



Career Management: 37:533:317:01
Fall 2026

Tuesday 10:20am-1:20 pm
Location: Janice Levin 102

Instructor: Len Garrison: LGarrison@SMLR.Rutgers.edu (732) 259-9904 (cell)
Teaching Assistant: Erica Lodenquai: egl39@scarletmail.rutgers.edu

Class material will be posted on Canvas at: <https://canvas.rutgers.edu> (No Textbook for this class)

The class will be conducted face to face.

Office Hours:

Len Garrison	Janice Levin 107D (by appointment)
TA	Erica Lodenquai (TBD)

Course Objectives:

Whether you're majoring in business, engineering, the arts, or anything in between, managing your career is a lifelong skill—and it starts now. This course will help you take control of your professional journey by exploring how careers evolve, what shapes career decisions, and how to navigate the changing world of work.

You'll gain practical tools and insights to help you succeed at every stage of your career:

- Discover your strengths and values through self-assessments
- Learn how to craft standout resumes and LinkedIn profiles
- Build effective job search strategies
- Practice interviewing and networking
- Explore how to balance work with life goals
- Understand relocation, transitions, and long-term growth

We examine the role of HR professionals in coaching and supporting others' careers—skills valuable whether you plan to work in HR or just want to lead teams more effectively.

By the end of the course, you'll walk away with not just a better understanding of the job market, but also a personalized plan for managing your own career—wherever it may take you.

SMLR Learning Objectives:

This course is designed to help students attain the following SMLR learning objectives:

IV) Theoretical Perspectives - Demonstrate an understanding of relevant theories and apply them given the background context of a particular work situation.

- Demonstrate an understanding of the practical perspectives, theories and concepts in their field of study
- Evaluate and apply theories from social science disciplines to workplace issues

VII) Professional Development – Demonstrate an ability to interact with and influence others in a professional manner, and to effectively present ideas and recommendations

- Develop effective presentation skills appropriate for different settings and audiences
- Develop career management skills to navigate one's career
- Understand cultural differences and how to work in a multicultural environment
- Work productively in teams, in social networks, and on an individual basis
- Develop cultural agility competencies
- Demonstrate lifelong personal & professional development skills

Examinations:

There will be two non-cumulative examinations as noted on the course schedule. These exams will be taken in class. Make-up policy: An examination grade of “0” will be assigned to any student who does not have an excused absence as defined on the syllabus.

Students with learning disabilities should present a statement to that effect with appropriate documentation as early in the semester as possible, but certainly prior to the first midterm examination. A makeup exam will be held at a time convenient for the instructor when all students needing to take the makeup can be present. An examination cancelled by the instructor will be held at the next regularly scheduled class period.

Assignments:

Seven assignments are to be submitted in class ONLY on the date indicated on the syllabus, unless stated otherwise. All assignments are worth either 5, 10, or 20 points. Ensure you answer all parts of the assignment. Each assignment must be typed and well written and will be graded on a scale from 0 to 5 points (#3, #6), 0 to 10 points (#4, #5), or 0 to 20 points (#1, #2, and #7).

Late assignments will be automatically penalized if arrangements are not made in advance for late turn-in or without a valid excused absence. **Assignments handed in late without a valid excuse will be deducted 20% within 1 week late and then a “0” will be recorded. Questions concerning grades must be addressed within 2 business days of assignments returned in class, regardless of whether you were in class that day.**

THIS POLICY WILL BE STRICTLY ENFORCED.

Attendance / In-Class Participation:

This is an interactive class and participation is expected. Students can learn a tremendous amount from each other - you should feel free (and be prepared) to provide your comments, ask thoughtful questions, and share your own experiences with the class. Moreover, active engagement with course ideas and concepts (i.e., thinking about how they apply and why, generating questions or examples) helps develop well-rounded, reasoned judgments. Finally, research shows that students learn more when they are engaged and participate actively.

Attendance and active participation are important class components and worth 10% of the grade.

Excused Absences:

Excused absences include illness (verified by a note from a doctor); inclement weather only when the Rutgers Information Service (848-932-INFO) indicates that Rutgers is closed; religious holidays, or when the instructor emails the class announcing class is suspended.

Grading:

Assignments:	50%
Midterm Exam:	20%
Final Exam:	20%
Attendance/Participation:	10%
Total:	100%

Course Grading:

A: 90 – 100 B+: 87 – 89 B: 80 – 86 C+: 77 – 79 C: 70 – 76 D: 65 – 69 F: < 65

THERE WILL BE NO EXTRA CREDIT IN THIS COURSE!

Schedule and Topics

Dates	Topic	In Class	Assignment DUE
Sep 1	Introduction and overview of course Resumes (Part 1A – Resumes)		None
Sep 15	Career Fair Prep Cover Letters (Part 1B – Cover Letters)	Resume Review Deconstructing Jobs (worksheet)	(#1) Resume 2 copies in class Submit in Assignments Tab
Sep 22	Job Interviews (Part 2A - Job Interviews)	Interviewing	None
Sep 29	Background Checks/References/Salary (Part 2B - Job References/Salary Negotiation)	Cover Letter Review	(#2) Cover Letter 2 copies in class Submit in Assignments Tab
Oct 6	Job Search Strategies, Recruiting Firms, Job Boards, Advertisements and Building a Professional Network (Part 3 - Job Search Strategies/Recruiting Firms/Networking)	(In-class graded assignment – Recruiting Firms)	(#3) Recruiting Firms
Oct 13	Mock Interviews Janice Levin – Room 003	“Thank you” notes	In class “Thank you” notes
Oct 20	Creating a Positive Professional Image (Part 4 – Branding and Social Media) Using Social Media to Find Jobs (Part 4 – Branding and Social Media) Managing your Online Image LinkedIn Presentation		None
Oct 27	Jamie Dimon video MIDTERM	None	(#4) Mini Bio

Dates	Topic	In Class	Assignment
Nov 3	Review Midterm Exam (Part 5 - Labor Markets) The New Employment Reality and Labor Market Trends Other Resources: Bureau of Labor Statistics at http://www.bls.gov/home.htm	Interviewing with HR	None
Nov 10	Introduction to Self-Assessment Theories/Tools (Part 6 - Self-Assessment) MyersBriggs: http://similarminds.com/jung.html Careers Value Scale; Career Interests Profile (Holland); Personality Index; all three at: http://quintcareers.testingroom.com/ (free) Keirsey Temperament Sorter (KTS-II): http://www.keirsey.com/sorter/instruments2.aspx?partid=0		None
Nov 17	Guest Speaker – TBD Self-Assessment Interpretations (Part 6 - Self-Assessment) Career Exploration/ Career Ladders (Part 7 – Career Exploration)		(#5) Personality Test - Submit in Assignments Tab
Nov 24	Market Research (Part 8 – Market Research) Occupational Outlook Handbook: http://www.bls.gov/oco/ Person-Organization Fit and Org Culture Geography, Relocation, Global Mobility (Part 9 – Organizational Culture)	<u>In-Class Project (Job Outlook)</u>	(#6) O*Net - Submit in Assignments Tab
Dec 1	Developing Skills and Abilities Performance Management/Employment Testing (Part 10 – Developing Skills and Abilities)		None
Dec 8	TBD		(#7) Reflection Submit in Assignments Tab
UNIVERSITY FINAL EXAM SCHEDULE (LAST DAY OF FINAL EXAMS)			

Assignment Instructions

<u>Assignment 1 (RESUME) due on 09/15</u>	
Objectives	• Write a professional resume following the guidelines reviewed in class. • Make sure to include contact information, summary, relevant experience and educational background. Double check for any typos or grammatical errors.
Grading	20 pts
<u>Assignment 2 (COVER LETTER) due on 09/29</u>	
Objectives	• Write a professional cover letter to a targeted company (a real job you would have interest in) following the guidelines reviewed in class. • Make sure to include contact information (yours and employers), introduction, body, and closing action statement. Can be creative with how you write your cover letter.
Grading	20 pts
<u>Assignment 3 (RECRUITING FIRMS) completed in class on 10/6</u>	
Objectives	• For your <u>two different</u> career options that you are qualified for (i.e. Entry-level positions, HR reps, HR generalists, recruiter), identify two recruiting firms, two <u>targeted</u> job boards, two professional organizations, and two professional journals. • Explain connections between career options and targeted recruiting firms/job boards/professional journals/professional organization
Grading	5 points
<u>Assignment 4 (MINI-BIO) due on 10/27</u>	
Objectives	• Create a Mini-Bio with a picture following the guidelines reviewed in class and the template posted on Canvas. • Maximum 11 lines for elevator pitch and 5 lines for ‘tell me about yourself’ • Picture: May be taken with your phone, laptop or camera. Professional picture should be from the chest up, no cropped off body parts, clean background and appropriate clothing.
Grading	10 pts (A professional picture of yourself worth 2 points)

Assignment 5 (PERSONALITY TEST) due on 11/17	
Objectives	- Summarize your self-assessment results: Myers Briggs, Career Interests Profile (Holland), Keirsey Temperament (KTS-II), and explain what each of these results mean for identifying your career options. Based on these results, describe the <u>characteristics</u> of your ideal career that you would apply to now (i.e. HR reps/ campus recruiters NOT CEO or HR managers unless you have qualified experiences). - Refer to the template on Canvas
Grading	10 pts
Assignment 6 (O*NET/ JOB OUTLOOK) due on 11/24	
Objectives	- Visit O*Net and select My Next Move. Go to “Tell us what you like to do” (Holland) and <u>identify two different career options</u> that you would apply to now (i.e. HR reps/ campus recruiters NOT CEO or HR managers unless you have qualified experiences) based on your results. Next enter your career options in “search careers with key words” and review the position profiles. Next go to O*Net online (bottom of profile) and review the summary report. Explain in detail how these position profiles match with your self-assessment results. IN CLASS WORK (JOB OUTLOOK) - Visit the Occupational Outlook Handbook and enter your two career options from assignment 6 and write a summary of the Job Outlook including employment change, job prospects, top industries, and earnings. Also, for each career option identify five targeted firms/organizations (total of 10 firms/organizations). - Refer to the template on Canvas
Grading	5 pts
Assignment 7 (FINAL ASSIGNMENT) due on 12/8	
Objectives	- Create an <u>action plan</u> for your next career move. Specifically indicate what your primary career goal is and why this is a good fit for you (refer to personality, interests, values, etc.). List the specific steps you plan to take to pursue this goal. - Refer to the template and article (“Success in no Accident”) on Canvas
Grading	20 pts