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UNIVERSITY OF MIAMI
**TOPPEL CAREER
CENTER**

2022-2023

A YEAR IN REVIEW



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2022-2023



Toppel Values Wall

A MESSAGE FROM THE ASSOCIATE DEAN & EXECUTIVE DIRECTOR

Toppel has become synonymous with innovation and taking chances; it's in our DNA. We're always looking for new & relevant resources to add to our arsenal of career content. That said, it's important to recognize that innovation doesn't always mean new & bigger. Innovation can include looking at things through a new lens. And while we did launch some new & exciting things, this past year we reimagined some of the things we already offer to make them more accessible and useful for students, employers, and everyone we serve.

As you'll see in the following pages, we transformed a variety of things. First, the Toppel Internship Program was made more efficient and accessible via Blackboard. It doesn't sound like a big deal, but when you're managing hundreds of internships at any given time, a tool like Blackboard makes a world of difference. Next, recognizing that almost a third of graduating students plan to attend grad school, we felt it was time to beef up our resources related to the grad school application process. Students now have access to a robust website, along with well-trained career coaches to help guide them along. Lastly, by taking our BreakThru Diversity Mixer offline and bringing it in-person, it completely changed how students and recruiters connect during this vital event. Adding a keynote speaker and making the mixer more informal helped students feel more at ease while meeting with employers.

How do we manage to continue what we do, while adding new things, and reimagining others? It all comes down to our Toppel staff. Each year, I choose a word or phrase from our values wall that reflects the year. I immediately chose **motivated** because it perfectly describes the folks we have on our team. These are individuals who are motivated for the right reasons: to serve our students by doing excellent work!

So many great things happened this past year, and I invite you to take the time to read through these pages. I look forward to our continued partnership in fostering a Culture of Career at the U!


Christian Garcia

#LEVELUP

Our theme last year was #LevelUp. We used this theme to encourage students to work through the phases of their career development and unlock new and exciting opportunities in the game of life. Throughout the year, we asked students about how they leveled up and highlighted their answers each week in our e-newsletter, the Toppel Insider. Here are some of those answers:



◀ Gayathri

Senior
Business Law & Finance

Gayathri used Cane2Cane, which connected her to several alumni and leaders in the community. Through this, she connected with the managing partner of Devland, which ultimately led to her part-time job as a Technology Writer & Content Producer/Undergrad Fellow with them!

▶ Mohammed

Junior
Business Analytics and Business Technology

Mohammed searched on Handshake and secured an internship with Heinemann Americas as an order manager. He says this experience helped him develop a strong sense of responsibility and trained him to be disciplined and organized.



▶ Jacques

Senior
Pre-med

Jacques was a Toppel Internship Fund recipient during his internship at Columbia University Irving Medical Center (CUIMC) for their Summer Health Professions Education Program (SHPEP). TIF allowed him to live in New York City during the duration of the internship by helping pay for certain expenses.

▶ Justine

Senior
Computer Software Engineering

Justine is a Software Engineer at Schonfeld, where she interned throughout her academic career, assisting with different projects and learning a new coding language. She first applied to Schonfeld following a career fair hosted by Toppel and the College of Engineering, which she learned about through Handshake.



▶ Nick

First-Year
Law

Nick is the co-owner of Waffle Cabin Miami. He was first exposed to the Toppel Career Center during Toppelfest in 2018, and just recently was able to experience the event from a vendor's perspective as Waffle Cabin Miami was invited to serve hundreds of waffles to the incoming freshman class!

▶ Paulina

Senior
Modern Artist Development & Entrepreneurship

Through the Toppel Internship Program, Paulina interned at Creative License where she worked on licensing music used in commercials, TV, and film. Through this opportunity, she gained experience, knowledge, and preparation in the music industry that she is pursuing.



3,481

Students Attended
Career Events



1,747

Career Coaching
Sessions

2,497

Resumes Reviewed



373

Campus Interviews &
Big Interview Uses

36,728

Handshake Log-ins

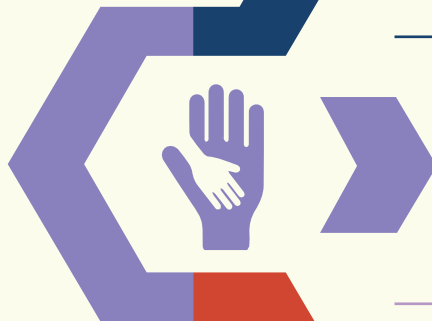


39,886

Applications Submitted
on Handshake

13,246

Cane2Cane Page-views

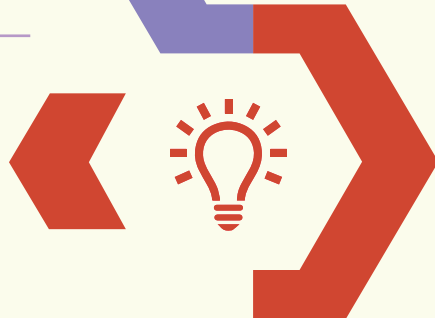


\$82K

Awarded By
Toppel Internship Fund

243

Career Assessments
Completed



647

Professional
Headshots Taken

* These data include enrolled undergraduate students only.

** Handshake is our online career management platform where students can find and apply to jobs/internships, among other things.

REIMAGININGS

NEW INITIATIVES

TOPPEL INTERNSHIP FUND

The data is clear that internships can be a life-changing experience for students. Unfortunately, many students pass up on these career-enhancing opportunities because of their financial circumstances. The Toppel Internship Fund was created to even the playing field to ease the financial burdens that can come with completing an internship, such as travel, rent or dress.

Thanks to the generous support of the Parent's Council at UM, Toppel has been able to grant scholarships from \$500 to \$3,000 to help students with their expenses during their summer internships. Since the inception of the Toppel Internship Fund in 2021, we have been able to grant 99 students over \$207,200 for this purpose. However, there are many more deserving applicants whom we are unable to support financially, and it is our priority to continue growing the fund to help any student who needs it.

Here is what some of the award recipients had to say:

"The funding you provided has made it possible for me to see what a career in marine science may actually be like. I feel more confident in my career path as a result of participating in this internship, which was made possible thanks to your generosity."

"Now, I get that nothing is ever guaranteed in life — especially not in business. But the relationships I've made and the opportunities that I've had this summer give me hope that one day I may turn my dreams into a reality. Because of you I was able to take this internship and not have to choose between paying rent or paying for school."

"I was able to utilize the funds to actualize the depths of my curiosity, which have been cultivated inside the classrooms of my Economics and Public Health majors over the course of my undergraduate career."

"The Toppel Internship Fund allowed me to take on an internship that largely showed me what it is I may be interested in doing post-graduation. I had just added a journalism major last semester— so the opportunity to get field work this early on into the degree was immeasurable."

"Your generosity has allowed me to fully focus on my internship. Financial insecurity is a huge distraction, and I'm grateful that it wasn't an issue for me this summer like prior terms!"

Throughout the 2022-23 academic year, we reimagined a few programs and resources including the BreakThru Hour, Toppel Internship Program (TIP), and Graduate School Planning webpage. These programs and resources improved the engagement, quality, and level of service provided to our students at the U!

Toppel's BreakThru Hour was an event launched in 2020 for underrepresented student populations to connect with employers who value and promote Diversity, Equity, Inclusion and Belonging.

After meeting with multicultural student organizations in Fall 2022 to reimagine this event, Toppel partnered with United Black Students, Alliance of Latin American Students, and the Asian American Student Association to create a structure for these organizations to receive the event's financial proceeds. As a result, 52 students and 26 organizations attended the BreakThru Diversity Mixer, and our student organization partners received \$5000.

The Toppel Internship Program (TIP) provides a free way for students to gain academic credit for their internship experiences. Since its launch in 2007, the communication and assignment tracking was done through an email mailbox which made it difficult for students to manage their submissions and progress.

In Fall 2022, we launched a Blackboard course for TIP to maintain all communication, assignment instructions, policies, and grades within an accessible platform, resulting in a higher course completion rate (6.3 % increase by the end of the first semester of implementation).

Lastly, to support our students considering graduate school, we revamped the Graduate School Planning page. Our new webpage guides students through various topics including decision-making, a timeline, ways to find and choose graduate programs, application requirements, and financing options.

TOPPEL PROFESSIONAL HEADSHOT PHOTO BOOTH

Believe it or not, access to professional headshots has been one of the most requested services from UM students over the last few years. It shouldn't come as a surprise, however, when you consider that the vast majority of professional networking and job searching occurs online through platforms such as LinkedIn, Handshake, and even social media sites.

As a result, it's important that students have access to high quality, professional-looking headshots for these platforms. In the past, we provided guidance to students on how to take one using their phone, which can turn out great with today's technology...but can also turn out not-so-great. And while some students may be able to afford professional headshot services, we recognize that many students do not have the funds to do so.

A solution to this was to install our own professional headshot photo booth. Thanks to a generous donation from the Mewbourne family, we were able to make it a reality for all students (and faculty & staff) beginning in the fall of 2022! The photo booth is a standalone, self-service booth that allows students to have their professional photo taken quickly and easily. The booth is designed to let users take up to three photos per session, using a variety of filters

to suit their needs and personality. Photos are emailed directly to the student, without any need for onsite downloading, editing, or retouching.

To show the impact of the photo booth, in just eight months, we had a little over 900 unique users, with over 2,000 total sessions. Not only are students using the booth, they are taking advantage of its quality and convenience by sitting for several photo sessions!



At Toppel, we are always striving to break down barriers for our students, and we're so grateful for the Mewbournes' partnership on this important initiative. Below are some snippets from the News@theU article written about the photo booth.

For students like junior Charly Hill, a headshot can be critical. She is studying broadcast journalism at the School of Communication and needs a professional photo to apply for any internships or jobs. When Hill recently earned a scholarship from the National Association for Black Journalists, she had to take a last-minute photo outside her apartment. So, she is eager to try the booth.

"This is much more convenient, and the photos are sent so quickly—plus it's free."

So, who are the Mewbourne's? They are the parents of Libby Mewbourne, a recent UM graduate and active user of Toppel services.

"As parents raising two children, we have recognized that not everyone has access to the 'extras' such as obtaining a professional photo," they said in a statement. "It's our hope that supporting the University of Miami in providing this service to every student helps level the playing field and will have a positive impact on the 'Canes student body as they pursue their dreams."



CAMPUS PARTNERS



Toppel would not be able to serve our students without the support of amazing campus partners. Below are just some of our partners who we'd like to highlight for their dedication to students' career development. They are winners of Toppel Awards, and this is what their nominators had to say about them:



Dr. Wendy Cavendish

Professor in the School of Education and Human Development

Wendy has supported hundreds of students through her roles as an educator, administrator, program director, and faculty advisor for over a decade. As a teacher, she prepares pre-service educators for their professional careers as future teachers in K-12 schools. She specifically teaches a course on transition outcomes for students with disabilities and how educators can help support positive outcomes for these students post-graduation.

She also teaches in the master's and doctoral programs, supporting other students who want to pursue careers in education. In her role as an advisor, she personally reviews her students' resumes and CVs and offers feedback to help students reach their career goals. She also served as a faculty advisor for the Inspire U Academy program, a mentoring organization serving UM students and local high school students and prepares these students for college/career through monthly workshops.

Kimberly Martin

Asst. Director, Outreach Services

Kimberly Martin serves as the advisor for COPE, which stands for Counseling Outreach Peer Education. COPE is a group of motivated and diverse undergraduate peer educators that work to bridge the gap between the counseling center and the UM student body. She works to help each peer educator advocate for mental health while also helping them grow professionally. Kimberly has helped peer educators accomplish their goals by giving them the opportunity to lead mental health outreach events such as tabling on campus and conducting presentations.

These efforts reduce mental health stigma, connect the campus community with Counseling Center resources, and increase awareness of common college mental health stressors. She also connects students with therapists at the counseling center that serve as mentors. These mentors provide guidance to peer educators who want to pursue a counseling degree.





InspireU Academy

InspireU Academy is an exemplary student organization that has been leading monthly college and workforce readiness sessions in an aspirational peer network setting on Saturdays for the past eleven years. They serve first-generation minority college students at UM across different majors and disciplines. The mentoring organization also supports first-generation minority students at a local high school in Miami to prepare the next generation of students for college and professionally develop them for choosing and sustaining their career goals. One example of a recent session they presented focused on Choosing Careers and Interviewing.

The session included a Career One Stop Skills Matcher for students to fill out and see not only their skillsets but identify how much students would enjoy the careers they're interested in. The session also included a Career Explorer for undergraduate students to further investigate the career of their choice and make plans for reaching their goals. In addition, this session included interviewing and developing students' skills to boost their confidence in applying for their chosen fields. They developed common questions for both scholarship and job interviews so that students could practice their responses between mentors and mentees. They also organize a campus 'Shadow Day' where they invite their mentees to shadow UM undergraduate students in their classes to get a real-life experience of what it's like to be a college student. These include lab and student work experiences that help to encourage the next generation of students' career exploration.

Mark Shapiro

Professor of Professional Practice and Assistant Dean of Undergraduate Career Advancement

Mark Shapiro has been a strong partner and advocate for the Toppel Career Center since he took on the additional responsibilities for supporting Herbert students in their career preparation. He works tirelessly with students in and out of the classroom to help them develop career-readiness skills. Mark was instrumental in exposing first-year students in MGT 100 to utilizing Handshake and posting their resumes on the system. He consistently refers students to Toppel for career coaching and is a strong supporter of Toppel's career fairs and employer events.

Mark has transformed career education at Miami Herbert Business School since he joined the team and understands the importance of the partnership with Toppel. What is truly special about Mark's approach to students is his ability to listen, probe, and find out who they really are, and what they are good at, and then connect it with their professional aspirations. All through this process, he breaks down the walls and becomes their trusted advisor, facilitating open impactful conversations that help students find their passion and purpose and marry it with their professional path.



Thank you to all of our partners! If you would like to partner with us, don't hesitate to reach out!

EMPLOYER ENGAGEMENT

259,726

Jobs/Internships Posted
on Handshake

116

Networking/Recruiting
Events Held

16,695

Organizations Posted
Jobs/Internships on Handshake

506

Organizations Attended
Career Fairs



WHO ENGAGED WITH OUR STUDENTS THIS YEAR?



schonfeld



Deloitte.

citi



Bloomberg



BlackRock



Kaseya



NEXtera
ENERGY



enterprise

H&CO.



BrainStation

**Berkowitz
Pollack
Brant**
Advisors
+CPAs



**Northwestern
Mutual**



**AND MANY
MORE!**

THE 8th ANNUAL TOPPEL AWARDS

The Toppel Awards recognize the many outstanding individuals and organizations who have made career education & development a priority. Despite the number of societal challenges we have faced throughout the last few years, there are amazing individuals and organizations working every day to make a difference in the professional lives of University of Miami students.

This year's awards ceremony took place on Friday, March 3rd, 2023, and was held virtually via Zoom for the third consecutive year. The Toppel Awards were initially hosted virtually in 2021 considering the need to social distance during the COVID-19 pandemic.

We were surprised by the amount of support and engagement the online format has received. Therefore, to promote inclusivity and ease of access for our attendees we decided to continue in a virtual format for the 8th Annual Toppel Awards.

Twelve awards were presented this year, including the most recently created award titled "#BreakThru." This award was presented to an individual, student organization, or faculty/administrator who demonstrated through a program, initiative, or event, a commitment to overcoming obstacles for themselves and others.

Each Toppel Award was uniquely designed by gapingvoid. The ceremony was hosted by Toppel's very own Christian Garcia, Associate Dean and Executive Director, and Ali Rodriguez, Executive Director.

The Toppel Career Center is grateful to everyone who helped make this a great event for the 8th consecutive year! Congratulations again to all our nominees and winners; we appreciate your dedication to career development and want you to know that Toppel and UM would not be the same without you!

"After a long 13-hour day of classes, work, interviews, workouts, studying, and other miscellaneous tasks, I'm pleased to receive this unique award. I'm proud to be chosen as the University of Miami's Undergraduate Student of the Year at the 8th Annual Toppel Awards hosted by the Toppel Career Center. Thank you to everyone who's supported me on this journey — it truly takes a village!"

-Jacques Calixte

2023 Undergraduate Student of the Year
Award Winner

"We started with 1-on-1 student-coaching meetings with 30-50 students, and then 450+. Mark knew it was time to create a course to help our students with the internship & job search, that's when he created #MiamiHerbert's Professional Development and Success in the Workplace Course. Mark Shapiro embodies what the Patricia Toppel Award is all about. His dedication to making a difference for our students inspires us all."

-Ann Olazabal

(Interim MHBS Dean) mentioning Mark Shapiro,
Winner of the 2023 Patricia Toppel Award

2023 AWARD WINNERS

STUDENT OF THE YEAR

Graduate Student Recipient: Serena Shah
Undergraduate Student of the Year: Jacques Calixte

ALUMNI OF THE YEAR

Daniel Samano Martin del Campo

EMPLOYER OF THE YEAR

Corporate: Citi
Government/Non-Profit: Peace Corps

STUDENT GROUP OF THE YEAR

Inspire U Academy

PROGRAM OF THE YEAR

Miami Herbert Sophomore Career Course

DISTINGUISHED ADMINISTRATOR

Kimberly Martin

DISTINGUISHED FACULTY MEMBER

Dr. Wendy Cavendish

RECRUITER OF THE YEAR

Alexis Polanco - Bloomberg

BREAKTHRU AWARD

Deborah Perez

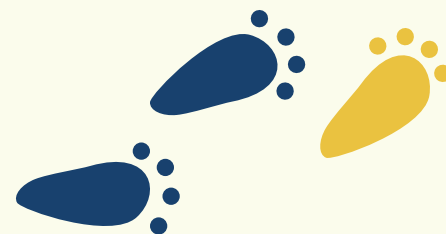
PATRICIA TOPPEL AWARD

UM Administrator: Mark Shapiro, Miami Herbert Business School,
University of Miami



LEADING THE WAY

Each year, we lead the way in the field of career services by learning new things and engaging in events outside of the field and/or the U.



EVENTS WE ATTENDED

This year, staff members attended conferences and networking events across the globe, including:

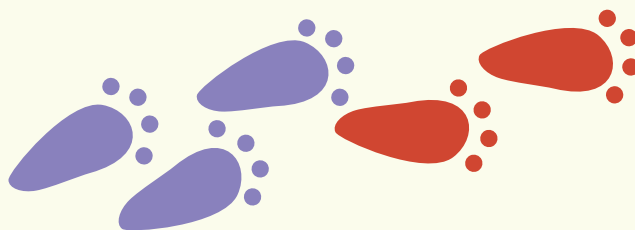
- Global Career Services Summit in London
- NACE Annual Conference
- Handshake Higher Education Stakeholders Workshop
- Advising at the U Summit
- Schonfeld's Women in FinTech Event
- University of Pittsburgh Mentoring & Advising Summit
- NACE Competency Symposium
- Wall Street Journal Job Search Summit
- eMerge Americas Conference in Miami Beach
- MSA Brave Spaces
- NACE Showing OUT for PRIDE Panel
- Handshake Access Virtual Conference

AUDIENCES WE ENGAGED

- Moderated "The Dynamic Work of Career Services: Higher Ed's Best Kept Secret" webinar
- Featured guest on UConnect's "Career Everywhere" Podcast, showcasing "3 Ways to Make Career Services Everybody's Business"
- Served on external review committee for career services at University of Richmond & St. John's University
- Served as a panelist, alongside Handshake and General Mills, for "What Does the Class of 2023 Want From their Careers?" at the NACE Conference in Orlando.

THINGS WE LEARNED

- UM Crucial Conversations Training
- UM Webinar: New Leader Experience
- ULearn: Develop Yourself: Virtual Facilitation Skills
- ULearn: Negotiation and Worldview: Practices and Tips
- Career Coaching for Neurodiverse Students - University Council for Neurodiversity Employment
- NACE Webinar: The Strategic Positioning of Career Services
- UM Webinar: Inclusive Leadership: How to Build an Inclusive Environment
- Mindset, Momentum, & Institutional Change with Brian Buford, Executive Director for University Culture & Employee Success at the University of Louisville
- How UConn Built a Career Champion Program with 500+ Champions
- NACE Webinar: The State of Graduate Career Preparation and University Recruiting in the United States
- The Management Leadership Institute hosted by NACE
- UM Lead & Manage Bootcamp
- PeopleGrove Webinar: How Mentorship is Changing on Campus: Expanding Our Definition of Mentorship
- UM Counseling Center: Supporting Students with Social Anxiety
- The Chronicle Webinar: AI and Higher Ed: The Leadership Perspective



A YEAR IN PREVIEW

2023-2024

FACULTY & STAFF ENGAGEMENT HUB

Students utilize trusted sources when seeking out advice about careers, and one group that students trust most is their faculty. The Toppel Career Center values its partnerships with faculty across the University of Miami, and to strengthen these connections, we're working on ways to provide faculty with easier access to career information.

Our new Faculty & Staff Engagement Hub was recently created to be a virtual meeting place for faculty & staff to connect with us and receive helpful information that can enhance the career conversations they are having with their students. On the Hub, faculty and staff can find top resources for students, student outcomes and labor market data, request forms to collaborate with Toppel staff, and access information to join the Career Champions Network.

JOB MARKET INSIGHTS AND SKILL-BUILDING

Toppel's Custom Career Content (CCC) website features tailored career resources to support the development of UM students and alumni. During the 2022-23 academic year, we expanded the platform with two new integrations to support 'Canes with career exploration and skill-building, including the Vault Industry & Career Guides and Forage Virtual Experience Programs.

To further lend our support, we'll launch two additional integrations. The LinkedIn Learning Integration will curate its content across the sites to support the long-term career goals of our students. In addition, we will bring real-time labor market data into our CCC site, allowing students, alumni, faculty, and staff to see employment trends, salary data, and more for any given occupation.



Our theme for next year is #UShine. We'll use this theme to encourage students to stand out in all areas of career readiness and recruitment.

TOPPEL CAREER CENTER



TOPPEL CAREER CENTER

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