

# Annual Report

2022-2023



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# Letter from the Director

During the creation narrative of Genesis, at the very beginning of the story, we discover that God created humans and that he put them in the Garden of Eden to work it. (Genesis 2:15). Just a little bit later in the story we read the part about the forbidden fruit and how sin entered the world, but we're still in the creation narrative when we find the first mention of work. This is a really important point: Work existed before the fall. Work is a good idea created with intent by a good God.

The idea of work is all too often presented to us with the image of a ladder. We start our careers at the bottom and with each grueling step we keep going up and to the right and eventually if we work hard enough there will (hopefully) be rest at the end.

Up and to the right. I think God has a different idea – a different design for work. Work was always intended to be a collaborative endeavor, a means for us to know Him and know one another. So...Instead of building ladders let's build tables, not focused on getting ahead of

others but getting to know others. In doing so we approach work as an opportunity to know God and others better, establishing the kind of relationships that will be a part of an eternal kingdom.

Dorothy Sayers (1949) contended that we should not see work as "a necessary drudgery to be undergone for the purpose of making money, but as a way of life in which the nature of man should find its proper exercise and delight and so fulfill itself to the glory of God." Sayers concluded that work should be thought of as "creative activity undertaken for the love of the work itself; and that man, made in God's image, should make things, as God makes them, for the sake of doing well a thing that is well worth doing."

Sayers captures it well. The value of our work is not in what we make but in what it makes of us. When we see work as God's good, idea to give us the gift of collaboration with Him in building an eternal kingdom, we can wake up each day knowing that our labor is not in vain.

In the following pages you'll have the opportunity to learn about how we work with students as they navigate the pressing and sometimes daunting questions of Calling and Career. We're excited to share our work with you and to have the privilege of telling the story of the graduating class of 2022 and the fantastic career outcomes they achieved within six months of graduating from Taylor. The Calling and Career Office at Taylor University exists to connect students to people and experiences to guide them in discerning a faithful response to God's call. We trust you'll see this mission on full display throughout the pages of this report.

All the best,



Jeff Aupperle, PhD  
Associate Dean for Calling and Career  
jeffry\_aupperle@taylor.edu



**Jeff Aupperle**  
*Director of Calling & Career*

**YEARS IN THE CCO:**

NINE YEARS

**FAVORITE THING ABOUT THE CCO:**

SHARING THE WORK WITH AN AMAZING TEAM

**JUMPING BEAN ORDER:**

12 OZ DRIP (KEEP IT SIMPLE)



**Amber Stanley**  
*Assistant Director*

**YEARS IN THE CCO:**

SIX YEARS

**FAVORITE THING ABOUT THE CCO:**

THE TEAM

**JUMPING BEAN ORDER:**

I'M A MOCHA GIRL!



**Kim McGary**  
*Office Manager*

**YEARS IN THE CCO:**

NINETEEN YEARS

**FAVORITE THING ABOUT THE CCO:**

THE PEOPLE

**JUMPING BEAN ORDER:**

FOR SURE THE WE COV



**Andrew Fennig**  
*Director of Promising Ventures*

**YEARS IN THE CCO:**

SIX YEARS

**FAVORITE THING ABOUT THE CCO:**

THE INTERNSHIP PROGRAM AND THEIR ENERGY AND ENTHUSIASM FOR TAYLOR

**JUMPING BEAN ORDER:**

LARGE AMERICANO. LIFE ALREADY HAS TOO MANY DECISIONS, I'M NOT GOING TO STRESS OVER MY COFFEE ORDER.

*"Jeff's focus on discipleship and community building results in a close-knit group that does incredible work. While I only have the opportunity to get to know a few of the interns during the year, it is such a joy to see their energy and enthusiasm for Taylor. CCO interns are the best!"*

*- Andrew Fennig*

# Staff Profiles

# What is the Calling & Career Office? What do we do?

An office dedicated to the career and professional development of students has existed at Taylor for over 50 years. Opened in 1978, the Career Development Office was designed to help students transition from the university into a full-time job, graduate school, or other vocational aspirations. In 2012, the office was renamed with the addition of "Calling" in the title, recognizing that students' purpose in higher education is more than the acquisition of a job or degree but also about understanding more of who they are and the unique skills and desires God has given them.

Today, the Calling and Career Office is a resource for students at every stage. We offer meetings for prospective students visiting campus to help them discern what might be a good fit for them to study. We work with current students who are undecided in their major or who are thinking that a major change might be in their future. We also review resumes and cover letters, hold mock interviews, and help students make connections in the hunt for an internship or post-grad job. Our events, such as Professional Palooza, our Job Fair, and Shark Tank, give students chances to interact with the professional world and hone their skills to achieve success outside of our campus.

Each of the functions of our office is designed to give students both practical steps for pursuing their next right step as well as a spiritual perspective on the value of their work and its impact on the world. We aim to help students see that it's not just about picking a major or finding a job, although those things are important, but about how their vocation can glorify God and put the unique passions, skills, and abilities that He has given them to good, fulfilling use.

"For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them." Ephesians 2:10



# *OUR MISSION*

The Calling and Career Office at Taylor University exists to connect students to people and experiences that guide them in discerning a faithful response to God's call.

"We're image bearers, created to rule, to partner with God in pushing and pulling the creation project forward, to work it, to draw out the earth's potential and unleash it for human flourishing — to cooperate with God in building a civilization where his people can thrive in his presence. And in this cosmic agenda, each of us has a vocation, a calling from God, a way that God wired us, somebody to be and something to do — because the two merge in perfect symmetry."

- *John Mark Comer*

# Meet Our Interns

*What did you want to be when you were five years old?*



**ALEXIS**  
sociology

"A doctor, a judge, a dentist, & a teacher all at the same time!"



**CARSON**  
marketing

"A Jedi, mainly because who wouldn't want to wear a robe all day long & battle with lightsabers?!"



**ESTHER**  
business management/  
systems

"A ballerina, just like Bella Dancerella."



**HANNAH**  
psychology

"A geologist because I loved to collect rocks!"



**JAYDEN**  
Christian ministries

"A spaceship driver because that's cool."



**KATIE**  
communication

"A dentist because I loved brushing my teeth & would run around the house with my tooth brush in hand asking my family if they brushed their teeth that day."





**KELSEY**  
social work

"I wanted to be a veterinarian. I didn't want to do any of the sad stuff though, just hang out with the animals."



**KWAME**  
biology

"A weatherman or meteorologist."



**MADDIE**  
public relations

"A marine biologist because I loved animals & the ocean!"



**MARKUS**  
multimedia journalism

"I got a really cool book on space for Christmas so naturally I wanted to become an astronaut."



**OLIVIA**  
graphic design

"A cowgirl because I had the *cutest* cowgirl boots."



**RAIN**  
anthropology & sociology

"A vigilante & fight bad guys."



2022-2023  
intern team

Every year our office hires student leaders for project-based work that will further their field of study while providing valuable and high-quality contributions to the effectiveness of the Calling & Career Office's mission. Our interns are truly the heart & soul of the office.

# Events & Programming

## **PROFESSIONAL PALOOZA**

Annually hosted in the fall, Professional Palooza provides students with access to all of the resources that the Calling & Career Office offers in one place. Roughly 250 students came with friends for resume reviews, Handshake profile assistance, free professional headshots, and donut holes!

## **INTERNSHIP & CAREER FAIR**

This fall, the Calling & Career Office brought nearly 70 businesses to campus, and over 250 students took advantage of this opportunity to connect with quality organizations on campus. Students were able to learn valuable information about job and internship opportunities from these businesses.

## **ALUMNI PANEL**

An opportunity for current students to learn and hear from recent Taylor graduates about topics pertaining to life outside of college. The panel aims to answer students' questions regarding finding a local church, working in a secular environment, and finding your community outside of Taylor.

## **SHARK TANK**

Hosted by Promising Ventures, Shark Tank is an opportunity for students to develop and pitch their business ideas to a panel of judges. This year's event featured five pitches, with three students receiving a total of \$5,000. This year's second and third place finishers were awarded \$1,000 and the winner received \$3,000 for the continuation of their entrepreneurial ventures.

## **VOCATION CLASS**

This spring, 30 students chose to investigate a deeper understanding of vocation through the means of personal exploration and considering what meaningful work may be for them following graduation. Our one-credit hour course is designed and intended to serve as an effective tool to help our graduating seniors navigate the job search process and answer the primary questions they will be asking themselves as they transition from their time at Taylor University.

## **LOCKED IN**

Led by the CCO's own Rain Taylor, Locked In provides students with practical steps that they can take in the job and interview search. Students listened to four different presentations which covered how to build a digital profile, where to start with the job search, interview tips, and a crash course on how to interact with the Handshake website.

## **MONEY TALK**

This spring, the CCO brought in financial professionals Josh Robb and Austin Wilson, also known as The Invested Dads, to discuss the importance of making healthy financial decisions early on in life. Our evening event called Money Talk affords the opportunity for our guest speakers to address questions pertaining to debt, budgeting, investing, and credit cards. Approximately 30 students attended this event to learn about college and post-graduation finances.

## **EXPLORING YOUR CALLING**

Undecided is now one of the largest "majors" on campus. The Calling and Career Office offers a one-credit class specifically for freshmen who are undecided or unsure about their major. There were 20 students who took the class this fall! The class offers an overview of how Christians should think about their calling and helps students explore potential majors by using assessments and reflective activities. The goal of this class is to have our students decide on a major by the end of the semester. We love teaching this class and coming alongside our students to help them find their calling!



# RISK

Trying new things is hard. There's going to be the potential for failure in anything that we attempt to do. But we can't live the lives we are called to live without risk. Part of discovering our calling each day is taking unknown steps --- ones that could lead to worldly failure but provide eternal wisdom about ourselves and what we were made to do.

*Markus Miller*

Risk requires us to step outside of our comfort zones. And it is outside of our comfort zones that life's biggest lessons are often learned. Risk requires us to take a big step into the unknown and opens us up to the opportunity of failure. Through risk and failure we learn more about ourselves. While we are not defined by our failures, we are certainly shaped by them.

*Hannah Strickler*

Risk and failure are essential components of growth, as they allow us to move out of our comfort zones, challenge ourselves, and ultimately learn from our mistakes. Taking risks and failing is a natural part of the process of growth, as it allows us to gain valuable insight, experience, and wisdom that we would otherwise miss out on.

*Maddie Russell*

# Core Values

*What our core values mean to our interns*

# COLLABORATION

Collaboration is a great way to learn from those around you. When two different people bring their strengths and weaknesses to the table, each person is able to learn and grow from the other. When you work with others, you are able to experience teamwork to complete your goal to the best of your ability. In Ecclesiastes 4:9-12, it talks about how two is better than one and if one falls down, the other can help them up. There may be challenges that could occur when working on something alone, but when you collaborate with others, you are able to receive the help and knowledge of others to successfully accomplish your goal.

*Katie Herrmann*

To flourish and thrive in the way God designed us, collaboration and connection with others is necessary. Through collaboration and working with others, we are able to each capitalize on our own unique skills and talents to accomplish things anything beyond our imagination. Working in the CCO has provided me with a great opportunity to create a community and work with others. Collaboration with others has helped give me a fresh perspective and confidence that each and every one of us brings something to the table, and that if we work together, we can achieve more than anything we could ever accomplish on our own.

*Carson Heath*

Working with people is not the easiest thing and oftentimes it is not a strong suit for most of us. It challenges us to grow outside our comfort zones and to challenge ourselves, but it is definitely worth it. Working as an intern in the CCO has helped me be more aware of my willingness and desire to learn to collaborate with others. I have gleaned so much from simply listening to others and being part of the different teams I've been on. This core value is one that we always have opportunities to learn through life. So next time an opportunity comes to collaborate with others, embrace it!

*Kwame Asamoah*

# IMAGINATION

Imagination upholds the worth of creativity and ambition. With imagination, individuals can construct a space within reality that considers new ideas that can open doors for a variety of people. It encourages taking a leap of faith and growth, and allows for reflection that creates greater meaning!

*Kelsey Denison*

Many people say they have a poor imagination. It's a trait often associated with artistic ability or creative process, but it appears in our lives more often than you think. Engaging our imagination forces us to look at things differently; to spread past our comfort levels of thinking and take a view from another angle. It comes up quietly when writing papers for class, trying to explain our ideas in a way that is both appealing and informative. Thinking of interesting ways to describe the details of a job on a resume, so you sound qualified for the job. Even sharing a story with friends requires enough thought to convey the details of each event for your friends to experience. Imagination is all around us, it's just hidden behind everyday details. Choosing to engage with it helps us to use our imagination to its full potential. It enhances our thinking and allows us to break the barriers of our thought process. Imagination is part of us all, we just have to choose to use it.

*Alexis Howell*

When we use our imagination we change the world. Dreamers are just as crucial as realists and if anything teaches us how to chase the impossible. Jesus once said "faith of a mustard seed will move a mountain," and I think this scripture relates what creativity is in a really holistic way. This verse tells us to dream and dream big because one day it may just come true. The innovators help us to create a better tomorrow through their dreams of today. We must create a space for imagination so that we may connect to the true flourishing of the mind, body, and spirit.

*Rain Taylor*

# TRUTH

Life is a constant pursuit of truth: about God, about ourselves, and about our world. As we work to grow in our personal convictions and practice of life, all that we discover must be grounded in God's truth. Far from being constraining or stifling, objective truth frees us to enjoy protection from things outside God's best that seek to harm us, while also giving us space to explore and develop our creativity in using the skills, passions, and abilities He has given us.

*Esther Michael*

"All truth is God's truth" is a classic refrain in Christian higher education. It must be noted that this is essentially a call for humility. The convictions we may hold are not necessarily in line with God's truths. It is the work of a lifetime to abandon those convictions we hold which draw us further from God, and cling to those truths which lie in the heart of God. A regular part of Christian fellowship and work is to gracefully and tactfully offer correction and instruction to our brothers and sisters as we sharpen each other more fully into the image of Christ.

*Jayden Wilhelm*

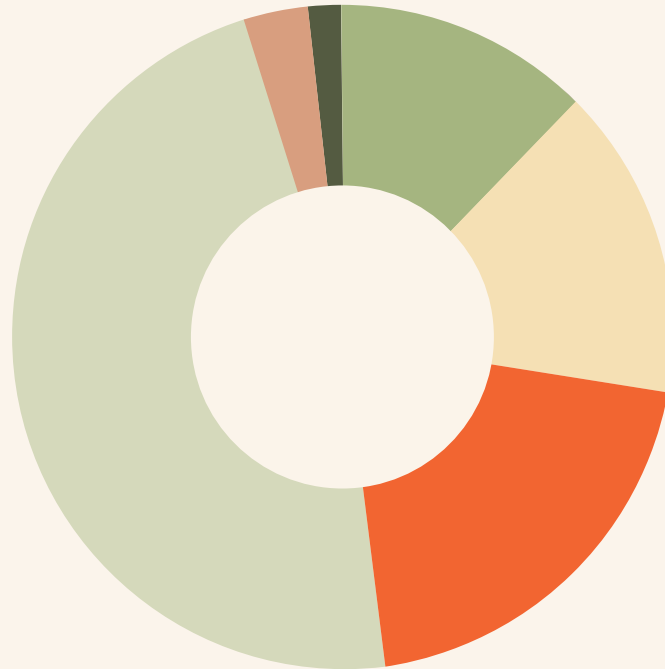
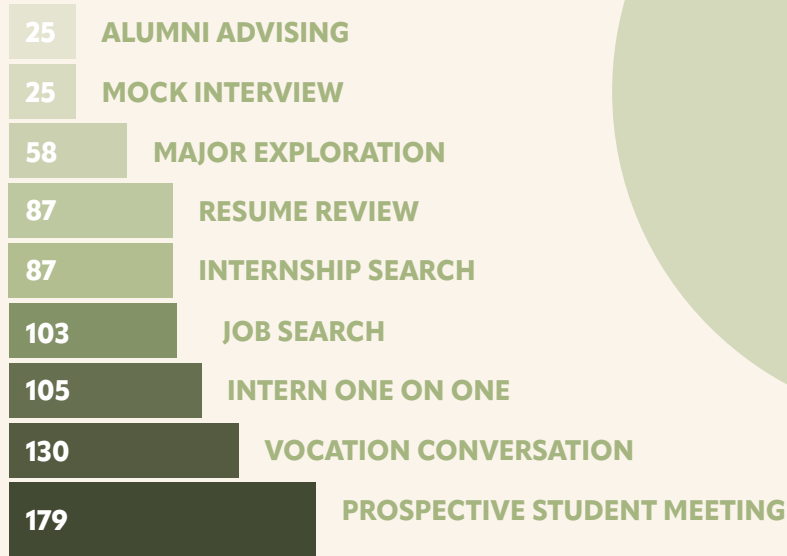
Truth is the anchor that grounds us in our earthly pursuits. In a tumultuous world of uncertainty, confusion, and "speak your own truth", the Truth of the Gospel provides clarity, purpose, and a firm foundation to build our lives upon. Risk, collaboration, and imagination are tethered to the Truth found in Scripture. Truth reminds us that our work is worship and prepares us to live out our calling for Christ and His Kingdom.

*Olivia Heinen*

# Appointment Breakdown

From August 1, 2021 – May 31, 2022

799 completed appointments





# Student Testimonials

"When I was feeling overwhelmed about finding an internship for my major, I met with Jeff Aupperle in the CCO. He helped me brainstorm what I was looking for in a summer internship and got me connected to a Taylor Alumni working in my field of interest in my home community! I am so thankful for the help the CCO provided in opening a door to what ended up being a more-than-I-could-have-dreamed-of internship!"

*Melayna Borg*

"My appointment with the CCO was an insightful, productive, and educational process that helped refine my resume."

*Sierra Nussbaum*

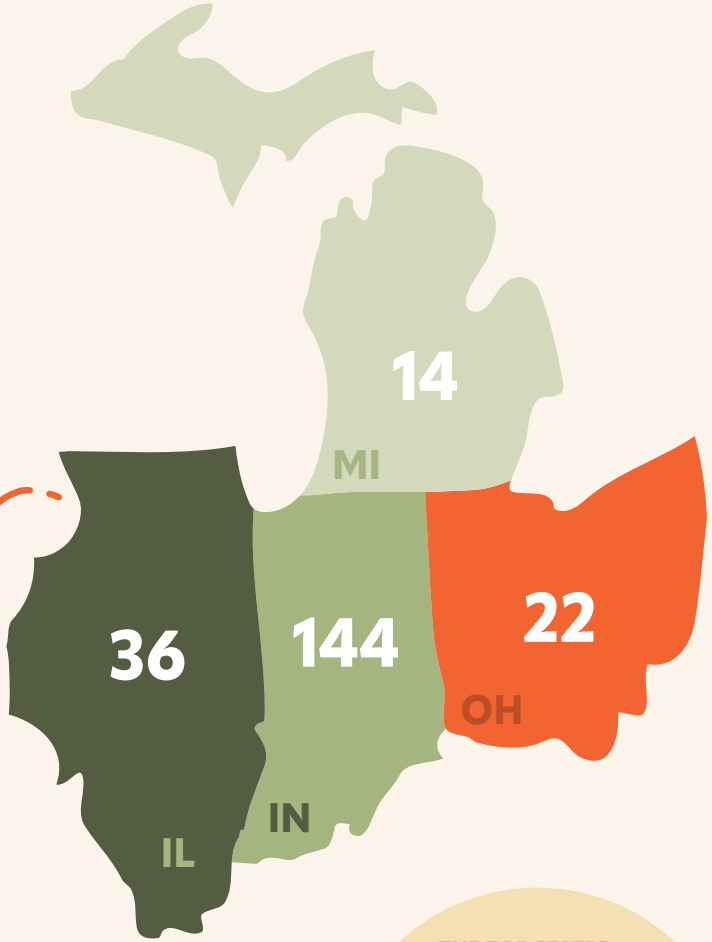
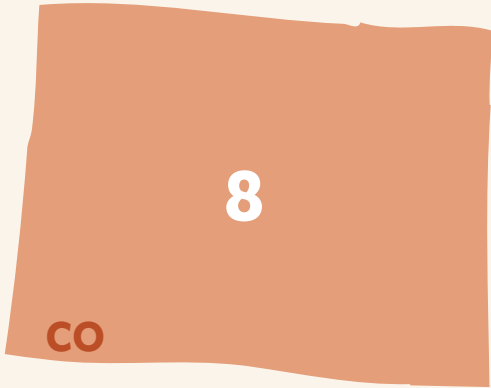
"Meeting with CCO was really helpful for me in processing my skills/abilities combined with what I enjoy doing in order to narrow down what career paths I wanted to pursue."

*Andrew Siegelin*



*Melayna Borg's internship with  
Parkview LaGrange Hospital*

# First Destination Data



THE TOP STATES  
WHERE OUR GRADS  
HAVE LANDED

## **OUR GRADS HAVE LANDED JOBS WITH:**

CENTER FOR PUBLIC JUSTICE      UNITED STATES DEPARTMENT OF DEFENSE  
LOCKHEED MARTIN                  CURIA GLOBAL  
MEIJER INC.                              L'OREAL  
U.S. SENATE                              GOOGLE  
HOPE INTERNATIONAL

## **OTHERS HAVE PURSUED EDUCATION THROUGH GRADUATE SCHOOLS SUCH AS:**

MICHIGAN STATE  
RUTGERS LAW SCHOOL  
TRINITY COLLEGE DUBLIN  
OHIO STATE UNIVERSITY  
TEXAS CHRISTIAN UNIVERSITY  
LOYOLA UNIVERSITY CHICAGO SCHOOL OF MEDICINE  
BUTLER UNIVERSITY  
GEORGIA TECH  
BAYLOR UNIVERSITY  
SOUTHERN ILLINOIS SCHOOL OF MEDICINE  
UNIVERSITY OF MICHIGAN  
MCKINNEY SCHOOL OF LAW  
UNIVERSITY OF SAINT ANDREWS

**90%**  
KNOWLEDGE RATE

The National Association of Colleges and Employers (NACE) requires institutions to collect data on career outcomes for 65% of each graduating class. *At Taylor, we collected career outcomes data from 90% of our 2022 graduates.*

**98%**  
SUCCESS RATE

The NACE National Average for an institutional Career Outcomes Rate (also called Success Rate), comprised of all forms of employment and continuing education, is 85.7%. *The Taylor University Class of 2022 achieved a 98% success rate.*

**93%**  
EXCELLENCE RATE

The Excellence Rate measures the percentage of graduates who obtain full-time employment within six months of graduation. The NACE national average is 59%. *The Full-Time Employment Rate for the Taylor University Class of 2022 was 93%.*

**4.48**  

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**5**  
SATISFACTION RATE

As a part of our graduate exit survey, we asked 2022 grads to rate their satisfaction with their current post-graduate outcome on a scale of 1 to 5. *The class of 2022 responded with an average satisfaction score of 4.48.*

# How The CCO Works with Various Groups of Students

## **UNDECIDED STUDENTS**

The Calling and Career Office is committed to working with all Taylor students, not just seniors looking for a job or sophomores and juniors looking for their first internships.

One group that the office focuses on are those who aren't sure what to major in, or those who have yet to declare a major. Undecided students represent a large population of both incoming classes at Taylor and freshman and sophomore undergraduates.

Jeff Aupperle, the Director of the Calling and Career Office, has said that the number has continued to grow: "Over the last few years we have seen an increasing number of students that have entered Taylor undecided, so we've been ramping up our strategy on how to care well for these students."

Some of the offerings that the office provides for undecided students include a 1-credit class entitled "Vocation." This class is designed to help students find or confirm a major, and take steps towards meaningful work. It's designed to be low stress academically and provide space for students to clarify their thoughts on vocation and what "calling" means. The course is taught by Aupperle and Amber Stanley, Assistant Director of the CCO.

Freshman Ian Penner, who came into the year as an undecided major, said that he saw the class in an announcement in his Taylor email on his way to Welcome Weekend and decided to take it. One of his favorite aspects of the class were the assessments.

"The first couple of weeks we spent a lot of time figuring out ourselves," Penner said. "The personality tests and other activities were a big help."

Twenty students took the class in fall 2022.

The exercises Penner benefitted from introduce students to the CliftonStrengths assessment and the Myers-Briggs Strong Interest Inventory.

These two assessments offer a chance for students to learn more about themselves — what they're interested in, what they're good at, and maybe more importantly, what they're not good at.

Penner said for him, he wasn't exactly sure what he excelled at before taking the class, but the process of engaging in this topic with a cohort of other undecided students helped him to better understand himself and what he wanted to do.

Included in the tests are results that help students explore their interests in different categories, and

provide potential examples of work that may be meaningful for them.

The class also provides ample time for self-reflection. Many of the exercises are centered around assessments and conversations that the office provides in its meetings with undecided students, and are designed to help students simultaneously take the pressure off of their major exploration while learning vital information about who they are and what they enjoy doing.

Freshman Isaac Rex took "Vocation" in the fall of 2022.

"Jeff and Amber gave me the tools and self-assessment questions that helped me clarify my giftings and passions," Rex said. "They never tried to impose a certain vocational path on me. Instead, they gave me tools and ideas to help me know myself better and envision future possibilities in regards to my vocational path."

These assessments are also offered to any student who wants to set up an appointment with the office. The Strong's Interest Inventory is also available for prospective students prior to coming to Taylor.

In addition to the Vocation class, a variety of

appointments are offered for undecided students. While some of the more popular meeting types revolve around seniors looking for a job or students looking for internships, Vocation Conversations, which are the office's most common meeting type in the past year, are often for students who are undecided or unsure about next steps academically. Major Exploration appointments, another popular meeting type in the office with nearly 40 completed this year, are designed specifically for undecided students to begin the process of testing different majors, which ties back to a core value of the office: Risk.

"I had a list of majors that I had narrowed it down to, and from there I met with Jeff a couple of times one-on-one," Penner said. "And I found one I really liked and wanted to try, and he connected me with alumni and faculty."

Penner said he could see the mission statement of the office lived out in his major exploration.

"I'm not even done with my freshmen year and I'm sure I'm going to be back here for internships and job searches," he said.

## **GRADUATING SENIORS**

One of the most important transition periods in the life of a young person is preparing to leave college and discern next steps, whether in the workforce or graduate school.

The CCO provides programming and meetings for these graduating seniors each year, with some of the most common meeting types revolving around the initial job hunt.

Handshake is the web-application the office uses to both schedule appointments and connect students with employers. Over 90 job applications were filled out on Handshake during the peak months of the job-hunt in the spring of 2022 and 2023.

The class with the most Handshake appointments completed in the last year were seniors, with 375 completed appointments between March of 2022 and 2023. Resume Reviews and Job Search meetings, which are both crucial components of the way the office helps seniors looking for a job, were the fifth and sixth most popular appointments within the office.

## ***THOSE LOOKING FOR INTERNSHIPS***

The CCO isn't just for undecided students and those looking for jobs — it also provides plenty of resources for students looking for internships and trying to find experience in their fields before they begin searching for a full-time job following graduation.

Internships are a vital aspect of the Taylor curriculum as most degree programs require at least one practicum or internship to be completed in order to graduate.

Much of the work of the CCO surrounding internships is in response to student need. If students are not sure where to start or what steps to take, they can schedule an Internship Search appointment with the Director of Calling and Career or the Assistant Director. In the spring, these meetings are often the most common type of appointment in the office.

If students know where they're looking but need preparation with the application process, resume reviews, cover letter reviews and mock interviews are available appointments that can help students better craft their applications and help them succeed in the interview that can ultimately land them the internship.

DESIGNED BY OLIVIA HEINEN

