



A Person to Become

Class of 2023: Outcomes
Class of 2024: First Outcomes
August 1, 2024



Levett Career Center

Our Story So Far

89%

Percentage of known outcomes for the Class of 2023 (194/219 reporting)

CLASS OF 2023

Received offer before graduation	59%
Accepted offer by 3 months after graduation	64%
Received offer by 7 months after graduation	89%

\$44,659

Mean annual salary* of students reporting for the Class of 2023 (27/219 reporting)

CLASS OF 2023 - CURRENTLY REPORTING

Received offer before graduation	96
Seeking employment	65
Seeking continued education	52

42%

Percentage of known outcomes for the Class of 2024 (100/239 reporting)

TOP 10 HIGHEST PAYING DEGREES AND MAJORS

TOP 10 CAREER FIELDS

\$45,049

Mean annual salary* of students reporting for the Class of 2024 (8/239 reporting)

BA Engineering Science
BA Psychology
BA History
BA Business
BA Geology
BA Secondary Education
BA Communication
BA English
BA Biochemistry
BA Health and Movement Studies

Sales and Related
Human Resources
Marketing
Teacher
Accounting
Art and Design
Information Technology - Customer Support
Communications/Production
Consulting
Healthcare

40%

Percentage of students who reported an internship experience** for the Class of 2024

*Includes all student self-reported base salary including part-time, temporary, and research internships and apprenticeships.

**Internship experience may include academic and non-academic internships, as well as micro-internships. Statistic does not include student research, clinical shadowing, study abroad, or student teaching.

FutureFoundations: By the Numbers

9

Number of monthly
FutureFoundations
themes to make
students more aware of
career center resources

95%

Percentage of the Class
of 2027 completing
FutureFoundations
Year 1

38

Number of faculty
partners integrating
career development
in their classrooms

413

Number of students who
have completed
FutureFoundations Year 2
Grow - Approved Resume

This past year, the Levett Career Center adopted the “Career Everywhere” model, focusing on scaling up career service accessibility for all students at Hanover. This focus has helped our team gain momentum in identifying and cultivating faculty partners to embed the FutureFoundations program within syllabi.

In FutureFoundations Year 1, our bicentennial class completed a foundational lesson plan in their FY 101 course, drawing and reflecting on their own Wandering Map and conducting a Field of Interest Alumni Interview with a Hanover College alum. Students had the opportunity to **explore** and **reflect** on their interests, experiences, talents, and skills, as well as gained **social capital** through this assignment.

A total of **82 alumni volunteers** from the COACH Mentoring Program participated in small-group informational interviews. Alumni gave a high rating for their overall experience in connecting with first-year students, offering **4.6 out of 5**. One alum shared, “engaging with alumni is an advantage for students to receive a glimpse of what their time at Hanover can blossom into. Establishing alumni connections is also a valuable tool in future job and internship searches.” Another alum commented, “Life gets so busy that I forget how it all started - at Hanover. Connecting with current students gave me perspective of where my career foundation came from.”



FUTUREFOUNDATIONS
solid career preparation

- 1**
Year
Explore career possibilities
Within FY 101 Class:
Complete the *Foundational Exploration Lesson plan*.
Reflect on your skills and interests through the *Wandering Map* exercise.
Along with some like-minded peers, conduct a *Wandering Map Field of Interest Interview* with a Hanover College alum.
- 2**
Year
Grow your resume
Create a rough draft resume and review it with a Career Peer Mentor.
Build your resume with experiences to showcase your strengths and interests.
- 3**
Year
Experience working and interviewing
Build your Interviewing confidence by participating in a career chat or practice-interview with an alum.
Exercise and demonstrate your skills with an Experiential Learning activity such as an internship, on-campus job, clinical shadowing, research, or volunteer work.
- 4**
Year
Strategize a post-graduation plan
Connect with a Career Center coach or alumni professional to identify your skills and interests for post-graduation opportunities.
Help us help you by submitting your post-graduation interests or placement through HanoverConnect.

This schedule is recommended, however the timing is flexible.
Careercenter.hanover.edu/FutureFoundations

HANOVER COLLEGE
Levett Career Center

FutureFoundations: Let's play!

2,033

Number of application materials* uploaded to HanvoerConnect

1,946

Number of applications submitted through HanoverConnect's job board

302

Number of on-campus job postings**

227

Number of students who submitted an internship interest form

70

Number of students who participated in a FREE professional headshot pop-up

The Levett Career Center is dedicated to making career readiness and professional development resources available for all students.

Our one-stop shop, [HanoverConnect](#) offers students all-things career services. From our centralized job board to digital guidebooks, events and appointments with career center staff, students and alumni have access to resources 24/7.

To incentivize students to login and connect with our department, the Levett Career Center gamified FutureFoundations theme months throughout the entire academic year:

- Resume Month (Sept and Jan)
- Interviewing Month (Oct and Feb)
- Job Search and Networking Month (Nov and Mar)
- Post-graduation Plan and My Successful Outcome Month (Dec and Apr/May)

Each month, students were invited to play a scavenger hunt or word game to enter to win prizes. Across the nation, career services have turned to gamification as a way to increase engagement, awareness, and action from the student. In partnership with our Office of Student Life, students earn Panther Pursuit points as they participate in programming from the Levett Career Center.

Week 2: Resume Month

Treasure Hunt



Find the Treasure!

Interviewing Month

FUTURE FOUNDATIONS

Check your email to play Today's

Interviewing Month Word Game

to be entered into a drawing for a Hanover College portfolio.

Submit your answer to careercenter@hanover.edu by midnight tonight!



March is...

Job Search & Networking Month

LinkedIn Learning



Check your email for the linkedin learning video: "Job Hunting for College Grads"



Want to share that you have an internship, a job, a grad school placement?

#MySuccessfulOutcome2024

*Application materials may include (not limited to) resumes, CV, cover letters, references, statements of purpose, portfolios, and letters of recommendation.

**Many on-campus job postings hire more than one applicant.

Celebrating Legacies and Welcome New Ones



Our team will look different in 2024-25, as we celebrated three staff retirements this year.

Mary Phillips worked at Hanover College for the past 6 years in the President's Office and the Levett Career Center. She also pitched in and was instrumental in the College's efforts to prevent the spread of COVID-19 during the pandemic. Mary is a beloved colleague who brought good observations, a can-do attitude, and good cheer to the Levett Career Center. We are grateful for her positivity and insights. Mary retired in April.



David Harden worked as the Director of Experiential Learning in the Levett Career Center. For 18 years, David helped connect students with internships and other experiential learning activities. He has managed The Good Neighbor Internship Program, a partnership between Hanover College and local employers. We thank him for his many years of service and wish him all the best in his new endeavors. David retired in June.



August 1, 2024, marks the end of an era for the Levett Career Center at Hanover College and a new beginning for **Margaret Krantz**, Senior Director of Career and Professional Development. Margaret has been serving students for just shy of 33 years. She has provided career guidance and graduate school advice to many students over the years. Known for her sincerity, kindness, deep knowledge, and thoroughness, students left their meetings with Margaret with top-notch application materials and the preparation and skills to achieve their goals. We are so very grateful for her service, her depth of knowledge and experience.



In early July, the Levett Career Center welcomed two new associate directors, **Nina Alcorn** and **Taylor Shaw '14**.

Before coming to Hanover, Nina served as Director of Career Coaching in the Ivy+ CareerLink Department and Chair of the Student Success Classes at Ivy Tech Community College in Madison, IN. As a career coach, Nina likes to walk alongside students as a thought partner through everything from career/life planning and goal setting to resume and interview coaching. **Nina is the Associate Director of Career Coaching in the Levett Career Center.**



Taylor made a shorter walk to the Levett Career Center, as he most recently worked as the Associate Director/CRM Specialist with the Admission Office at Hanover College. In this position, Taylor learned the importance of connecting with prospective students and their families, and how much impact that had on their eventual college decision and post-graduation goals. **Taylor is the Associate Director of Internships and Assessment in the Levett Career Center.**

Career Peer Mentors

501

Number of total
student meetings with
Career Peer Mentors

200

Number of unique
students served

8

Number of Career
Peer Mentors

39

Number of additional
hours students can
access in-person
appointments beyond
regular business hours

6

Number of academic
departments who have
integrated a required
resume component into
their syllabus



Our Career Peer Mentors are student employees of the Levett Career Center who have undergone over 25 hours of intensive training. The program expanded this year, hiring eight Career Peer Mentors. This year, Career Peer Mentors held an additional **50 peer-to-peer meetings** and served an additional **26 unique students**.

For the upcoming 2024-25 academic year, the program will expand again from **eight to nine** Career Peer Mentors, available seven days per week rather than five. This program extends our reach, offering access to in-person meetings with 39 hours beyond the regular 8 am - 5 pm work day.

Career Peer Mentors are diverse among their academic programs and campus involvement. The majors of our peer mentors are Business, Communication, Biochemistry, Spanish, Theatre, English, and Economics. The position offers students the opportunity to grow in leadership development as well as gain transferrable skills. A former Career Peer Mentor quoted, "I have gained much **confidence** in my professional skills. Before this job, I barely knew what a cover letter was, let alone how to write them, and now I correct them. I believe I **have an advantage** when it comes to job selection because I have a great résumé, and I'm now confident in my ability to alter it for different positions."

Where We Are: Alumni and Campus Partnerships



As the program approaches its senior year (fourth year), the COACH Mentoring Program continues to “meet students where they are.” Nearly **100% of the first-year class** connected with alumni mentors through their FY 101 Field of Interest Alumni Interview assignment. Students had the opportunity to listen to an alum who shared similar interests or experiences, as well as gain insight into a possible industry or profession. Some of the fields of interests which students were able to connect with alums were Health and Medicine, Engineering and Technology, Law and Policy, and Arts and Entertainment.

Alumni mentors in the COACH Mentoring Program have played a major role in supporting the Levett Career Center’s adaptation of the “Career Everywhere” model. **143 students** connected with alumni to complete curricular assignments, and an additional **23 students** signed up to connect with an alumni mentor in 2023-24. From resume review to informational and practice interviewing, from grad school advising to career exploration, alumni volunteers have helped support and advance the FutureFoundations program with students and faculty across campus.

This past February, the program partnered with Dr. Rachel Davidson, Associate Professor of Communication, and her COM 461 Senior Seminar class, seating 20 seniors. To invest our students with amazing resources and human capital, we paired each student with an alumni mentor to focus on key career readiness areas with monthly themes (Resume, Interviewing, Job Search and Networking, and Post-graduation Planning), mirroring the Levett Career Center’s essential steps in the FutureFoundations program. Overall, the collaboration was wildly successful, as students gave an average of **4.6 out of 5 rating** for their overall experience and assignments.

When asked if the assignments have been a beneficial way to make a connection with an alum, one student quoted: “It has absolutely been a beneficial thing to us to be connected to an alumni. This gives both ourself and alumni an easy connection through Hanover, and also gives us a look into post Hanover and the challenges that may come with that.” Another student wrote, “**This might have been the most important part of my experience at Hanover. It has been a tremendous help using alumni networking for job opportunities.**”

The collaboration hit a bullseye for alumni, matching the intention, time commitment, and ways they were hoping to give back to the College and help future alumni. Alumni gave an average of **4.5 out of 5 rating** for their overall experience. One alum shared, “Yes, this has given me an opportunity to mentor and get to know a student on campus who I normally may not have crossed paths with when I was a student at Hanover!” Another writes, “**The benefit to a Liberal Arts degree should be the elevation in confidence, communication and critical thinking. The degree may not warrant a higher starting salary vs large institution with very specific degrees; however, within 3-5 years the ROI can be a differentiator. Lastly, a key benefit to smaller schools should be the ability to leverage alumni connections.**”

Where We Are: Community Partnerships



Now in its fifth year, The Good Neighbor Internship Program provides intentional internship placements for students to utilize their academic strengths and interests in practical, real-world opportunities with local businesses and organizations. Connecting **45 students to internships** with local employers since the program's inception five years ago, the program continues to grow and partner with a variety of businesses and organizations.

Through paid internships for summer months (June - August), students have the opportunity to experience the quality of life in the Jefferson County, Indiana area. With lunch and learn programs and summer festivals, the program encourages Hanover students to experience work-life balance outside of their academic lives, as well as employers to train and develop possible talent pipelines for employment opportunities after the internships end.

Please scan the code to watch a featurette of Mateo Villegas '25, as he shares his experience with The Good Neighbor Internship Program.



SCAN ME



Health Sciences Program: In Class and At Work



Congrats to this year's Certified Nurse Assistant (CNA) spring term class who got their scrubs on and had a **100% pass rate** on the state certifying exam, continuing the tradition established by the three previous classes!

Through a **partnership with Ivy Tech-Madison**, Hanover students take a CNA class to receive training and certification. This is a great hands-on experience for those considering a healthcare career. Another benefit of the May Term course includes enhancing a resume for graduate school in a healthcare field.



This past winter term, the Health Sciences Program partnered with the COACH Mentoring Program and connected students to alumni for Healthcare Career Chats in February (Interviewing Month). **22 students** were paired with alumni for a guided one-to-one virtual meeting to gain insights and knowledge about graduate or professional school, how a liberal arts program helped prepare them for their post-graduate journey, and what were the benefits and challenges in working in healthcare. Some of the following careers were represented among alumni interviewees:

- Medicine (MD and DO)
- Public Health
- Veterinary Medicine
- Physician Assistant
- Anesthesiologist Assistant
- Medical Device
- Nursing
- Physical Therapy
- Occupational Therapy
- Counseling



One student commented, "My alum could relate to me a lot, because they have been in my shoes. And just seeing how far they have grown is amazing."

Where did the Class of 2023 complete internships?



All Kids Can Therapy
 American Commercial Barge Line
 Anthem
 APAC Shears
 Awesome Sports and Camps
 Bartholomew County School Corporation
 Berry Global
 Bradford Woods
 Camp Aranu'tiq
 Carey Deckard CPA PC
 Centerstone Recovery Center
 CertainTeed Gypsum
 Cincinnati Children's Hospital
 Crawford County High School
 Dairy Queen
 Decatur Central High School
 Diamond Flooring and Cabinetry
 Doss Football Team
 Eastern Greene High School
 Englishton Park Summer Children's Program
 Enterprise Rent-A-Car
 Eye Care Group
 Farm Bureau Health Plans
 Fidelity Investments
 First Federal Savings Bank
 Florence Y'all's
 Gaylor Electric
 Genesis Sports Performance
 Hanover College

Holy Spirit Parish and School
 Irving Material, Inc
 JayC food store
 Jennings County EMS/Sheriffs Department
 Jennings County Sheriffs Department
 Louisville Bats Baseball
 Madison Area Chamber of Commerce
 Miller's Merry Manor
 Miracles Fitness
 Norton HealthCare
 Ohio Valley Opportunities
 Parkhurst Dining
 Parkview Hospital Randallia
 Pastime Tournaments
 Pastore Brothers Lumber Inc
 Pelham Training
 Richmond IN Parks and Recreations
 Riley Hospital for Children
 Riverkids Pediatric Home Health
 Rivertown Chiropractic
 Ryobi Die Casting
 Sahm's Hospitality Group
 Shoot 360
 State of Indiana
 The Children's TherAplay Foundation
 The Facing Project
 The Home Depot
 Toyota
 Watch Fire Signs

Organizations Hiring Hanoverians, Class of 2023



ADP	Galen College of Nursing
Amateur Pickleball Association	Genesis Sports Performance
Amatrol, Inc.	Glenns Valley Elementary School
Anytime Fitness	Greater Cincinnati Behavioral Health Services
Berry Global	Greensburg Jr High School
Buffalo Trace Distillery	Hamilton Southeastern Schools
Camp Concordia	Hanover College
Carey Deckard CPA PC	Hendricks Power Cooperative
CertainTeed Gypsum	Hiram College
Chick-fil-A	HSC Pavement Maintenance
Columbus Zoo and Aquarium	IEH Laboratory
Community First Solutions	Impact Insurance Restoration
Cornell University	Independent Employer
Crown Staffing	Indiana University Health
Cummins	Indiana University School of Medicine, Department of Pediatrics
CVS Health Corporation	Inter-State Studio
Devon Forest Elementary School	Jeff Wyler
E-Bikes of Jackson Hole	Jeffersonville High School
nFocus	JET Program
Exterior Pro Roofing	JHYO MusicLand
FanDuel	Kimpton Hotels and Restaurants
Fidelity Investments	Knauf Insulation North America
Fifth Third Bank	Lagoon Saloon
Forum Credit Union	Lifespring
Fox Behavior Group	LittleStar ABA Therapy
Fox Hills Elementary in Noblesville Schools	Lotsa Pasta
French Lick Resort and Casino	Madison Area Arts Alliance
Gailor Animal Hospital	Maine Windjammer Association

Organizations Hiring Hanoverians, Class of 2023 (cont'd)



mini-Max Information Systems, Inc.
 Monroe Family Pet Hospital, Inc.
 Mule Works
 NALCAP
 National Youth Advocate Program, Inc.
 North American Language and Culture Assistants Program (NALCAP)
 Ohio Valley Opportunities
 Patton and Associates
 Paws & Play Dog Resort & Training Center
 Peru Community Schools
 PharmaCord
 Pike Township Schools
 Pioneer Direct Marketing
 Powell
 PT Solutions
 Purem by Eberspächer
 Ray Skillman Auto Group
 Renu Property Management
 Rep. Erin Houchin
 Republic Airways
 Richmond Community Schools
 Ripley Crossing
 Rock Creek Community Academy of Southern Indiana
 Royal United Mortgage LLC
 S. Ellen Jones Elementary
 Samtec
 Self-Employed
 SERVPRO of Madison, Lawrenceburg and Versailles

Southwestern Consolidated Schools
 Southwestern Elementary
 Take Back Control LLC
 Thomas More University
 Thompson Thrift
 Total Quality Logistics
 Town of Whitestown
 Toyota Motor Manufacturing North America
 University of Louisville Health
 Unspecified
 Waffle House
 Warren Central High School
 WDRBmedia
 Weber Group
 Winton Woods High School

Graduate Schools Enrolling Hanoverians, Class of 2023



Auburn University--Montgomery (AL)	St. Louis University (MO)
Ball State University (IN)	Trine University (IN)
Butler University (IN)	University of Cincinnati (OH)
DePaul University (IL)	University of Dayton (OH)
Eastern Kentucky University (KY)	University of Denver (CO)
Georgia Institute of Technology (GA)	University of Indianapolis (IN)
Guilford College (NC)	University of Kentucky (KY)
Indiana University School of Medicine (IN)	University of Louisville (KY)
Indiana University School of Optometry (IN)	University of Minnesota--Twin Cities (MN)
Indiana University--Bloomington (IN)	University of St. Francis (IN)
IU Indianapolis (IN)	University of Washington (WA)
John Carroll University (OH)	University of Wisconsin--Madison (WI)
Kettering College (OH)	Vermont Law School (VT)
Kettering College of Medical Arts (OH)	
Logan University (MO)	
Marian University (IN)	
Ohio State University--Columbus (OH)	
Palmer College of Chiropractic (IA)	
Ross University School of Veterinary Medicine (St Kitts and Nevis)	
Saint Mary's College of Notre Dame (IN)	

Graduate Schools Enrolling and Organizations Hiring Hanoverians, Class of 2024



BALL STATE
UNIVERSITY



Ascension
St. Vincent's



Ball State University (IN)
BSK Theological Seminary
Eastern Kentucky University (KY)
Hanover College - Doctor of Physical Therapy (IN)
Indiana University Bloomington (IN)
Indiana University Kelley School of Business (IN)
Indiana University Kokomo (IN)
Indiana University Robert H. McKinney School of Law (IN)
Indiana University School of Human Health and Sciences (IN)
Indiana University School of Medicine (IN)
Miami University (OH)
North Carolina State University--Raleigh (NC)
Northwestern University Feinberg School of Medicine (IL)
Trine University (IN)
University of Cincinnati (OH)
University of Indianapolis (IN)
University of Kentucky (KY)
University of Louisville (KY)
University of Louisville School of Business (KY)
University of Louisville Kent School of Social Work (KY)
University of the Cumberlands (KY)
Vanderbilt University (TN)

Ascension Medical Group St. Vincent
Astro Marketing
Atmus Filtration
Estridge Homes
Fidelity Investments
Graybar
Happy Hollow Children's Camp, Inc.
JY Legner
KEYENCE
LifeSpring Health Systems
Martinrea International
New Albany/Floyd Central School Corporation
North Lawrence Community Schools
Norton King's Daughters' Health
Republic Airways
Sanders School
Trilogy Health Services
Xanterra Travel Collection

HANOVERIAN SPOTLIGHTS: MY SUCCESSFUL OUTCOME



My major is Engineering with a minor in Business, and I will be working for Martinrea International as a Process Engineer. I found this position through Professor Brooks who had a connection and recommended me for this position.

In choosing the engineering field, my father, Benjamin Combs, played a huge role in my decision. I would also like to give shout-outs to both of my engineering professors for helping me through my entire college career. Professors Brooks and Professor Phillips were huge inspirations and brought passion into their teaching. They made everything super understandable and made classes more than just about grades.

Honestly, I don't think I would have made it through my engineering major if they were not my professors. The engineering major at Hanover helped prepare me for this position. It taught me all the fundamental aspects of what an engineer is and then delved deeper into specific subjects such as thermodynamics and fluid mechanics. Additionally, with Hanover's focus on liberal arts, I developed more soft skills that engineering students at other universities may not have, such as effectively communicating, and being more well-rounded. And, through Hanover, I gained two years of internship experience during my college career, which helped me secure a very high starting salary and allowed me to stand out above the competition.

My advice to those searching for their first job is to never let yourself feel defeated. I had been applying for jobs for months and faced rejection after rejection, or employers did not want to wait until my graduation date. Eventually, after continuously applying to jobs, I finally had multiple offers and opportunities to choose from. It may seem like no one wants you at first, but if you keep trying, you will find a multitude of companies wanting your skills and mindset.

The "My Successful Outcome" campaign aims to celebrate Hanover College seniors as they successfully navigated through their academic lives, developed transferrable skills through on-campus leadership and experiential learning, and prepared to make their first-next step after graduation. We're excited to share their stories and spotlight the value of a liberal arts education.



August 1, 2024