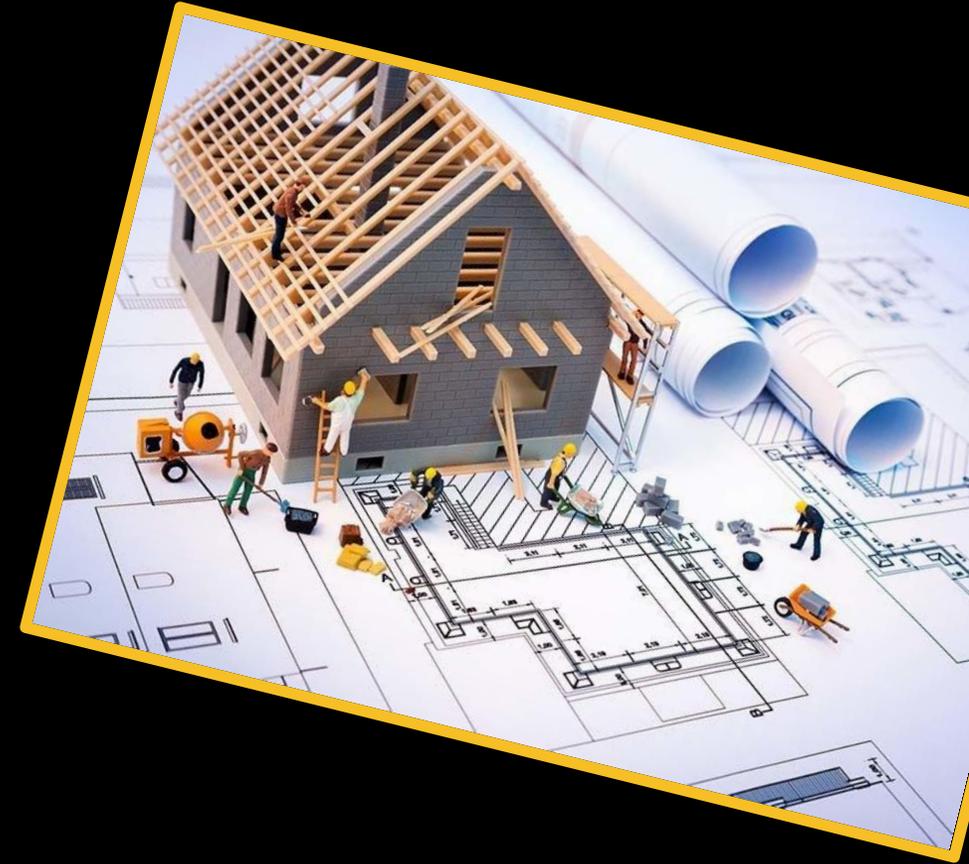
IMPORTANT NOTES FROM SCHOOLS

<u>Nursing</u>

- Good for Teaching & Hearing and Sports Medicine/Health Sciences
- Many nursing students would do a program like this b/c competitive

Issues...

- Students don't have issues getting jobs (may see as unnecessary, needs to be easy/valuable)
- Many students already doing all the things (has to be a requirement)
- Nursing students already have their curriculum packed; would **prefer to see some of this work done in GEC** (UNV100 type course and/or Capstone type experience university wide; universal programming
- School by school programming/coordination would likely fail every time coordinator/dean/director leaves

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IMPORTANT NOTES FROM SCHOOLS

Performing Arts

- If individual school program, likely looks very different (career readiness defined differently, needs to be school/program specific)
- Starting pedagogy courses to prepare students to be educators
- Dance internship courses
- Bringing in guest artists for interaction
- Doing festivals, exhibitions (some judged/competitive)
- Offering certificate training (pilates, etc.); allows for "day job" skills so can still do art

Issues…

- Need more formalized way to bring industry people on campus
- Don't have funding to support trips to places outside of MS that would support art students

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IMPORTANT NOTES FROM SCHOOLS

<u>Social Work</u>

- Licensure is gatekeeper
- No issues finding jobs (getting careers not an issue)
- **Some soft skills missing when asked community partners (started professional development in Masters program; in classroom)**
- **Coursera** attached to things already happening in classrooms would work with where they are now

Issues…

- Need undergrad programming for soft skills
- Students would be better off if understood **financial management** better; not prepared for typical "adulting" (managing debt, school loans, housing costs, budgeting, credit cards, etc.)
- Resume/interview training

Ideas…

- Those with certain metrics met, first access or special access to Career Fairs.
- **Special letters of recommendation from President (Incentivize, tie to goals of initiative)**

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COMMON THEMES

- Participation will be difficult / Need requirements (integration into curriculum)
- Tracking has to be easy / School resources limited
- Advertising/communication of program early and often is key
- Leverage career fairs
- Leverage existing resources

SELF AWARENESS

TEAMWORK/ COLLABORATION

LEADERSHIP

SOUTHERN MISS GRIT

DIGITAL TECHNOLOGY

Competencies

EMOTIONAL ABILITIES

WORK ETHIC/ PROFESSIONALISM

CRITICAL THINKING/ PROBLEM SOLVING

ORAL/WRITTEN COMMUNICATIONS

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REQUIRED CAREER READY CONTENT

Required

- Sports Management Practicum (SM 392)
- Marine Biology Experiential Learning (MAR 490 – Special Problems / MAR 493 - Internship)
- Library & Information Science Practicum
- Education Student Teaching/Residency
- Kinesiology/Nutrition Capstone (KIN 496 – Internship)

Encouraged

- Library & Information Science internships (can count as practicum)
- School of Media & Communication internships (credit & noncredit)
- Criminal Justice internship
- School of Mathematics & Natura Sciences research

Opportunity

- CBED Internships (paid & unpaid, credit & noncredit)
- Library & Information Science can take classes study abroad (LIS 480/487)
- Marketing offers MKT 392 (field experience) as elective
- School of Media & Communication internships (credit & noncredit)

College of Business and Economic Development

USM Home / College of Business and Economic Development / Internalportal / Internship

Internships

Hands-on skills training and experiences are in great demand by emp your career is a major mission of the College of Business and Econo opportunities for internships, both paid and unpaid, for students tak Students gain experience that aids in deciding on a career path and graduation and applying classroom learning in a real world setting experiences.

Contact Us

College of Business and Economic Development

3103 Scianna Hall
118 College Dr. #5021
Hattiesburg, MS 39406

Hattiesburg Campus

Campus Map

Email
business@usm.edu

General Guidelines:

1. The minimum requirements for a student to participate in an
   For Undergraduate Students: at least a sophomore standing
   For Graduate Students: at least a 3.0 cumulative GPA
   Students must complete a minimum of 120 work hours du
2. Internships must be approved in advance. **Academic cre**
3. The amount of academic credit to be awarded for each i

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EXISTING CONTENT

Study Abroad
- 23 Programs
- Wide range of opportunities

Pathways Program
- Cords in place, scholarships available, resources to help find internship opportunities

Ready for Life (Office of Leadership & Student Involvement)
- Workshops, student organizations, involvement fairs
- R4L Workshops

Center for Community Engagement
- Facilitates service learning, community experiences
- USM Citizen Scholar (100+ service hours, receive medallion)

Drapeau Center for Undergrad Research
- Funding opportunities, competitions, symposium

Coursera
- Built in programming for this iniative ->

Offering	What It Covers
Career Readiness & Leadership Skills in the Modern Workplace (Specialization)	Communication, executive presence, business ethics, leadership, emotional intelligence, professional networking, conflict management.
Career Success Specialization	Helps with a broad set of skills useful in a career, including soft skills, workplace readiness.
Professional Certificates in Business / IT etc.	Examples include Google Project Management, Data Analytics, UX Design, etc. These give applied skills and often projects to put in a portfolio.
Workplace Skills for Career Success (curated collection)	Focuses on soft skills like communication, negotiation, conflict resolution; built-in content on resume writing, interview prep.
Career Options: Exploring a New Career	Helps with exploring career possibilities, deciding paths, what skills are needed.

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ACKOWLEDGEMENT

President's List
- Provide evidence for students; employers can check
- Infrastructure / precedent exists

Graduation Cord / Stoll
- Only approved by Registrar
- Simply complete form/letter

Transcript Notation
- Precedent at other universities of semester-by-semester academic honors notated (U of Mich., CUNY, Rutgers, U. of S. Car., Rice, UT Arl.)
- Notate study abroad & other international experience (U. of Minn., ASU, UC system)
- Notate internships, co-ops & career readiness programs (Northeastern, Drexel, Purdue, UCF, Temple – Career Readiness Transcript Supplement; attached but distinct from main transcript)

Office of the Registrar

Home +

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Contact Us

Office of the Registrar
Kennard-Washington Hall (KWH) Room 110
118 College Drive, #5006
Hattiesburg, MS 39406

Hattiesburg Campus

Campus Map

Email ✉
registrar@usm.edu

Phone ☎
601.266.5006

President's List

CONGRATULATIONS TO OUR STUDENTS!

Students are placed on the **President's List** if they have earned a grade point average of 4.0 (all A's) on a load of 12 or more semester hours during fall and spring or nine or more semester hours during summer, provided they have no grade of Incomplete (I) for the term. Courses taken for pass-fail credit will not be used in computing the minimum academic load.

President's list will be added to this website approximately 4-6 weeks after the posting of semester grades.

Spring 2025 President's List

Fall 2024 President's List

Summer 2024 President's List

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USM STUDY ABROAD

COLLEGES				
	2022	2023	2024	2025
Col of Arts and Sciences	90	142	124	133
Col of Business & Economic Dev	24	42	37	51
Col of Education and Human Sci	19	36	47	56
Col of Nursing and Health Prof	10	6	23	17

SCHOOLS				
	2022	2023	2024	2025
School of Social Science and Global Studies	30	29	24	17
School of Humanities	16	28	25	20
School of Performing and Visual Arts	14	25	6	19
School of Marketing	10	24	11	14
School of Psychology	9	15	18	9
School of Management	7	10	15	19
School of Accountancy	6	6	8	11
School of Library and Information Science	6	8	3	13
School of Media and Communication	6	15	5	8
School of Music	6	9	3	9
School of Professional Nursing Practice	6	4	18	4
School of Biological, Environmental and Earth Sciences	5	9	21	23
School of Criminal Justice, Forensic Science and Security	5	8	16	8
School of Speech and Hearing Sciences	4	1	3	4
School of Social Work	3	8	5	13
School of Ocean Science and Engineering	2	1	5	6
School of Construction and Design	1	2	8	8
School of Education	1	3	15	16
School of Finance	1	2	2	6
School of Interdisciplinary Studies and Professional Development	1	13	1	1
School of Mathematics and Natural Sciences	1	1	3	6
School of Child and Family Sciences	0	0	0	1
School of Computing Sciences and Computer Engineering	0	1	5	6
School of Health Professions	0	1	1	10
School of Human Development and Family Science	0	2	1	0
School of Kinesiology and Nutrition	0	2	6	5
School of Polymer Science and Engineering	0	1	1	1

Study Abroad by College
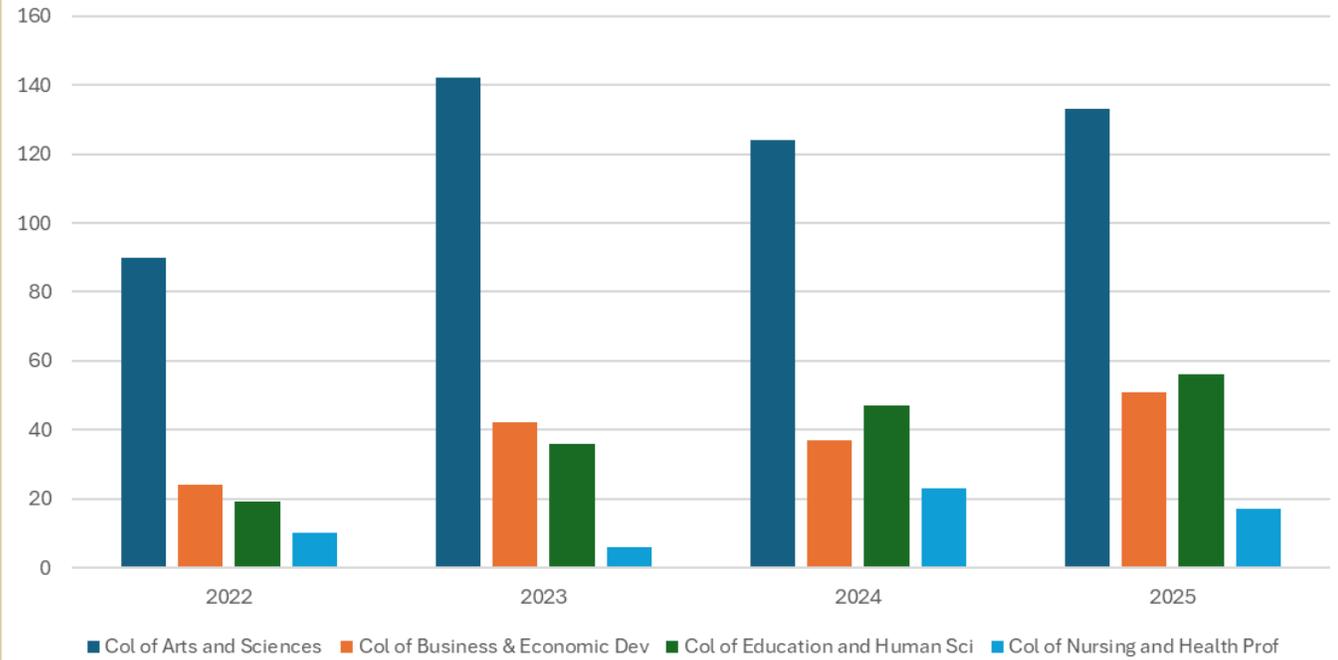
E-PORTFOLIOS / DIGITAL PORTFOLIOS

Canvas
- Has an e-portfolio option
- Students can add projects, skills, etc.
- Not very intuitive
- Doesn't look great

Handshake
- Can highlight education, work experiences, extracurricular involvement, courses, projects, skills, and more
- Share career interests and intentions for better management of staff resources and programming
- Students receive personalized job recommendations and employer outreach based on their profile and career interest

Case Studies | Handshake

University	Notes
University of Southern California (USC)	Handshake is USC's university-wide career services platform.
University of Oregon	Offers job & internship opportunities via Handshake
University of Tennessee, Knoxville	Uses Handshake to connect students & alumni with career opportunities.
University of Virginia	UVA students use Handshake for jobs, recruiting, events, etc.
University of Iowa	Uses Handshake through its Pomerantz Career Center for jobs, internships, on-campus interviews.

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# CAREER DATA ON USM WEBSITES

Historic Lightcast Data

- Put onto our online programs
- Office of Online Learning

Lightcast Possibilities

Understand your region's labor market

- Data gives an in-depth understanding of the employment trends, industry make-up, and in-demand jobs and skills within a labor market.

- Data gives a highly detailed view of employer demand for jobs and skills in specific areas

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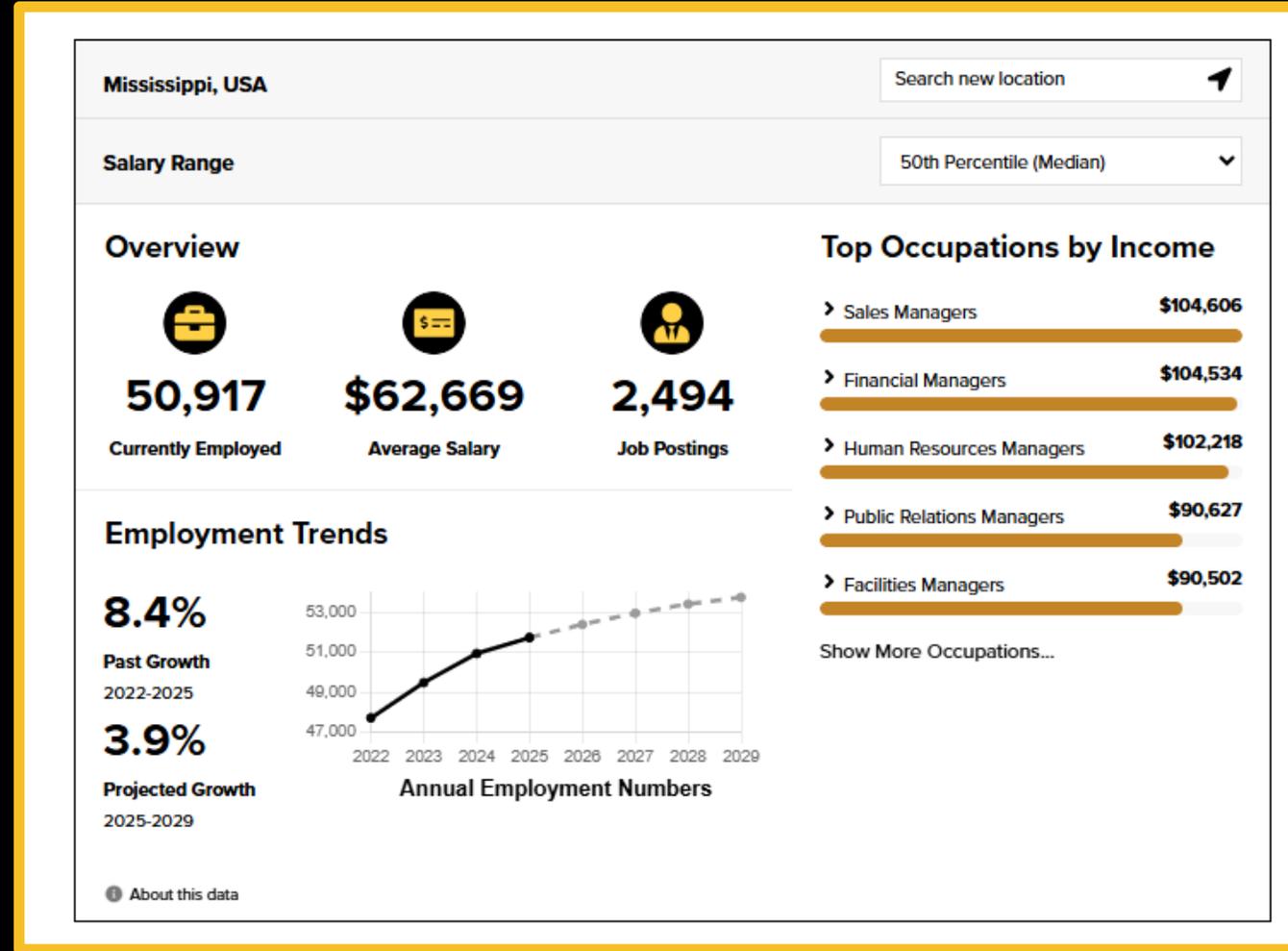
CURRENT READY FOR CAREER STRATEGY

Goals

- Maximum benefit to student learning / future career success

- Increase student awareness surrounding career readiness

- Limited workload for involved parties

Action Plan

- Employ Ready for Career Rubric

- Implement Supplementary Transcript

- Add Lightcast Career Data

Common Feedback

- Participation will be difficult / Need requirements (integration into curriculum)

- Tracking has to be easy / School resources limited

- Advertising/communication of program early and often is key

- Leverage career fairs

- Leverage existing resources

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READY FOR CAREER RUBRIC

Course Categories

1. Industry Experience / Professional Development

2. Digital Literacy / AI (data analytics, cybersecurity, coding, robotics)

3. Honors / Research

4. Internships / Field Experience

5. Service Learning*

6. Study Abroad*

Rubric Use

• One course per category to start (*Multiple options)

• Course students need / most likely to take

Rubric Example

• Management / Dance

Ready for Career Rubric

The goal of this rubric is to designate four (4) different existing courses that prepare students to be Ready for Career. These course designatio... industry experience, digital literacy, research, and internships.

Designation Criteria:

|	Type	Course Code	Course Name	Reasoning / Notes
1	Industry Experience / Professional Development			
2	Digital Literacy / Aritifical Intelligence Integrated Course			
3	Honors / Research			
4	Internships / Field Experience Course			

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TRANSCRIPT & OTHER ACKNOWLEDGEMENT

Supplementary Transcript

- Designated courses are coded with Office of the Registrar (New CR Code... ASL for service learning, CA for study abroad)

- Digital or Official Transcript?
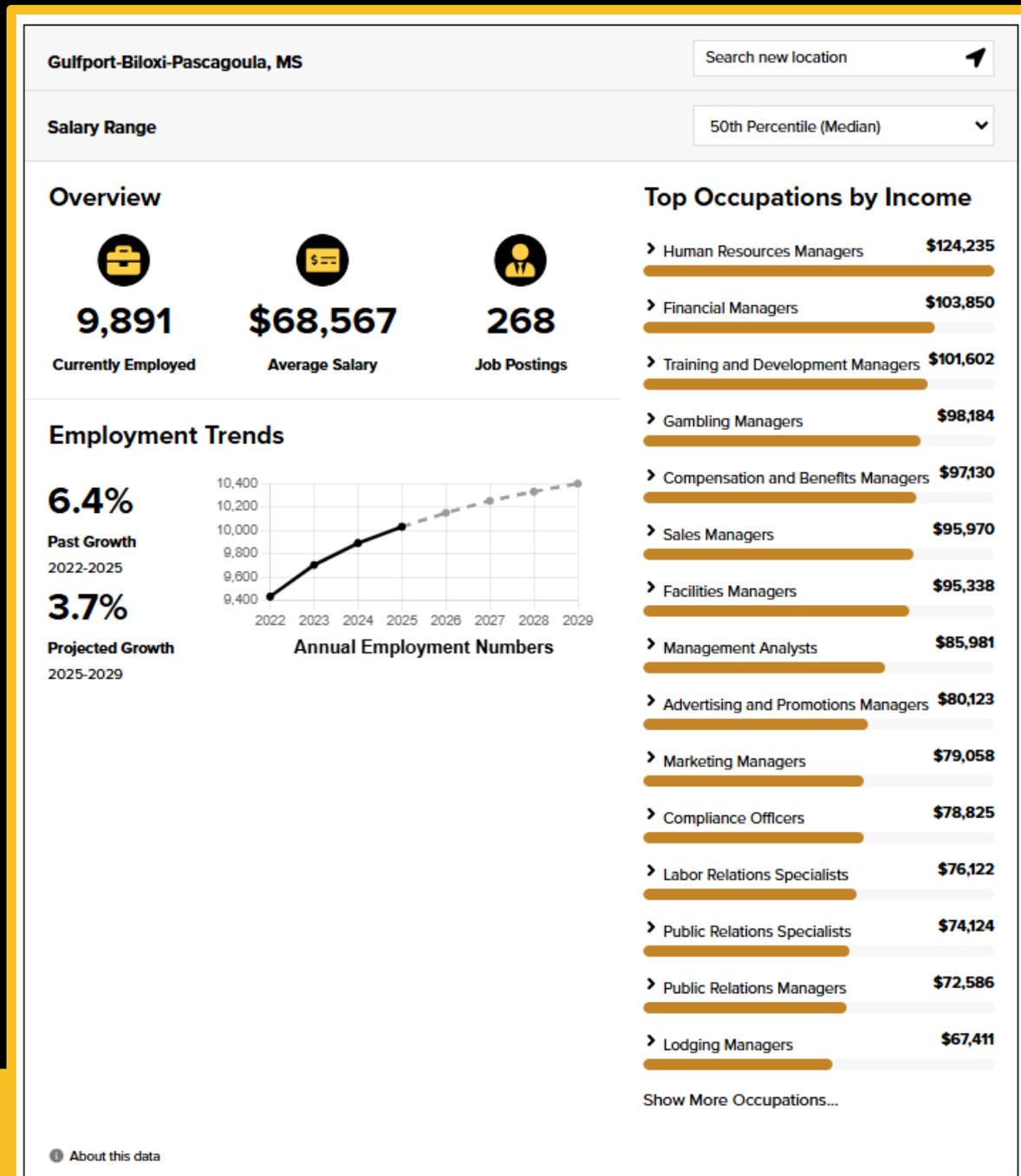
- Free Option / Limited Workload

Other Viable Options

- President's Ready for Career List

- Letter from the President (useful for applications/interview process)

- Graduation Cord ($)

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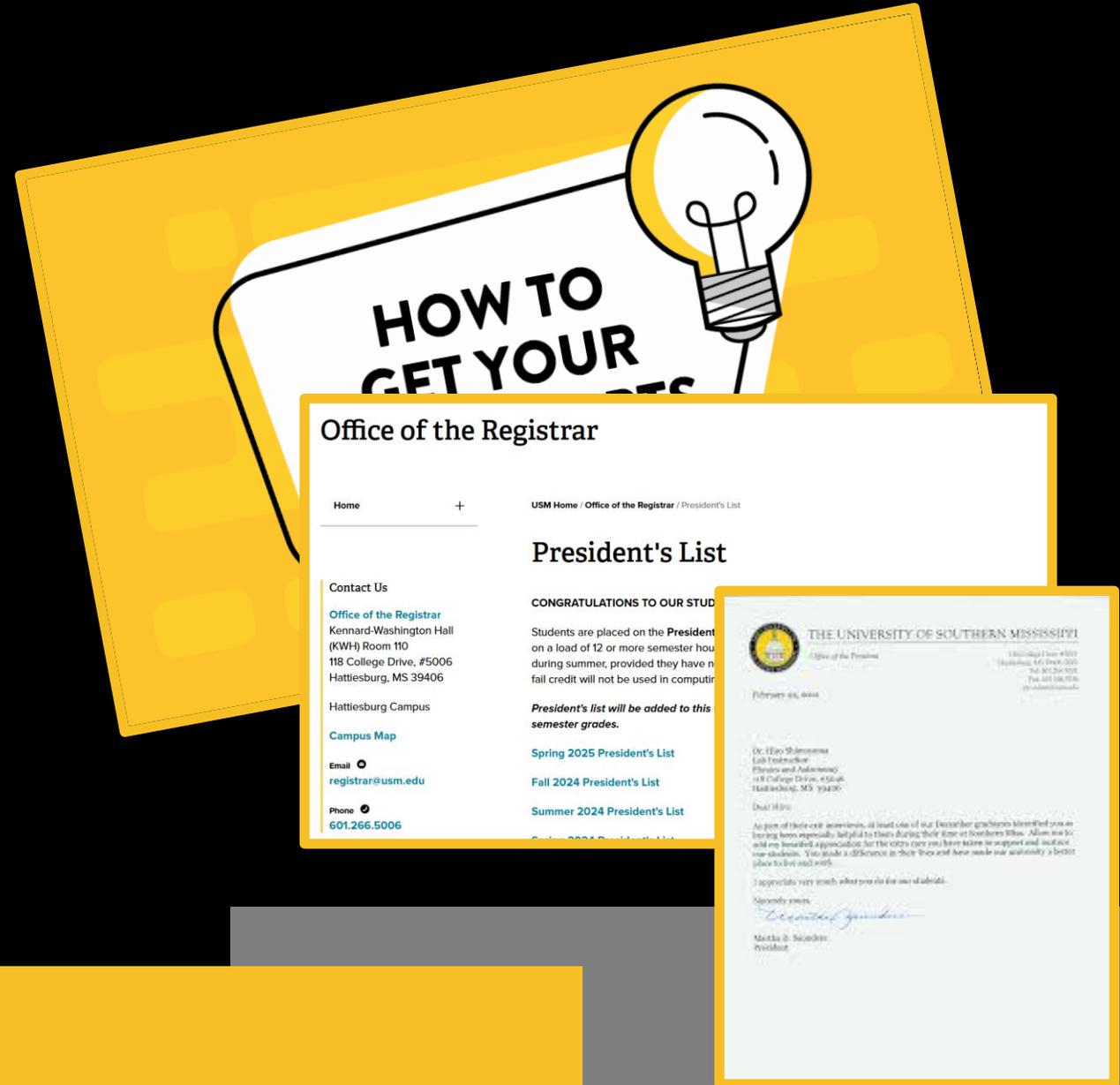
LIGHTCAST CAREER DATA

What can they provide?

- Labor market data & analytics

- Widget Builder
  - Wages/Salaries
  - Job Openings
  - Current Employment / 10-year Outlook
  - City/County Specific Data
  - Integrates into Existing Web Infrastructure

- Career Coach
  - Personalize Path (Interests / Skills)
  - Matched Career Options
  - Redirected to Degree Program

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