WE ENGAGE & EMPOWER STUDENTS

The AA&CC team includes 21 full-time professional staff who support students with their learning, development and academic success. Dedicated to continuous improvement and professional development, the team actively works to enhance our student-focused approach and strengthen our theoretical underpinnings. The team actively contributes to their fields through published articles, conference presentations, and chairing/participation for U of T Scarborough and tri-campus committees. We also strongly believe in the value of our peer to peer model and student staff play an important role in our team. In 2015, we employed an amazing group of 50 student staff.

The team’s positive energy, tireless commitment to students, and wonderful sense of fun helps to make the AA&CC’s challenging and fast-paced environment a great place to work!

ABOUT US

The Academic Advising & Career Centre (AA&CC) is the central advising department for the University of Toronto Scarborough and is one of only a few centres of its kind in Canada. Going beyond co-location of services, the AA&CC integrates academic advising, learning skills support, career counselling and employment coaching through experiential learning programs, services, events, and online resources. The AA&CC team actively collaborates with academic departments to foster a more seamless experience. With a student-centred approach, the team works with partners across the campus to champion initiatives and remedy systemic barriers.

DID YOU KNOW?

Approximately 85% of students reported feeling more knowledgeable about career and academic topics after completing AA&CC workshops.
We leveraged our Academic Specialties model to collaborate with faculty and connected with over 4,000 students in the classroom.

Participation in AA&CC events and workshops increased 32% from 13,126 participants to 17,322 participants in 2014-15.

Our Get Started academic orientation and transition program expanded to 2,435 student participants, an increase of nearly 200 from 2014.

Working with the Development & Alumni Relations Office, we expanded the Partners in Leadership mentorship experiential program from 75 students and 69 mentors to 91 students and 76 mentors in 2014-15.

Working closely with faculty and other campus partners, our student success and early alert initiatives reached 855 students that were academically at risk and 1,060 students pre-probation.

We developed the UTSC Research Catalogue via the Career Learning Network (CLN) system in collaboration with the Office of the Vice-Principal, Research and key faculty champions.

We launched the In the Field experiential learning program, which connected 214 students with employers via a field trip style visit to their workplaces.

The Academic Integrity Matters (AIM) team was recognized with the D.R. Campbell Merit Award and the Flourish team was recognized with the Canadian Association of Colleges and Universities Student Services (CACUSSS) Innovation Award.

Working with the Hub and the Department of Management, the first (now annual) Entrepreneur Expo took place in January 2015 to showcase U of T Scarborough’s entrepreneurial talents, and to support students in exploring alternative career paths.
# Events & Workshops

<table>
<thead>
<tr>
<th>Event Type</th>
<th>Number of Events</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>In-Class Workshops</td>
<td>22</td>
<td>3,995</td>
</tr>
<tr>
<td>Career &amp; Employment Workshops</td>
<td>171</td>
<td>2,592</td>
</tr>
<tr>
<td>Get Started Academic Orientation Sessions</td>
<td>23</td>
<td>2,435</td>
</tr>
<tr>
<td>Choosing Your Program Month Sessions</td>
<td>43</td>
<td>1,981</td>
</tr>
<tr>
<td>Employer Panels &amp; Networking Sessions</td>
<td>24</td>
<td>994</td>
</tr>
<tr>
<td>Get Hired Conference Sessions (formerly Hire Power)</td>
<td>15</td>
<td>364</td>
</tr>
<tr>
<td>Employer Information Sessions &amp; Interviews</td>
<td>27</td>
<td>296</td>
</tr>
<tr>
<td>In the Field Experiential Learning Sessions</td>
<td>27</td>
<td>214</td>
</tr>
<tr>
<td>Academic Advising &amp; Learning Skills Workshops</td>
<td>71</td>
<td>1,150</td>
</tr>
<tr>
<td>Fairs</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>Get Started Academic Orientation Sessions</td>
<td>23</td>
<td></td>
</tr>
<tr>
<td>Choosing Your Program Month Sessions</td>
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</tr>
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<td>Academic Advising &amp; Learning Skills Workshops</td>
<td>71</td>
<td></td>
</tr>
</tbody>
</table>

## TOTAL PARTICIPANTS: 17,322

**DID YOU KNOW?**
Approximately 85-90% of AA&CC workshops are rated as 4/5 or 5/5 in terms of facilitation, content and resources.
Participants

- 1,150
- 994
- 364
- 296
- 214

RESOURCE CENTRE STATISTICS

(New tracking tool as of March 2015 - students served from March to November 2015)

IN-PERSON

11,562

PHONE

2,465

TOTAL ACADEMIC & LEARNING SKILLS APPOINTMENTS

4,857

STUDY SKILLS PEER COACHING

225

DEGREE REVIEWS

825

ACADEMIC ADVISING & STUDY SKILLS

3,807

TOTAL AA&CC APPOINTMENTS

7,506

(UNIQUE STUDENTS: 4,937)

TOTAL CAREER & EMPLOYMENT APPOINTMENTS

2,649

CAREER ADVISING

1,304

EMPLOYMENT ADVISING

997

PEER RESUME CRITIQUES

348

TOTAL ONLINE ADVISING ENQUIRIES: 745

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The AA&CC’s Get Started academic orientation and transition program continued to grow with 2,435 incoming students (an increase of almost 200 student attendees from 2014) and 618 parents/guests joining us between June and August 2015 (weekdays and weekends). In addition, 2,846 people accessed the Get Started course selection modules online between May 1, 2014 to April 30, 2015, with the largest number of hits coming from Canada, China, Hong Kong, the United States, India and Taiwan.

We hosted our annual Choosing Your Program Month in March 2015 with the goal of orienting first year students to the range of exciting academic program options available at U of T Scarborough. Through continued collaborations with our faculty and staff campus partners, we worked to expand departmental representation, and the number of events and sessions.

We hosted our award-winning annual Get Hired conference (formerly Hire Power) in April 2015, which consisted of a 3-day series of interactive seminars, workshops, panel discussions and networking events for senior students and new graduates. Participants received the opportunity to both learn and practice strategies, tools and skills to find and keep work, and to remain competitive in a challenging global market. Get Hired participants were immersed in topics such as job search, resume and cover letter building, personal branding and networking, interviewing, and industry awareness.
EXPERIENTIAL LEARNING

CAREER EXPLORATION PANELS & NETWORKING SESSIONS
Our series of 24 career exploration panels and networking sessions leveraged opportunities for employers and alumni to share their career stories and industry information. These events also provided students and new graduates with opportunities to strengthen their networking skills and develop connections.

IN THE FIELD
This exciting new AA&CC career exploration program introduces groups of students to the various careers that can be found within an organization via a field trip style excursion. Employers in 2015 included the Centre for Addiction and Mental Health (CAMH), Ontario Shores Centre for Mental Health Sciences and Johnson & Johnson.

PARTNERS IN LEADERSHIP (PIL)
Offered collaboratively by the AA&CC and the Development & Alumni Relations Office, the Partners In Leadership mentoring program pairs senior students with a U of T Scarborough alumni mentor. Students in the program acquire insight from successful alumni, begin to establish their networks, and gain support with their transition to the workplace.

EXTERN
The tri-campus Extern Job Shadowing program fosters career exploration and reflection by sending students out on placements in a career area of interest. This program is designed to help students gain insight about themselves and their careers, get first-hand workplace exposure, and develop their networks.

MULTIPLE MINI INTERVIEWS (MMI)
The AA&CC’s innovative Mock MMI session simulates a Multiple Mini Interview process, which is common for health care and other professional programs. It allows students to practice answering various MMI-type questions at different mock interview stations and review feedback from interviewers.

ENTREPRENEUR EXPO
Working with the Hub and the Department of Management, the first (now annual) Entrepreneur Expo took place in January 2015 to showcase U of T Scarborough’s entrepreneurial talents, and to support students in exploring alternative career path.

STUDENTS | MENTORS | PLACED | REGISTERED | ATTENDEES | WORKSHOPS
--- | --- | --- | --- | --- | ---
994 | 24 | 214 | 4 | 127 | 24
STUDENTS | SESSIONS | STUDENTS | MENTORS | STUDENTS | WORKSHOPS
--- | --- | --- | --- | --- | ---
91 | 76 | 127 | 467 | ~200 | 3

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ONLINE PRESENCE

- **70** NEW “LIKES” for AA&CC’s Facebook page
- **1,803** TOTAL “LIKES” for AA&CC’s Facebook page (between May 1st, 2014 - April 30th, 2015)
- **326** NEW FOLLOWERS for AA&CC’s Twitter account (between September 2014 - September 2015)
- **543** TOTAL FOLLOWERS for AA&CC’s Twitter account (as of December 2015)
- **122** TOTAL SUBSCRIBERS for AA&CC’s YouTube channel
- **32,911** TOTAL VIEWS for AA&CC’s YouTube channel
- **4,951** PAGE VIEWS for AA&CC’s Blog (between May 1st, 2014 - April 30th, 2015)
- **28,825** TOTAL PAGE VIEWS for AA&CC’s Blog (as of December 2015)
- **352,225** PAGE VIEWS for AA&CC’s WEBSITE

**5TH MOST VISITED SITE AT U OF T SCARBOROUGH**
The AA&CC’s $2.46 million budget is funded by the Student Services Fee (65.1%), university operating support (33.7%) and other revenue/funding sources (1.2%). Staffing represents 89.7% of our annual budget and includes salaries, wages and benefits for full time, contract and student staff. The Council on Student Services (CSS) continues to offer their support to the AA&CC and our Advisory Committee provides valuable input and feedback on existing and new initiatives.
The Advisory Committee for the Academic Advising & Career Centre (AA&CC) is comprised annually of between six and nine student representatives. The budget process is initiated in collaboration with Financial Services, the Chief Administrative Officer and the Dean of Student Affairs. The budget is brought forth to the AA&CC Advisory Committee for review and feedback, and voting takes place for the Student Services Fee (SSF) portion. This is followed by presentation of the SSF portion of the budget and voting at the Council on Student Services (CSS).

Throughout the year, ongoing consultation and discussions take place with the Advisory Committee and various other student representatives to ensure student perspectives are well represented in our current operations and future plans. This student-centred approach ensures continued efforts in meeting the needs of students, fostering academic and career success, and strengthening the campus experience for students.

### ACADEMIC ADVISING & CAREER CENTRE
### REVENUE AND EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>2015-16</th>
<th>2016-17</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Student Services Fee (SSF)</td>
<td>1,601,268</td>
<td>1,620,618</td>
</tr>
<tr>
<td>Operating Support</td>
<td>828,294</td>
<td>832,652</td>
</tr>
<tr>
<td>Other revenue/Funding</td>
<td>30,750</td>
<td>31,250</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>2,460,311</td>
<td>2,484,520</td>
</tr>
<tr>
<td><strong>Expenditures</strong></td>
<td>2,460,311</td>
<td>2,484,520</td>
</tr>
</tbody>
</table>

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PRIORITIES 2015-2016

STUDENT SUCCESS

• Continue strengthening our Academic Specialties model and alignment with U of T Scarborough’s academic departments through collaborative programming and enhanced communications
• Work with the Office of the Vice-Principal, Research and faculty champions to expand the U of T Scarborough Research Catalogue
• Continue to lead and foster a community of practice by bringing together advising professionals from across the campus
• Formalize and expand our collaborative student success and academic at-risk programs
• Broaden employer and alumni engagement to increase experiential learning and career development opportunities for students and new graduates

VISIBILITY & AWARENESS

• Expand our online presence and resources, leveraging a multi-media approach to outreach and resource development
• Utilitize our Academic Specialties model to expand our connections with faculty and students in the classroom

EXCELLENCE & ACCOUNTABILITY

• Continue to challenge ourselves and our colleagues to “raise the bar” for the student experience
• Strengthen our strategic planning, data collection, analysis and reporting, with a commitment to transparency, sustainability and evidence-based practice

DID YOU KNOW?

Approximately 25% of students are referred to the AA&CC by other students and nearly 21% are referred by UTSC faculty and staff... great word of mouth!