

MAKING CONNECTIONS FOR YOU

THE OFFICE OF CAREER SERVICES TEXAS A&M INTERNATIONAL UNIVERSITY 5201 UNIVERSITY BOULEVARD SC-114 LAREDO, TX WWW.TAMU.EDU/CAREER

Employer of the Month

Martha Gonzalez,
International Bank of Commerce

The Top 100 Employers

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Working at the CIA

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Feature Article:

**Today's Young Adults Surf for the
Right Job** (page 5)



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Employer of the Month

As a Human Resource Manager for International Bank of Commerce, Martha Gonzalez is responsible for managing and overseeing the personnel department. She was chosen to partake this responsibility based on experience and knowledge. Martha is also actively involved in training new and existing employees on policies or procedures within the organization.

One of the biggest challenges she has faced working at IBC is finding the right people for the right positions. They must have dual focus, skills, good personality and experience. She says "creating a work environment in which employees are productive is essential to increased excellent customer service for this organization".

Some major decisions that Martha has made is recruiting more actively with universities such as Texas A&M International University, Texas A&M Kingsville, Texas A&M University and Texas A&M Corpus Christi. There is a greater interest that IBC has for college graduates, since they have the fundamentals to grow and be successful.

Martha plans to continue working at IBC creating an environment that encourages a positive attitude towards the employees.

For those wanting to pursue a career Human Resources you must begin with course work, physiological knowledge, motivation, and understand government policies. As a Human Resource Manager, I feel that "the organization has grown and plays an essential role in ensuring the long term profitability and employee recognition. We review all aspects of the human resources management and will continue to improve in the future."

If you are interested in working at IBC, logon to Dusty Works and conduct a keyword search for "IBC."

Martha received her Masters in Public Administration in 2006 from TAMU.



Coffee Talk With Cassandra



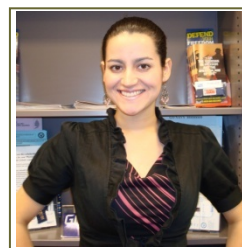
[Cassandra Wheeler, Executive Director, Office of Career Services](#)

Welcome to CAREER CORNER newsletter. The purpose of this newsletter is to provide information to the University community about our services, and special programming. In addition we aim to connect alumni and students to employers regarding employment opportunities. The Office of Career Services is committed to provide the best services to the University community and is continually "Making Connections for You."

This month, we would like to profile Martha Gonzalez from IBC. Martha has been extremely active our on campus recruiting students and alumni.

We hope you enjoy this issue. Email us at [Career Corner Newsletter](#) We would love to hear from you!

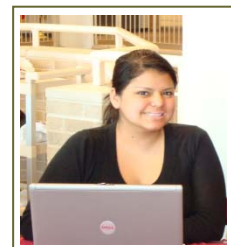
MEET THE STAFF



[Lygia Perez](#)

[Data & Information Specialist](#)

My job is update the Division of Institutional Advancement's webpages & newsletters.



[Dulce Gutierrez](#)

[Staff Assistant](#)

My job is to tell you about our services and to help students, alumni and employers with Dusty Works.

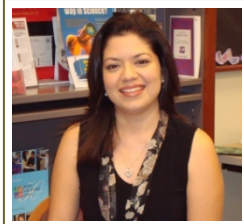
"If you have the drive and ambition to grow in an organization, then IBC is right for you."

-Martha Gonzalez



*Tips from
Terry!*

[Teresa Chapa-Cantú, M.Ed.](#)
[Director, Student Relations](#)



It's That Time of the Semester. Are You Ready?

Graduating soon, or preparing to apply for a job? Does your résumé look professional? (Do you have one?) What about your cover letter? If you *already* have an interview, have you prepared? Don't PANIC if you don't feel completely ready. We're here to help you get there, so that you have an *edge* over your competition. (Yes, you *do* have competition.)

One of my jobs is to help you create a cover letter and a résumé that employers won't overlook. I invite you to join me for my Cover Letter/Résumé Workshop, usually held the last 2 months of each Spring and Fall semester (see schedule below). This workshop is designed to give you an overview of the basics, and highlight the details to include in order to give your cover letter and résumé that exceptional touch.

Ok, maybe you have an interview scheduled and now you want to prepare to 'Knock 'em Dead'? We have workshops each Spring and Fall for that, too. Our "Interviewing to Win" workshop was created by highly-qualified professionals in the workforce today. It is based on the premise that the interview is your one chance to come out on top of your competition to 'win' the job. How do you do that? Well, you prepare, of course. This workshop dictates the many ways you *must* prepare for your interview. Imagine going into an interview room fairly relaxed because, not only do you have a really good idea what the employer will ask, but you already have well-prepared answers, too.

"The interview is your one chance to come out on top of your competition..."

The alternative, of course, is to take a risk and pray that you will do well without all of this preparation. Maybe you'll 'win' the job, maybe you won't. But, why leave it *all* up to chance?

Can't make our workshops? No sweat; just come by our office to drop off your cover letter or résumé for review. You can also set up an appointment to speak with a professional staff member about your job or career-planning questions or concerns.

2008 SPRING SEMESTER WORKSHOPS

Cover Letter/Résumé Writing

March 26th, 12:00 p.m.— 1:00 p.m. in SC 114
and

April 1st, 12:00 p.m.— 1:00 p.m. in SC 114

Interviewing Skills

April 9th, 12:00 p.m.— 1:00 p.m. in SC 114
and

April 15th, 12:00 p.m.— 1:00 p.m. in SC 114

Student Career Highlight: Joel Samano

Each month I will feature a TAMIU student who has created an excellent résumé or cover letter, and showcase their success.

This month I have selected Joel Samano. Joel graduated from Nixon High School, and is currently a *freshman majoring in Business Administration, with a concentration in Business. Although Joel is only in the beginning stages* of his college career, he has already managed to attain an interview with H.E.B. for their Managers' internship program.

Joel's immediate goals include graduating from TAMIU with a 3.0 GPA or higher. After graduation, Joel hopes to build a career with H.E.B. What is more, Joel has plans to open his own business right here in Laredo. He stated he wants to own a "business which will include a hotel/restaurant in a plaza form." Joel said this plaza will also include a pizzeria and a candy store.

Please join me in recognizing Joel for his accomplishments to date, as we eagerly await the many to come in the near future. Congratulations, Joel!

Joel Samano
1604 E Elm Lp # 4
Laredo, TX 78043
(956) 712-3034
joeyvtzaman@yahoo.com

Education

- **Texas A&M International University**
Bachelor in Business Administration
Major: Business Minor: Business Administration
Laredo, TX
May 2011
G.P.A.: 2.71
Laredo, TX
- **J.W. Nixon High School**
Graduated in May 2007
Golf 2004-2005
All American Scholar Nominated
A/P Courses Student

Certification

- Food Handlers Certified
- Occupational Safety & Health Administration Certified- (OSHA)

Management Skills

- Supervised a team of 10-11 members as a Crew Chief in a pizza restaurant.
- Helped the manager of a restaurant develop bi-monthly schedules for employees.
- Assisted the manager in inventory, ordered, and maintained merchandise log to keep store fully stocked.
- Checked invoices when orders came in to make sure the right merchandise and the right amount came in.
- Supervised employees and made sure they were doing their assigned jobs with utmost precision and care.
- Addressed any employee concerns, in order to maintain a comfortable and enjoyable working environment like making sure they were happy because happy employees equal happy customers equal more SALES....
- Maintained a team-oriented approach to serving restaurant customers, from placement of the order to when the customer was served.
- Exercised professional decision-making skills on subjects such as customer concerns and ending the service day.

Other Skills

- Public Speaking-
- Computer Skills- Microsoft Office

Work Experience

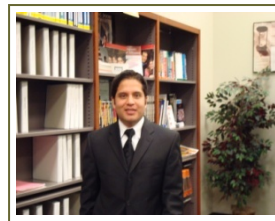
- *Dishwasher*, Doctors Hospital (Aug. 2007- Present)
- *Receptionist*, Information Desk, TAMIU (June 2007- Aug. 2007)
- *Usher*, Cinemark Theaters Mall Del Norte (May 2007- Aug. 2007)
- *Crew Chief*, Double Dave's Pizza works (Nov. 2005- May 2007)



"Going to Career Services was very helpful... I give the Office of Career Services a 10 out of 10 for helping me score big..."

Notes From the Director

[Andres Jaime](#)
[Director, Employer Relations](#)



Let Us Help you Build the Career of your Dreams

Once again, I would like to welcome you to our redesigned Newsletter. The purpose of this electronic publication is to provide useful information and resources that will help you to meet your personal and professional goals and encourage you to participate in the programs and activities offered by the Office of Career Services at TAMIU.

I would like to extend an invitation to students, employers, faculty members, advisors, alumnus and friends of TAMIU to share with us your expectations for our department and your career goals with us. We look forward to developing a personal relationship with you to better assist you with your professional objectives.

The Employer Relations area of the Office of Career Services develops relationships with local, state and national employers to ensure more and better career opportunities for TAMIU students and alumni. We also organize on-campus recruitment events such as employer booths on campus, information sessions and the Career Expo to promote employment opportunities and facilitate a connection between student and employer.

You may also access our online job bank: Dusty Works at www.tamtu.edu/career. This site will give you access to employment opportunities information. Please do not hesitate to contact me if you find any positions that are of interest to you and we will assist you throughout the entire application process.

Last but not least, I would like to share with you that the Office of Career Services is also very concerned with your professional and personal development. We do highly recommend that you to participate in community service programs such as volunteering, mentoring and tutoring, as well as internships. Your involvement in any of these programs will provide you with many of the professional and personal skills employers are looking for to hire in their top employees.

Please stop by my office to talk about your career plans and discuss options and opportunities to help you accomplish your professional goals.

Best of luck in attaining the ideal job for you at this time and please allow us to assist you in constructing the career of your dreams.

Opportunities are plentiful for students considering careers at the CIA



Sue Bromley,
Deputy Director for
Intelligence

THE BLACK COLLEGIAN offers a glimpse of what it's like to work at the Central Intelligence Agency through interviews with Sue Bromley, Deputy Director for Intelligence; Peter Clement, Deputy Director for Intelligence for Strategic Programs; Gertie Starks, Director for Management, Leadership, and Diversity Programs (MLDP), Directorate of Intelligence; and Brian Martin, Vice Chair, Black Executive Board.

The following is excerpted from the Black Collegian Magazine.

THE BLACK COLLEGIAN: Please tell us about your start at the Central Intelligence Agency, your career path and preparation that led to your move into senior leadership?

SUE BROMLEY: My Agency career has been very exciting and diverse. While I was working on my Master's degree at the University of Maryland a colleague talked with me about working at the CIA. I thought about it and said "that sounds like an interesting way to make a unique difference in the government." I was very wrapped up in geography, maps, and technology and the Agency was a hallmark of excellence in those areas. About nine months later after going through that process that we all go through, I landed here in the Agency. I began my career as cartographer in the Directorate of Intelligence. Two years later, I was in an executive leadership program. That was a great opportunity, which led to a position in the former Office of Imagery Analysis, just prior to the first Gulf War. I loved it; I was in a position where I used my analytical skills and academic background in geography.

(cont'd on page 7)

TODAY'S YOUNG ADULTS SURF FOR THE RIGHT JOB

Excerpted from the Collegiate Employment

Research Institute--Today's young adults are different. Many claim to want challenging and rewarding careers, yet they do not take necessary actions to plan and prepare for these careers. Compared to older generations, they are more likely to move from job to job, looking for the right job, much as these young people would surf on the Internet, moving from site to site, looking for the right information. Jeff Arnett (2004) revealed in his study of young adults from 18 to 28 that they become deeply self absorbed during this period as they search for their personal identity. They become involved in an array of experiences, jumping from job to job or experience to experience. Parents provide support by allowing them to come home to recharge and financing their activities. The young adults proceed with optimism believing that they will have a job when they end the journey.

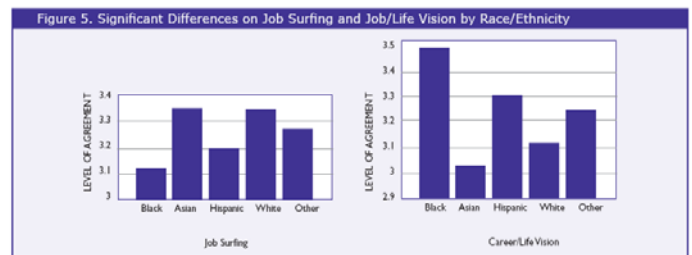
Descriptions of emerging adults reveal positive and negative pictures. On the positive side, delaying marriage until the late 20's may help reduce teenage pregnancies and early divorces. Delaying career choices may also give emerging adults more time to carefully consider alternatives and develop a realistic preview of a chosen career. On the negative side, many emerging adults choose to live with their parents and drift in a series of low paying, disconnected jobs, saving their money to buy cars, HDTVs, cell phones, etc. They have a sense of entitlement to special attention, extra favors, and rewards; but don't feel obligated to put in the work that might merit these considerations.



Figure 1 shows the four age groups on the remaining three factors. Once again, the young adult group showed significant differences from the other groups, indicating that they were more likely to job surf and delay marriage and less likely to have a concrete vision for career or general life.

“Results from this research will not only help organizations recruit and retain young talent, but also help young adults find successful and satisfying careers.”

The figure below shows significant differences on the Job Surfing and Career/Life Vision factors. Asian and Caucasian young adults were higher than other groups on Job Surfing; thus they were more likely to try out different jobs before settling down into a career. For the Asian group, this finding may be linked with the previous finding that Asians had higher goal instability. Thus, if one did not have a good sense of direction in defining him/herself or goals, then one might be more likely to try out different jobs in search for the right job. For the Career/Life Vision factor, Black or African-American young adults were more likely to have career plans and specific goals than other groups. Compared to other race/ethnic groups, this group was most likely to be financially dependent on family and friends and reported the lowest average household income of their parents. We speculate that the greater economic need for a good job prompts African-American young adults to be more concerned with career plans and future goals.



Final Thoughts...

The profile of today's young adults described in this report has also been used to describe young adults in countries outside the U.S. In the United Kingdom, a new acronym, KIPPERS, describes “Kids In Parents’ Pockets, Eroding Retirement Savings.” In Germany, nesthocker describes young adult squatters living with their parents; in Japan, freeter describes job hopping young adults who are living at home; and in Italy, mammone describes a young adult who won't give up mama's cooking and still lives at home. Thus, some of the concerns about how young adults are transitioning from college are also being experienced in many developed countries. These young adults may pose challenges for organizations, companies and societies for several years to come as we learn how to integrate them into the workplace.

Organizations that hire these young adults may benefit from a better understanding of this new generation of workers. Recruitment practices, orientation programs, and socialization practices should be designed to better integrate young adults into the workforce. Young adults are looking for the best fit between what they want (but may not be able to define) and the company. company's values and environment; for example, using blogs where recently hired employees can talk with potential new hires about the company. Orientation programs need to focus on more than the formal procedures and processes within the company. (cont'd on page6)

Today's Young Adults Surf for the Right Job...(cont'd from page 5)

Time needs to be earmarked for activities that allow new hires to mix with a variety of co-workers and to express their personal and professional values. Allowing new hires to experience a variety of different positions or activities will provide the sense of job surfing but increase the probability of retaining new hires.

Future research on these young adults should be conducted to better predict who is likely to engage in job surfing, who may be likely to renege on an organizational commitment, and who is likely to develop a successful career plan and concrete life goals. This project is a step in this direction. Results from this research will not only help organizations recruit and retain young talent, but also help young adults find successful and satisfying careers.

This survey results from over 10,000 young adults between the ages of 18 and 28. The study was conducted by a joint research project between MonsterTRAK and the Michigan State University Collegiate Employment Research Institute.

This article was written by the Collegiate Employment Research Institute at Michigan State University. To view the article in its entirety, go to <http://www.ceri.msu.edu>.



Dress to Impress

Fashion style is important in this industry. Your clothes make your fashion statement, and how you're perceived. The way you dress in your job determines your professionalism. If you are not up-to-date in fashion and don't know what to wear for a job interview you can try on a variety of colors, patterns, sizes, styles and cuts. Try on expensive suits, just to get an idea about its fit, the drape of its fabric, and the comfort of the suit and the fabrics finish. Set your budget and stick to it. Your outfits don't have to be \$800.00 you can simply go to stores like [New York & Company](#), [The Limited](#), [Macy's](#) and [Express](#) and spend from \$40.00 - \$200.00 according to your budget.

Consider the job's location for instance, if it's a library, you can wear a sweater and slacks. At a corporate office, wear a conservative business suit. A pantsuit or blouse is appropriate for an informal office. Keep in mind the weather and venue. Dress in lightweight clothes for an outdoor summer ceremony and sweaters and heavier pants for fall and winter ceremonies.



Tips for Job Interviews:

- ✓ Well-fitted clothing projects' confidence that you want the interviewer to know.
- ✓ Make your clothes neat and clean. It's a symbol of being organized.
- ✓ Dress in a manner that you'll be able to maintain if you get the job.

Graduation is right around the corner...dress to impress!

Opportunities at the CIA

(cont'd from page 4)

I subsequently moved to a couple of different positions in the imagery world and ended up in the Counter-Narcotics Center, which was a wonderful opportunity for me. It's a mission everybody feels passionate about, to think that you're making a difference, a unique difference, on something like counter narcotics. Stopping drugs before they entered the U.S. was very fulfilling. But beyond that, it was a great opportunity to grow and learn and develop. Although I was home-based in the Washington area, I had many opportunities to travel around the world. I talked to seniors in other governments who were working the supply side of that issue and with senior people from our own government to help form our Counter-Narcotics Program. I was there for over five years.

TBC: What was the actual tipping point that catapulted you from the analytic ranks to senior leadership?

BROMLEY: I would have to say it was in the Counter-Narcotics Center and working in a program that was extremely tough. It required me to "speak truth to power," that is, tell other government officials and senior policymakers things that were hard. Being in that environment and having the drive of that mission formulated the tipping point for me.

TBC: Why is diversity a top priority for you and how do you communicate this priority with your directorate?

BROMLEY: Ultimately, we want to be the best there is at what we do for policymakers. We're not going to be the best there is if we don't incorporate diversity of thought and ideas at the analytic level and at the management level. We must avoid the perception of group-think. The global issues and situations we face are complex and we need to make sure that we are thinking about them in a sophisticated way, one that incorporates lots of different ideas and lots of different approaches. The way to do that is to constantly grow and evolve and take advantage of all the ideas that our employees can bring to the table. Our country's security is dependent upon us doing nothing less.

To view this article in its entirety, view it at [The Black Collegian](#). For information about careers at the Central Intelligence Agency, visit the website at www.cia.org

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Dusty Works has formed an alliance with MonsterTRAK. This strategic alliance allows Dusty Works to focus efforts to provide the best tools and services in the industry for career services automation while allowing MonsterTRAK to focus on providing students and career centers with access to the most extensive selection of part-time, internship and entry-level positions, across all industries and locations nationwide.

Students and alumni will be able to:

- Have direct access to thousands of jobs across all industries nationwide
- Access to MonsterTRAK jobs in Dusty Works!
- Apply directly to MonsterTRAK jobs using the documents in their Interfase profile
- Preview MonsterTRAK jobs matching the student's job search history to be automatically displayed
- Highlight highly targeted jobs in easy to see locations throughout the job search process

You will be able to access Monster.com jobs via Dusty Works starting April 1st. For more information about this new feature with Dusty Works, call our office at (956) 326-2260, email us at careerservices@tamiu.edu or stop by our office at Student Center, Room 114.

We will be happy to help you logon the system and show you the newest features on Dusty Works, So let Dusty Works for you!

Let Dusty Work for you!

Logon on to [Dusty Works](#) and check out these jobs:

Title	Employer
Accountant I	IBC
Human Resources Manager	Lowe's
Program Specialist II	TX Dept of Insurance
Park Specialist III	TX Parks & Wildlife
Cashier	Sears
Accountant Assistant	Studio 55

Don't forget to apply for on campus jobs!

Call us or stop by our office. We will be happy to help you logon the system and show you the newest features on Dusty Works, So let Dusty Works for you!

Need a Job Agent?

To create a Job Agent in Dusty Works:

STEP ONE: Choose Job Search to view open job postings.

STEP TWO: On the Search Results page, click [Save Search] to can create a Job Agent. This list will be emailed to you every night!



The job outlook for graduates of 2008 appears promising as employers prepare to seek out the best and the brightest....

Excerpted from the [Black Collegian Magazine](#)--Each year, THE BLACK COLLEGIAN conducts a survey of major employers to determine the most active recruiters of college graduates. This survey results in our Top 100 Employers List, which is published in this, the Second Semester Super issue.

Employers were asked about the number of projected hires from on-campus recruiting and the number of campuses they are recruiting on. They were also asked to list the majors they are seeking.

According to Dr. Philip Gardner's [Job Outlook survey](#) included in this issue, large employers with more than 4,000 employees are aggressively pursuing college graduates this year - with 40,000 jobs up for grabs. In addition, employers are prepared to pay more, with 53 percent planning to raise salary offers by an average of 4.2 percent. Much of the growth in opportunities is due to baby-boomer turnover.

If you've completed internships, that investment just may pay off, as the largest expansion in hiring is expected to come from employers using applicants from their internship and co-op talent pools.

Rank	Employer	Total Hires	Campuses
1	Enterprise Rent-A-Car	8,500	1000
2	Walgreens	7,500	600
3	Deloitte Services LP	5,830	450
4	IBM	4,700	30
5	Peace Corps	4,000	400
6	Target Corporation	3,750	500
7	PricewaterhouseCoopers	3,180	195
8	Ernst & Young	3,125	250
9	KPMG LLP	3,000	300
10	Lockheed Martin	2,770	86

Some of the majors most in demand this year are civil engineering, environmental sciences, nursing, accounting, electrical engineering, marketing, business administration, finance, mechanical engineering, computer science, agricultural business, and mathematics.

You should visit your career services office to determine if the employers listed in our survey are recruiting on your campus, and meet with a career counselor to plan a strategy for getting an interview with the employers of your choice. THE BLACK COLLEGIAN wishes you much success in your job search!

The above list was excerpted from *The Black Collegian Magazine*. In the next issue we will publish another excerpt containing the next 20 top employers.



Class of '08 ^{TOP} Employers
Virtual Career Fair

THE BLACK COLLEGIAN Pre-Graduation Virtual Career Fair, Extended Until May 10

THE BLACK COLLEGIAN Magazine is pleased to announce its free **Pre-Graduation Virtual Career Fair**, now extended through May 10. Hosted on THE BLACK COLLEGIAN Online at <http://www.black-collegian.com> and co-presented by IMDiversity.com, the Pre-Graduation Virtual Career Fair showcases direct employers who specified this month that they are still seeking graduates from the Class of 2008, as well as other entry-level candidates and current students for intern and co-op opportunities. The Fair page is being continually updated with new employers on an ongoing basis right up until graduation.

The Fair is being co-promoted along with IMDiversity.com's popular annual "Summer Gigs" section, updated with new readings for 2008, plus pre-programmed searches of additional featured entry-level, temporary, internship, and post-graduate fellowship opportunities from the IMDiversity.com Career Center and job bank. <http://imdiversity.com/summer.asp>.

Student and entry-level jobseekers who have not found employment during this campus recruiting season are welcomed to visit these features, as well as to make use of their free "MY JOB TOOLS" Accounts, with customizable job search, resume management, auto-job alert, salary calculator tools, and more.