



A Person to Become

Class of 2024: Outcomes
Class of 2025: First Outcomes
August 1, 2025



Levett Career Center

Our Story So Far

92%

Percentage of known outcomes for the Class of 2024
(208/227 reporting)

\$44,325

Mean annual salary* of students reporting for the Class of 2024
(11/227 reporting)

36%

Percentage of known outcomes for the Class of 2025
(89/246 reporting)

\$51,985

Mean annual salary* of students reporting for the Class of 2025
(12/246 reporting)

50%

Percentage of students who reported an internship experience** for the Class of 2025
(124/246 reporting)

CLASS OF 2024

Received offer before graduation	45%
Accepted offer by 3 months after graduation	60%
Accepted offer by 7 months after graduation	92%

TOP 5 REPORTED HIGHEST PAYING DEGREES + MAJORS

BA Business
BS Biology
BS Elementary Education
BA Psychology
BA Biochemistry

TOP 10 REPORTED CAREER FIELDS

Marketing
Sales
Finance
Teacher
Healthcare
Scientific Research (Chemistry)
Education, Training, and Library
Communications (PR)
Human Resources
Healthcare Support

CLASS OF 2025 - CURRENTLY REPORTING

Received offer before graduation	34% (83/246)
Seeking employment	17% (42/246)
Seeking continued education	18% (45/246)

*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.

By The Numbers: FutureFoundations and NACE Career Ready

8

Number of NACE
Career Competency
Weekly Games in
Winter 2025

140

Number of student
submissions for the
Career Competency
Games

55

Number of unique
students who
participated in the
Career Competency
Games

93

Number of student
submissions recognizing
faculty and staff supporting
career readiness activities
and assignments

This past year, the Levett Career Center piloted a new monthly theme game in Winter 2025. In conjunction with the National Association of Colleges and Employers (NACE) Career Competencies for Career Ready Workforce, students, faculty, and staff were invited to participate in weekly games between January and April.



Each week focused on one of the eight career competencies:

- Career and Self-Development
- Communication
- Critical Thinking
- Diversity and Inclusion
- Leadership
- Professionalism
- Teamwork
- Technology

Students were asked to name a class, faculty or staff member's name, and the activity or assignment (i.e., research paper, small group project, lab report) which exercised or enhanced a particular career competency.

Over these eight weeks, a total of **140** student submissions were received, along with **93** student submissions for faculty and staff who were identified in helping students connect experiences from the classroom, student employment, or campus involvement with career readiness.



COACH Mentoring Program continues to partner with faculty



4.6 out of 5 "star" rating
for students' overall
experience with alumni-
supported class
assignment

266

Number of active alumni
mentors in the COACH
Mentoring Program

67

Range of class years
represented in the
COACH Mentoring
Program (1960-2027)

305

Number of students who
connected with an alumni
mentor for a practice or
informational interview
class assignment

13*

Number of faculty
members who embedded
career-readiness
assignments supported by
alumni mentors



The COACH Mentoring Program, a collaboration supported by the Levett Career Center and Office of Alumni Relations, launched its first cohort in February 2021. In its inaugural year, the program surpassed its goal to connect 20 students-to-alumni mentoring pairs by placing **58 pairs in its year**. The response from students and alumni was and the interest from both students and alumni continues to grow and push into new boundaries. As a co-curricular program, the COACH Mentoring Program has enhanced students' learning experiences both in and out of the classroom walls. More than a dozen academic departments have leveraged alumni volunteers in supporting career-readiness assignments and activities. It's clear to see the COACH Mentoring Program has been a successful new initiative, as stated in the College's Strategic Plan.

The first and one of the strongest partnerships for the COACH Mentoring Program has been with the Communication department and their COM 212 Introduction to Communication course. Since winter term 2022, **107** students have completed a career chat assignment in COM 212. In responding to the question, "**Was this a beneficial way to connect with an alum?**" a student shared:

"This was very beneficial to me, because I didn't know if I would be successful doing an accelerated nursing program at a big school since I would be coming from Hanover. The alum I talked to was so helpful and had resources available for me when I would need them, and it was reassuring that someone is successful in the same position as to what I want to do."

*First-year 101 (FY 101) connects all first-year students with an informational interview (career chat) assignment within the first 10 weeks of the academic year. On average, there are 17 faculty and staff members who instruct FY 101; however, FY 101 is counted as "one" assignment.

COACH Mentoring Program moves to HanoverConnect

3,473

Number of alumni in the
Student and Alumni
Directory in
HanoverConnect

1,000+

Number of student-to-
alumni connections

35

Number of majors
represented

40

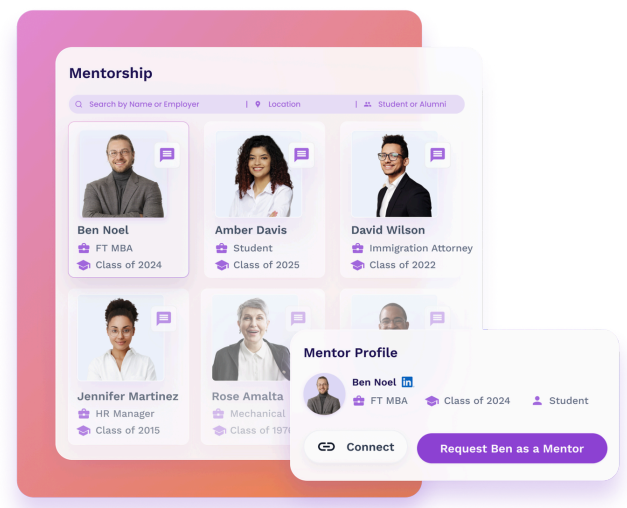
Number of industries
represented

107

Number of first-
generation students
and alumni



As of August 1, the COACH Mentoring Program will “live” in the HanoverConnect platform, powered by 12twenty. The alumni and mentorship platform will allow students and alumni to connect through their profiles and customized filters, including mentoring expertise, academic majors, athletic and Greek life involvement and other areas of interest and involvement. In turn, alumni will have access set up their mentorship preferences, such as active or inactive status, number of active mentees at a time, and mentoring preferences, such as informal mentoring (short-term, pairing on an as-needed basis) and/or formal mentoring (long-term, one-to-one pairing between student and alum).



All current COACH alumni mentors and G.O.L.D.S. (Graduates Of the Last Decade) have an account to activate and explore the full access of the platform, including the mentorship program, student and alumni directory, employer and contact directory, job board, events, and more.

For alums outside of G.O.L.D., alumni may complete [this short interest form](#) to request an account be set up for them. Instructions and virtual trainings sessions will be offered for both students and alumni in the beginning of September.

Celebrating a Legacy and Welcome a New One



Our team will look different in the 2025-26 academic year. After 11 years of services at Hanover College, nine as the Director of the Health Sciences Program in the Levett Career Center, **Joyce Flanagan**, Director of the Health Sciences Program, has retired.

Joyce brought intelligence and friendship to the Levett Career Center, and she will be sorely missed. We are so grateful for her hard work and dedication. She made a real difference and students agree.

One student shared, “Joyce has been a tremendous support through my years at Hanover, both in direct and indirect manifestations. Never making me feel that my goals are too ambitious, she has seen the potential in me every step of the way. Pre-health journeys are extremely non-linear, and Joyce has encouraged me and adapted with me throughout each unique stage I have encountered. She has gone above and beyond to find opportunities for me and recognized every accomplishment in the process. Joyce is so giving and so kind, and I will truly miss her here at Hanover.”

As of August 1, the Levett Career Center welcomed the new Associate Director of Pathway Programs, Olivia Owens.

Olivia attended Butler University for her undergraduate program and continued to the University of Cincinnati College of Law. Before joining the team at the Levett Career Center, Olivia found herself working in K-12 schools, soccer coaching, General Motors Company, and a small business owner. Along the way, Olivia has learned that her greatest offering is her ability to effectively communicate a range of information across multiple demographics, as well as offering connections and resources to help students set and reach their goals.



As the new Associate Director of Pathway Programs, Olivia’s primary responsibilities will include serving pre-health, pre-law, undergraduate nursing, business, education, and engineering students, sustaining and building partnerships with faculty and external partners and stakeholders, and connecting pathway program students with resources to help prepare them for their post-graduation journey, such as law school and medical school.

Career Peer Mentors

486

Number of total student meetings with Career Peer Mentors

156

Number of unique students served

10

Number of Career Peer Mentors

39

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

14

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



Led by a new program director, Nina Alcorn (Assoc Director of Career Coaching), Career Peer Mentors are student employees of the Levett Career Center, we expanded the program this year by adding two additional members. The Career Peer Mentors Program supported **14 academic classes** - including the Doctor of Physical Therapy Program, Occupational Therapy Doctorate Program, and undergraduate Nursing - as faculty from various academic departments embedded career-readiness assignments into their course.

For the upcoming 2025-26 academic year, the program will expand again, hiring Career Peer Mentors from different academic major programs, such as Art and Design Engineering, Sociology, and the Social Justice Leadership Program. This program extends our reach, offering access to in-person meetings with 39 hours beyond the regular 8 am - 5 pm workday.

This upcoming year, the Career Peer Mentors Program will expand its resources as they offer additional services centered around internship exploration.

The Career Peer Mentors are available for all undergraduate and graduate student at Hanover through virtual or in-person appointment or drop-in meeting.

The Good Neighbor Internship Program receives funding through the Jefferson Together Grant



This year, with the help of the [Jefferson Together Grant](#), local businesses and organizations hosted a total of 24 interns in our community, nearly **tripling** the number of interns the program placed last summer!

Increasing the number of placed interns was one success from this past summer, but the collaboration between Hanover College, Ivy Tech Community College Madison Campus, and our local community partners in Jefferson County give the program momentum to continue to build a stronger community, through meaningful experiential learning experiences while supporting local business and organizations.

Students who participate in the program submit weekly journals which connect to the [National Association of Colleges and Employers \(NACE\) Career Competencies for Career Ready Workforce](#). Furthermore, students completed a pre-and-post-internship assessment of all eight career competencies - and the growth was off the charts!

From their pre-internship assessment, **20%** of students rated themselves as advanced in "awareness of strengths and challenges," whereas **92%** rated themselves as early and advanced application in their post-internship assessment. One student shared, **"I've improved in professionalism and work ethic by understanding the importance of time management, accountability, and workplace etiquette. I've learned how to balance multiple tasks, meet deadlines, and show initiative without waiting to be asked. These outcomes have prepared me to contribute meaningfully to my second and upcoming internship and my future career."**

Ivy Tech Community College Madison Campus hosted the program's annual presentation fair and celebration. More than 30 community members and leaders attended the presentation fair, getting to meet the interns and learn about their good work in just a short summer. During the program's celebration, guest speakers Kay Stokes (Vice Chancellor of Academic Affairs for Ivy Tech Community College Madison Campus), Mayor Bob Courtney (City of Madison), and Andrew Forrester (Executive Director of Visit Madison, Inc.) shared the inspiring story of how the Good Neighbor Program came to life, reminded us of all the incredible things Jefferson County has to offer, and emphasized the importance of investing in young people and continuing to build a thriving, supportive city for all.

Cadence Northern
Behavioral Health Intern
Aperion Care



Andrew Metrick
Public Historian Intern
Historic Madison Inc



Kunal Chandra
Marketing Intern
State Farm Insurance



Cambryn Bryant
DNR Education Intern
Clifty Falls State Park



Emma Schneider
Child Specialist Intern
Hanover College
Day Care



Emma Marzouk '26
Marketing Intern
Fairfield Inn & Suites -
Historic Eagle Cotton Mill



Health Sciences Program: In Class and At Work

Meet with alumni health professionals like:

Cameron Fails '19
Physician Assistant
Orthopedic Surgery

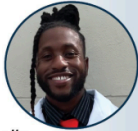
Check your Inbox for the details.



Meet with alumni health professionals like:

Zikk Omoruyi '20
3rd year Medical student

Check your Inbox for the details.



Meet with alumni health professionals like:

Kristen Cooper '08
Occupational Therapist

Check your Inbox for the details.



For the 2024-25 academic year, the Health Sciences Program expanded their partnership with the COACH Mentoring Program in offering Healthcare Career Chat events in both the fall and winter terms. This expansion almost **tripled** the program participation from **22 to 56** pairings.

A key factor in seeing an increase in the program was through the partnership with two senior seminar courses in Biochemistry and Kinesiology and Integrative Physiology. Students received instructions to learn and exercise email etiquette, as they were assigned to reach out their assigned alum to request and schedule the interview, as well interviewing and professionalism review. These career chats offer students 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

An average rating of **4.3 out of 5** for alums' overall experience with the Healthcare Career Chat, and **100%** rated their students' professionalism in initial communication, courtesy, and enthusiasm as "**Excellent**." Students rated their overall experience as **5 out of 5**, and **100%** rated "**Excellent**" in gaining insight into a profession and industry and gained a better understanding of their academic major and liberal arts education.

Where did the Class of 2024 complete internships?

Adgo Engineering and Controls
ADP
Alex Makin Performance
AP Engineering and Consulting, Inc
Army Corp of Engineers
Arvin Sango, Inc.
Athletico Physical Therapy
Barron, Peck, Bennie, & Schlemmer, Co. LPA
Bethany Johnson
BraunAbility
C&T Design Design and Equipment
CACI
CertainTeed Gypsum
Children's Theatre of Southern Indiana
Cincinnati Test Systems
Clifty Falls State Park
ClosetConcepts
Colyer Law Firm
Counseling for Change
CTL Engineering
Cummins
Eli Lilly
Emerging International
Englishton Park Summer Children's Program
First Baptist Greenville
First Merchants Bank
Gaylor Electric
Gollob Morgan Peddy
Hanover Child Development Center
Hanover College
Happy Hollow Children's Camp, Inc.
Health by Design
Honest & Fair Appliance Repair
House of Jane
Impact Financial Group
Impact LED Signs
Indiana Department of Natural Resources
IU Health

Jennings County Police Department
Jennings County Sheriff's Department
Barthuly Irrigation
Knowledge Services
Kohl's
Law Office of Mary Beth Mock
Learning Tree Farm
Lexington Premier Nursing and Rehab
Louisville Bats Baseball
Madison Area Chamber of Commerce
Madison Precision Products, Inc.
Madison Youth Unlimited
Martinrea International
Monroe County Community School Corporation
Muhammad Ali Center
Nightfall Farm
Norton King's Daughters' Health
Norton Sports Performance
Oak Heritage Conservancy
One Southern Indiana
Origin Park
Pastime Tournaments
ProRehab Physical Therapy
RBC Wealth Management
Redbird Global
River Valley Resources
Roche Diagnostics
Science Applications International Corporation
(SAIC)
Sherman, Barber & Mullikin
SRT Prosthetics and Orthotics
The Children's Museum of Indianapolis
ThyssenKrupp Presta
TPG Telemanagement Inc.
Visit Madison, Inc.
Wissmann Bros.
Youth Ministry 360

Organizations Hiring Hanoverians, Class of 2024



Adgo Engineering and Controls
 Alex Makin Performance
 Alien Earth Tattoo Studio, LLC
 Alpha Generation
 Alpha Media USA
 American Marketing & Publishing
 Archer Patton Corp
 Arvin Sango, Inc.
 Ascension Medical Group St. Vincent
 Astro Marketing
 At Home Group, Inc.
 Atmus Filtration
 Austin Elementary SCSD1
 Azenta Life Sciences
 Beacon Hill Technologies
 Beckden Buildings
 BioLife Plasma Services
 Bloomington Public Schools
 Bullet County Public Schools
 C&T Design and Equipment Co.
 CACI
 Caleb Landscaping
 Capitol Operating Group, LLC
 CertainTeed Gypsum
 Cincinnati Test Systems
 Cinema West
 Closet Concepts
 Colorado State University
 Community Health Network

Cox Interior, Inc.
 Dialysis Clinic, Inc.
 Dub Media
 Elite Energy Solutions
 Elite Energy Solutions Utah, LLC
 Elucet Medical
 Emerging International
 Englishton Park Summer Children's Program
 Enterprise Mobility
 Environmental Management Consultants, LLC
 Estridge Homes
 Fidelity Investments
 First Bank Richmond
 Flaherty & Collins Properties
 Forte Sports Medicine & Orthopedics
 Franklin Square Elementary School
 Gaylor Electric
 Goodwill Education Initiatives, Inc.
 Graybar
 Greater Midwest Financial Group of Prudential
 Advisors
 Greensburg Elementary School
 Grote Industries
 Hamilton Southeastern Schools
 Hanover College
 Happy Hollow Children's Camp, Inc.
 HES Facilities Management
 IHSAA
 Indiana Department of Child Services

Organizations Hiring Hanoverians, Class of 2024 (cont'd)



Irvington Middle School
 IU Health Indianapolis Campus
 Jefferson County Public Schools
 Jefferson County Youth Shelter Inc.
 JY Legner
 Kentucky Humane Society in Louisville
 KEYENCE
 LabCorp
 LifeSpring Health Systems
 Lindsey Wilson College
 Madison Consolidated Schools
 Martinrea International
 Middletown United Methodist Church
 Morgan Foods, Inc.
 National Bank of Indianapolis
 New Albany/Floyd Central School
 Corporation
 New Washington State Bank
 North Lawrence community schools
 Norton King's Daughters' Health
 NSWCrane
 Parkhurst Dining
 Realeflow
 Republic Airways
 RepuCare
 RHA Health Services
 River Valley Resources

Science Applications International
 Corporation (SAIC)
 Sanders School
 Santander Corp. & investment Banking
 Shotbyx
 Simtra
 Skillability Soccer Training
 South Ripley High School
 Spalding University
 St. Vincent's University Hospital
 Starbucks
 Stifel
 The Center for Women and Families
 The Home Depot
 Total Quality Logistics
 Trilogy Health Services
 TruMotivate
 U.S. House of Representatives
 UofL Hospital
 UPS
 Vet. Speciality & Emergency Care
 Walmart
 WesBanco
 White Oak Conservancy
 Wissmann Brothers
 Wix
 Xanterra Travel Collection

Graduate Schools Enrolling Hanoverians, Class of 2024



INDIANA UNIVERSITY
SCHOOL OF MEDICINE



**EASTERN
KENTUCKY
UNIVERSITY**



**JOHNS HOPKINS
UNIVERSITY**



**ROBERT H. MCKINNEY
SCHOOL OF LAW**
INDIANA UNIVERSITY
Indianapolis



Northwestern
Medicine®
Feinberg School of Medicine



**Patterson School of Diplomacy
and International Commerce**



**Palm Beach
Atlantic
UNIVERSITY**

Ball State University (IN)
Baptist Seminary of Kentucky
Butler University (IN)
Eastern Kentucky University (KY)
Hanover College (IN)
Indiana University
Indiana University (IN)
Indiana University Bloomington
Indiana University Kelley School of Business
Indiana University Kokomo
Indiana University Robert H. McKinney School of Law (IN)
Indiana University School of Human Health and Sciences
Indiana University School of Medicine (IN)
Johns Hopkins University Advanced Science Programs
Marian University Wood College of Osteopathic Medicine
Miami University

North Carolina State University--Raleigh (NC)
Northwestern University Feinberg School of Medicine (IL)
Palm Beach Atlantic University (FL)
Patterson School of Diplomacy and International Commerce
Trine University (IN)
University of Cincinnati (OH)
University of Indianapolis (IN)
University of Kentucky (KY)
University of Kentucky The J. David Rosenberg College of Law
University of Louisville (KY)
University of Louisville Kent School of Social Work
University of the Cumberlands, Northern KY
Vanderbilt University (TN)

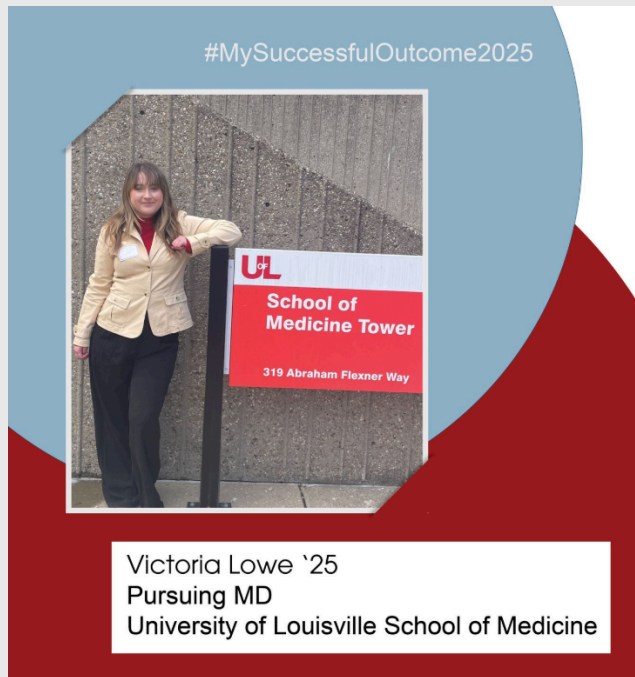
Graduate Schools Enrolling and Organizations Hiring Hanoverians, Class of 2025



Aero Tek
Alorica
Coated Metal Group
Cummins
Deaconess Health System
Enterprise Rent-A-Car
Indiana Sports Corp
Indigo BioAutomation
James E. Forst & Associates
LabCorp
Lifeline Youth and Family Services
Norton HealthCare
Phi Delta Theta Fraternity
Positive Solutions Behavior Group
Republic Bank
South Ripley High School
St. Lawrence Catholic Church
Texas Roadhouse Support Center
Total Quality Logistics
University of Louisville

Acadia University (Canada)
Ball State University (IN)
George Washington University (DC)
Hanover College (IN)
Indiana University - Indianapolis (IN)
Indiana University - School of Nursing (IN)
Indiana University Luddy School of Informatics (IN)
Indiana University--Bloomington (IN)
Indiana University School of Medicine (IN)
Minnesota State University--Mankato (MN)
National University (CA)
Northern Kentucky University (KY)
Purdue University (IN)
Southern Illinois University--Carbondale (IL)
The Ohio State University (OH)
Tulane University (LA)
University of Cincinnati (OH)
University of Indianapolis (IN)
University of Kentucky (KY)
University of Louisville (KY)
University of Southern Indiana (IN)
Vanderbilt University (TN)
Wright State University (OH)
Xavier University (OH)

HANOVERIAN SPOTLIGHTS: MY SUCCESSFUL OUTCOME



Victoria Lowe '25
Pursuing MD
University of Louisville School of Medicine

Victoria will be pursuing an MD on the Trover Rural Track, a program dedicated to preparing physicians to work in rural communities. She was awarded the Primary Care renewable four-year scholarship as well.

Victoria would like to give a shoutout to Joyce Flanagan, Director of the Health Sciences Program for being an excellent advisor and helping her with her personal statement, interviews, externship, and character development. Victoria is thankful for her willingness to help in their shared mission of helping others from all backgrounds reach their goals of pursuing medicine.

She would also like to thank Nina Alcorn, career coach at the Levett Career Center, for helping with her secondary essays, interviews, and thank you notes.

Lastly, Victoria wants to thank Jenny Moss, Executive Director of the Levett Career Center for pairing her with excellent mock interviewers, COACH mentors, and healthcare career chat alumni.

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