

Career Management: 37:533:317:04
Fall 2025

Tuesdays, 3:50-5.10 pm
Location: AB East Wing (ABE), Room 4400

Instructor: Dr. Ildi Koczan
In-person instructions: Tuesdays, 3:50pm-5:10pm (EST) (hybrid course)
Location: AB East Wing (ABE), Room 4450 (College Avenue Campus)

Office Hours:

E-mail (Ildi Koczan): ildi.koczan@rutgers.edu

Office hours: By appointment

Optional Reading:

Getting from College to Career by Lindsey Pollak - published by HarperCollins (2007) –
ISBN: 978-006-2069276

Making Career Decisions that count: A practical guide by D.A. Luzzo & L.E Severy- published
by Pearson Education (2009) ISBN: 978-0-13-171277-5

All required class materials will be posted on Canvas at: <https://canvas.rutgers.edu>

Course Objectives:

This course will provide undergraduate level students an overview of career management topics including individuals' career self-concept, the various stages of career development, career decision making, changing employment reality, career phases and paths. In addition, we will discover various career development theories, explore tools and assessments that can help you understand yourself, your interest, values and skills and how your experiences so far can help in identifying your next career move, how to prepare for the job market, understand the job search process, and maximize your effectiveness in career development. Basic personal career enhancing skills will also be addressed including resume writing, interviewing skills, work-life balance, and company cultures. As a core class within the Human Resource Management (HRM) major, this course is relevant as HR managers are often placed in the role of advising others with respect to their careers while simultaneously managing their own. This course will offer an introduction to the issues relevant for students' current and future career management.

Examinations:

There will be one non-cumulative examinations as noted on the course schedule. 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 different learning abilities and needs 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 to 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.

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
- Develop capabilities to work and lead in a multicultural and diverse environment
- Work productively in teams, in social networks, and on an individual basis
- Develop cultural agility competencies
- Demonstrate lifelong personal & professional development skills

AI Collaboration Policy:

Artificial intelligence tools are welcomed as a helpful resource for your coursework, whether you are brainstorming ideas, outlining initial drafts, or refining your writing. While AI can support your creative and analytical process, it should complement, rather than replace, your own critical thinking and voice. You are ultimately responsible for the ideas and content in your final work, so please ensure you carefully review, revise, and verify any AI-suggested material before submitting it. In keeping with academic integrity standards, any AI-assisted research or drafting must be properly cited. Developing your own deep understanding of career development concepts is essential for your future success in presentations and projects, so aim to use these technologies thoughtfully as learning partners.

Assignments:

Eight assignments are to be submitted on CANVAS under the related “Assignments” tab on the date indicated on the syllabus, unless stated otherwise. All assignments are worth 10 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 10 points.

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.**

THIS POLICY WILL BE STRICTLY ENFORCED. Also, if you have grading related question pls ensure you address your grading related questions within two weeks of the returned

graded assignment date. I will not discuss grades after 2 weeks of return of graded assignments.

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. For these reasons, active participation is an important component of class.

Online Participation:

Since this is a hybrid class, each week students will have a dedicated section of their weekly learning modules to their online preparation and learning. Most weeks students will participate in an online discussion or group activity to kickstart or enhance the in-person learning experience. Each online asynchronous discussion will be graded and will count towards the overall participation/class attendance grade.

Excused Absence:

Excused absences include illness (verified by a note from a doctor)- please report inability to attend BEFORE class starts unless of course it is a medical emergency-; inclement weather only when the Rutgers Information Service (848-932-INFO) indicates that weather is disruptive to our online education; religious holidays, or when the instructor emails the class announcing class is suspended.

Grading:

Assignments:	70%	(70 points)
Final Exam:	20%	(20 points)
Participation and attendance	10%	(10 points) (5% online and 5% in-person attendance)
Total:	100%	(100 points)

Course Grading:

A: 100– 90 B+: 89 – 85 B: 84 – 80 C+: 79 – 75 C: 74 – 70 D: 69 – 60 F: < 59

Extra Credit:

An opportunity to earn extra credit will be available for anyone who chooses to take advantage of it, provided that all assignments have been submitted on time, your attendance is in good standing, and you have not missed submitting the final paper. It is each student's choice to avail her/himself of this opportunity to raise one's grade. Students should be checking their accumulated points through Canvas periodically throughout the semester to determine if taking

advantage of extra credit assignments is something they wish to undertake. Designed extra credit assignment will earn 3 points. Additional extra credit offerings may be announced in class and will earn up to 1 point each.

Schedule and Topics

<i>Date</i>	<i>Topic</i>	<i>Readings</i>	<i>Assignments</i>
Sept. 1	Part 1-Resumes • Introduction and overview • Introduction of career self-concept • Resumes	-Pollack, Chapter 7 -Luzzo & Severy, Ch 1	Have your current version of your resume available for this class.
Sept. 15	Part 1-Resumes • Introduction and overview • Introduction of career self-concept • Resumes	-Pollack, Chapter 7 -Luzzo & Severy, Ch 1	Have your Big Interview feedback ready to finalize your resume.
Sept. 22	Part 2 –Cover Letters • <i>In-class resume review</i> • Career Fair Preparation • Cover Letters • <i>In-Class Project- Cover Letter: Understanding JDs</i>	Pollack, Chapter 7	Assignment 1: Resume. Submit a final copy of your resume.
Sept. 29	Part 3 - Job Interviews/References/Salary Negotiation	-Pollak, Chapter 9	Assignment 2: Submit your Cover Letter in Canvas

	• Job Interviews/ References/ Salary Negotiation • Interviewing techniques and types of interviews • Job References and Background Checks • <i>In-Class Activity: Importance of the right body language</i>	-V. Bolden-Barrett: 4 recruiting trends to watch in 2018	
Oct 6	Part 3 - Job Interviews/References/Salary Negotiation • Job References and Background Checks • New ways of recruitment: Pymetrics and AI in Recruitment (Unilever) + assessment • "Tell me about yourself" activity • <i>On-line Budgeting activity</i> • <i>On-line Project: Negotiate your best salary</i>	-Pollak, Chapter 9 -Gregory Lewis: 10 unexpected interview questions	None
Oct. 13	Mock Interviews In class mock interviews with employers		None Identify and contact interviewee for Assignment #4
Oct. 20	Part 4 - Job Search Strategies/Recruiting Firms/Networking <i>Part 5 - Career Exploration- Market Research</i> • Job Search Strategies, Job Boards and Advertisements • Recruiting Firms and Building a Professional Network	Pollack, Chapter 4 and Chapter 8	Assignment 3: Video job interview using the Big Interview Platform (Handshake Resource) Identify and contact interviewee for Assignment #4
Oct. 27	Part 5 - Self-Assessment Introduction to Self-Assessment Theories/Tools • Self-Assessment Interpretations MyersBriggs (Links to an external site.)	Luzzo & Severy, Chapter 3 (Interest & Skills) -Luzzo & Severy Chapter 4 (Values)	None

	Careers Value Scale; Career Interests Profile (Holland); Personality Index (Links to an external site.) Keirsey Temperament Sorter (KTS-II) (Links to an external site.)	-Luzzo & Severy, Chapter 1 -Pollak, Chapter 6 -Luzzo & Severy Chapter 7	
Nov 3	Part 5 - Self-Assessment Introduction to Self-Assessment Theories/Tools Career Interest Profiler (Holland)- O* NET & Career Exploration Life goals and career goals	None	Assignment 4: Informational Interview
Nov. 10	Part 6 – Branding and Social Media - Pitch your Brand (Elevator pitches and their use) - Personal Branding LinkedIn Presentation	Pollack, Chapter 1 & 2	Assignment 5: Personality Assessment
Nov. 17	Part 6 – Branding and Social Media - Creating a Positive Professional Image (Business etiquette) - Social Media and your online image - Using Social Media to Find Jobs	Pollack, Chapter 1 & 2	Assignment 6: Elevator Pitch
Nov. 24	Part 7 : Labor Markets, Generations and Career Stages - The New Employment Reality and Labor Market Trends - Global world, Global opportunities, Global Mobility <i>In-Class Project: GoingGlobal website</i>	- Bureau of Labor Statistics - World Economic Forum resources	None
Dec. 1	Part 8: Developing Skills and abilities for the 21 century job market	Luzzo & Severy, Chapter 6 (Dr. Roe's Work environments)	Assignment 7: LinkedIn profile

	• Master's program slides • Developing Skills and Abilities • Performance Management/Employment Testing	• Pollack, Chapter 5	
Dec. 8	Part 9 - Organizational Culture • Identifying and overcoming barriers, looking at the big picture • Organization cultures/fit and their impact • Transitioning from college to work • Strategies to thrive at work <i>In-class Project: organizational culture</i>	• Luzzo & Severy, Chapter 8	Final paper -Submit on Canvas. Extra Credit Opp.: Video introduction

Assignment Instructions

Assignment 1 (RESUME) due on September 29, 2026	
Objectives	• Write a professional resume following the guidelines reviewed in class. • Use the AI tool called BigInterview (under your Handshake resources) • Upload your final pdf version of your resume to BIG INTERVIEW /Resume tab and screenshot the score page you receive • Submit your corrected version of your resume to the Canvas site together with your original Big Interview “resume feedback” screenshot.
Grading	10 pts
Assignment 2 (COVER LETTER) due on October 6, 2026	
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. • Utilizing AI tools to help craft your cover letter is permitted based on class discussions.
Grading	10 pts
Assignment 3 (VIDEO MOCK INTERVIEW) due on October 20, 2026	
Objectives	• To further strengthen your interviewing skills, go to your Handshake account, log on with your RUID and under student resources select “BigInterview”. Find our class assignment and record your selected interview. More detailed instructions are provided on our Canvas site

	and under the “Assignment tab”. –We will use AI tool “BigInterview” on Handshake for this assignment.
Grading	10 pts
<u>Assignment 4 (INFORMATIONAL INTERVIEW) due on October 27, 2026</u>	
Objectives	Identify a field professional you would like to contact for an informational interview using your Student-Alumni Career Connect Platform on Handshake. Make arrangements to conduct an informational interview (can be phone/zoom, in person). Prepare at least 7 questions to ask this professional regarding your potential career path, college major or professional area of interest. After the interview prepare a one page (single space) narrative summary of this experience summarizing why you chose this individual; what you learned from the interview, how has this interview impacted your current view of pursuing your career path, how has the interview helped you better understand this profession, skills/degrees/certification/practical experience you need to enter this field and finish with a conclusion regarding what next steps you can/will take or how will you continue to explore this career interest area. INCLUDE and ATTACHMENT with the 7 interview questions you asked during this interview. Refer back to Olivia Crosby’s article on Informational Interviewing
Grading	10 pts
<u>Assignment 5 (PERSONALITY ASSESSMENT) due on November 10, 2026</u>	
Objectives	- Summarize your self-assessment results: Myers Briggs, Career Interests Profile (Holland), Keirsey Temperament (KTS-II) or other career assessments discussed in class and specified on the related ppt on Canvas 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 offered templates and examples on Canvas
Grading	10 pts
<u>Assignment 6 (Elevator Pitch- video recording) due on November 17, 2026</u>	
Objectives	- Create a Mini-Introduction following the guidelines reviewed in class and the templates and resources posted on Canvas. - Devise a brief introduction of yourself, your achievements, studies so far and skills, interests, or activities you would like a recruiter to know about you. Your video can be created two ways: Option 1: - Introduce yourself and focus on your background (where are you from, what school are you attending, what are you studying) and also what makes you “YOU”? (personality traits, some of your select values, goals, etc..) or “What are your super powers (strengths) - Include any relevant hobbies/work experience/ campus involvement that you would like to highlight Option 2:

	- Highlight a few skills, personality traits that you think makes you stand out the most or you know will bring value to the organization, focus on organization culture and how you would best fit it - Highlight your work history (internships, jobs, etc.) - Try to answer the questions “How are you different than the next candidate?” and “Why should we hire you?” • Record your under a minute (minimum 30 sec) elevator pitch
Grading	10 pts
Assignment 7 (LinkedIn Profile) due on December 1, 2026	
Objectives	• Watch the "Rock Your LinkedIn Profile - See your profile as your story" by Lauren Jolda on LinkedIn Learning. Create or update your LinkedIn profile based on your learnings. • Ensure you have a personalized URL (watch LinkedIn Quick Tips by Oliver Schinkten) and add a recommendation or ask for one. Submit your personalized URL AND a one page write up (single space) explaining your learning from the videos (mention specific sections and 'aha' moments from BOTH listed videos) and class discussions highlighting the below sections and make sure that you have them updated or checked on your actual LinkedIn profile in order to allow the maximum points for this assignment: • Profile picture * Updated "Skills and Endorsement" section • Background picture * Add one "Recommendation" at least • Personalized URL * Related Tagline • Showcase what companies you are interested in (at least 10 companies and 5 leaders you'd like to follow • Updated Summary in your "About" section • Updated work information (with visuals if possible) • Updated Education section (with visuals, share a picture/project) Connect with me on LINKEDIN before you submit your profile link on Canvas so that I have full access to review your profile.
Grading	10pts
OPTIONAL Extra Credit (Create your “Career Map”) due on December 8, 2026	
Objectives	Objective: Create or “draw your future” that will help you achieve career success based on Patti Dorowolski’s Draw Your Future video we watched in class.
Grading	Up to 3 pts (optional)

Student Wellness Services

The following Rutgers University Services can be helpful if you are struggling with various issues common for students. For other concerns, please schedule an office hours appointment with Professor Cleary (See contact information at the start of the document)

Just In Case Web App

<http://codu.co/cee05e>

Access helpful mental health information and resources for yourself or a friend in a mental health crisis on your smartphone or tablet and easily contact CAPS or RUPD.

Counseling, ADAP & Psychiatric Services (CAPS)

(848) 932-7884 / 17 Senior Street, New Brunswick, NJ 08901/ www.rhscaps.rutgers.edu/

CAPS is a University mental health support service that includes counseling, alcohol and other drug assistance, and psychiatric services staffed by a team of professional within Rutgers Health services to support students' efforts to succeed at Rutgers University. CAPS offers a variety of services that include: individual therapy, group therapy and workshops, crisis intervention, referral to specialists in the community and consultation and collaboration with campus partners.

Violence Prevention & Victim Assistance (VPVA)

(848) 932-1181 / 3 Bartlett Street, New Brunswick, NJ 08901 / www.vpva.rutgers.edu/

The Office for Violence Prevention and Victim Assistance provides confidential crisis intervention, counseling and advocacy for victims of sexual and relationship violence and stalking to students, staff and faculty. To reach staff during office hours when the university is open or to reach an advocate after hours, call 848-932-1181.

Disability Services

(848) 445-6800 / Lucy Stone Hall, Suite A145, Livingston Campus, 54 Joyce Kilmer Avenue, Piscataway, NJ 08854 / <https://ods.rutgers.edu/>

Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation:

<https://ods.rutgers.edu/students/documentation-guidelines>. If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the Registration form on the ODS web site at:

<https://ods.rutgers.edu/students/registration-form>.

Scarlet Listeners

(732) 247-5555 / <http://www.scarletlisteners.com/>

Free and confidential peer counseling and referral hotline, providing a comforting and supportive safe space.