

## 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 Alex Garza, C.H. Robinson Worldwide, Inc.

A portrait of Alex Garza, a man with dark hair and a light beard, wearing a light blue and white checkered button-down shirt. He is looking slightly to the right of the camera with a neutral expression. The background is a dark, textured wall.

**The Top 100 Employers By Rank**  
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**Coffee Talk  
With Cassandra**



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

Welcome to CAREER CORNER! This newsletter provides information to the University community about our services, and special programming. In addition we connect alumni and students to employers regarding networking and 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, our focus is internationalization. Our featured employer is Alex Garza, C.H. Robinson Worldwide, Inc., an active recruiter on our campus. In addition, we have tips on networking your way to employment.

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

**Employer of the Month**

Alex Garza, Branch Manager for [C. H. Robinson Worldwide, Inc. \(CHRW\)](#) located in Laredo Texas. Garza has served eight years working for CHRW. He originally began his career as an intern during his senior year in college.

As branch manager, Garza’s responsibility is to provide the team with the resources they need to meet customer needs. That may range from selecting additional employees to adding to the staff or assisting with a complicated sale.

His duty as a manager is also to make sure that the right people are on the team. CHRW believes that employees are the strength and that the company will succeed if with the right people. With that, they provide employees as many tools as they can to help them advance in their careers, as well as, impact the company.

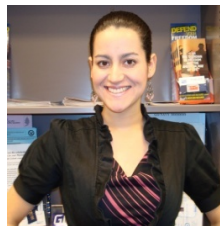
According to Garza, "C.H. Robinson is unique in that each of our employees is valued and directly impacts the success of the company. CHRW empowers employees early in their careers, trusting them to make critical decisions for the business." Garza continues, "people take pride in the trust that they are given to carry out the day-to-day business actions, in the relationships they have with customers, carriers and co-workers, in the company’s philanthropic efforts, and in C.H. Robinson’s continued success."

A career at CHRW is challenging and rewarding. Their culture, benefits, compensation, and energetic work environment make it a unique place to work. Furthermore, the company firmly believes and promotes the fact that there are no limitations to an employee’s potential for success with the company.

One way to find unique talent is through their [internship program](#). By providing internships to students during college, students gain experience and confidence to enhance their potential to become a member of the CHRW team upon graduation.

A current intern is Nuria Abud Chavez who started with the internship program in June 2008. With the title of "Executive Officer," Abdul is exposed to areas such as financials, logistical management, and technology information systems. Abdul is a junior at [Texas A&M International University](#) pursuing a Bachelor’s in Business Administration with a concentration in Management Information Systems.

**MEET THE STAFF**



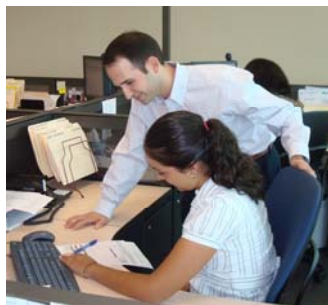
[Lygia Perez](#)  
[Data & Information Specialist](#)

My job is to 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.



Pictured above:  
Alex Garza and Nuria Abud

"My degree in International Business and familiarity with the US/ Mexico border helped in making my position in Laredo an excellent fit for me. My broad base of experience was great preparation for a position in management."

----Alex Garza

## Tips from Terry!

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



## Student Relations from an International Perspective

Recently, TAMIU was host to the 2008 Texas A&M Student Affairs' System Symposium. People from all 10 branches descended upon Laredo for this two-and-a-half day event. Two years ago, as a counselor at the TAMIU Counseling and Disability Services' office, I was fortunate enough to be part of the Symposium that was held in Corpus Christi. At one of the breakout sessions, we met with representatives from other Counseling and Disability services offices. This was the first time I met Dr. Matt Baysden, a psychologist at Texas A&M Corpus Christi (TAMUCC). Two years later, at this past symposium, I once again met up with Dr. Baysden, and had the chance to get to know him better. He shared many fascinating experiences he's had professionally, specifically working with international students. I was pleased when Dr. Baysden agreed to share this journey with you. Enjoy!

**P**repared with only three months of Thai language training and the name of an agency written on a sheet of paper (in Thai), I boarded a bus in 1994 and began what would be a 2-year long adventure across an unfamiliar country. As a U.S. Peace Corps Volunteer in northern Thailand, my duties were to identify the health issues that existed in a small village, and plan projects to address these concerns. Although I was exhausted at times throughout this experience, I also often felt that I wasn't doing enough. This need to do more grew even stronger as I watched the brother of a co-worker suffer with, and eventually die from, HIV/AIDS complications. After some time and through much effort, I was adapted a system, widely used for training English teachers, into an HIV/AIDS training model. This model was eventually used to train health educators and student leaders in the village in which I lived. Near the end of my Peace Corps service, my program director notified me that this HIV/AIDS training project had been presented to the 1996 U.S. Congressional Budgetary Hearings as an example of a successful Peace Corps project. Later, I was invited by Peace Corps Thailand to teach incoming health volunteers how to use the HIV/AIDS training projects I had developed. Needless to say, my service as a U.S. Peace Corps volunteer had a huge impact on me, personally and professionally. It challenged me to greater levels of accomplishment, personal-awareness, empathy and determination.

A few years later, as part of my doctoral program, I completed an internship in the Counseling Center at the University of Florida. Here, my multicultural training experiences included a 2-day multicultural staff retreat with Patricia Arrendondo, attendance at the 2001 Multicultural Summit in Santa Barbara, California, and participation in weekly, multicultural training seminars.

Moreover, I conducted outreach programs with many campus organizations, and facilitated/co-facilitated three of the Counseling Center's diversity luncheons, addressing topics such as growing up multiracial, respecting diversity, and gender bias. Also, another intern and I started a project with University Village Housing where we collaborated all year in order to provide counseling and educational services to the international students living in University Village Housing.

Currently, as a Provisionally Licensed Psychologist here at Texas A&M University-Corpus Christi (TAMUCC), my experience with international student populations continues to grow, from individual counseling and consultation, to weekly group facilitation. I now have a quarter-time release with the Counseling Center specifically designated for collaborative efforts with the Office of International Programs so that we can design student programming tailored to international students. I also serve as a member of the National Association of Foreign Student Advisors (NAFSA).

My continued dedication to excellence comes from my growth as a motivated counselor, professor, student and U.S. Peace Corps Volunteer. Each one of these roles has become a permanent part of me, personally and professionally, and they constantly challenge me to seek new levels of curiosity and self-awareness. I am currently in the process of obtaining full licensure as a psychologist in Texas, and hope to continue my work with both domestic and international college students. In the near future, I also plan to conduct research, write grants, and work internationally as a consultant.



*Dr. Baysden is a Provisionally Licensed Psychologist, and Coordinator of Practicum Student Training at TAMUCC's University Counseling Center.*

## Notes From the Director

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



Finding the right job to begin a professional career is not an easy task for the recent graduate student. As the job market becomes more competitive due to economic, demographic and other social factors shaping our community today, students take on the challenge of searching and applying for the jobs that best fit their career and life objectives.

The Office of Career Services assists students with the best strategies to get access to relevant employment information, develop the skills necessary to provide the required documentation (resumes, covers letters, etc.) during the job hunt process and perform at the highest level during job interviews and any other communication with potential employers.

International students face the same challenges as their US native and resident peers, however, they also face a complex obstacle in dealing with the legal process involved in obtaining employment as a foreign professional in this country. After receiving input from employers in our contact list and investigating various employment sources, we keep concluding that the most important element in this process is [NETWORKING](#). We are firm believers in that the key for the international students to create the best employment opportunities is called [NETWORKING](#).

This apparently simple practice is critical to develop the relationships necessary to have access to often limited information regarding international employment opportunities. It is never too early to start developing your networking skills and getting involved in activities that might result in future employment opportunities. The Office of Career Services will present you with any employment information available and prepare you to polish your job hunting skills and strategies, but networking will depend largely in your own initiative and motivation to stay active. Please stop by our office for more information and advice regarding networking opportunities and consider the following networking tips:

1. [Internships](#). International student might have access to more internship opportunities than employment opportunities right after college. These opportunities will be based on your performance and ability to build relationships during your internship program. There are also international internship opportunities where any students, regardless of nationality, can participate abroad. Please stop by our office and the office of International Programs (PH 302) for more information about international opportunities.
2. [Student Organizations](#). Joining student organizations and staying involved in academic programs will give you the ability to network with individuals off campus through conferences, organization meetings, seminars, and other events where you will have the opportunity to meet and develop relationships with other students, faculty, business representatives, and other professional contacts in the country and world that support higher education.
3. [Alumni Association](#). Becoming an involved member of the TAMU Alumni Association gives you the opportunity to network with other Alumni holding professional positions in a variety of industries at local, state, national and international levels. The [TAMU Alumni Association](#) is a key support group that is willing to help you in terms of providing practical advice and connecting you with employers in a direct and personal way.
4. [HACU National Conference Student Track](#). This national conference is an opportunity to learn more about employment at a national level and develop networking abilities. To learn more about this conference and apply for a *Conference Scholarship (deadline: August 10)* visit [www.hacu.net](http://www.hacu.net) or visit us at our office in the Student Center building Room 114.

### Spring 2008 Employers:

These are some of the employers interested in meeting with international students that the Office of Career Services worked with during the spring 2008 semester. If you are interested in learning more about these or other organizations or would like to meet with company representatives, please set up an appointment at our office and we will be happy to assist you.

Zapata Co Independent School District  
<http://www.zcisd.org>  
Majors: Education

Gateway Communications  
<http://www.infogateway.com>  
Majors: Computer Information Systems  
Management Information Systems

Con-Way (Freight & Logistics)  
<http://www.con-way.com>  
Majors: All Business and Arts & Sciences

## FEATURED ARTICLE:

# TAMIU Hosts Taiwanese Groups for English Language and Nursing Study



Nico Wiersema, International Language Institute Director, talking to students during a break.



Taiwanese students will be participating in a dual masters program in the fall semester.



Nico Wiersema answering questions during a small break.

As part of its increasing international visibility, Texas A&M International University will host two international student groups in June, attracted by the opportunities to study the English language and learn about nursing practices.

Approximately 30 students from Taiwan's Fu Jen Catholic University will attend English language classes offered by the University's International Language Institute (ILI) during the summer. A second group, also from Fu JEN, will be visiting TAMIU nursing programs and local hospitals with an aim to initiating a students and faculty exchange program in the future.

TAMIU associate vice president for the Division of International Programs, Dr. Jaime Ortiz, said the initiatives with Fu Jen Catholic University signal the University's strengthening international presence.

"This is a TAMIU strength: an international experience that permeates throughout the educational experiences we offer. Being able to attract student groups with our programs signals the importance of our programs and their place on a global educational stage. In addition to enhancing all our students' experiences here at the University, these visiting students have the potential to return as students or encourage others to consider TAMIU.

"For example, half of the language study group will be participating in a Dual MBA Program which will kick off this coming Fall here. Such a program will be offered both in Taipei and Texas and co-taught by Fu Jen and TAMIU faculty. In essence, we are helping to create ambassadors for TAMIU and Laredo," Dr. Ortiz explained.

Nico Wiersema, ILI director, said the Fu Jen visit is an important one for the University and large-scale international language instruction.

"This is a tremendous opportunity for the University to showcase our language instruction abilities on a substantially large scale for an international client. Fu Jen Catholic University is one of Taiwan's top universities and we are honored to be their host," Wiersema said.

"In addition to our class instruction, the students from Fu Jen will be visiting various Laredo historic and cultural sites and participating in the life of the community through visits and tours. It's an enormous undertaking and we would like to encourage any community group that would like to host a visit by them or has a suggestion for their visit itinerary to contact us," he added.

The 11-member Fu Jen Nursing group will join TAMIU nursing students in a three-week summer seminar course that focuses on the NCLEX-RN review for the exam.

Natalie Burkhalter, interim dean of the College of Nursing and Health Sciences and director of the Dr. F. M. Canseco School of Nursing, said the summer group's visit is an extension of her visit to the Taiwan campus last February.

"I was very impressed with their campus 'nursing school and hospitals and with their interests in pursuing collaborative undergraduate and graduate degrees with TAMIU. They are also working diligently to offer their country's first Nurse Practitioner Program, which we hope to help them to develop. This summer visit is also a precursor to a possible student exchange program that we envision," Burkhalter said.

# *Pull Back the Curtain in your Job Search*

By Andy Roane

*Andy Roane is currently the VP of Strategic Sourcing for PeopleScout, a recruitment process outsourcing and consulting firm that provides recruitment infrastructure and services to Fortune 500 companies. He has over 10 years experience working in the human capital industry including leadership positions with both Monster.com and Careerbuilder.com.*

We all know the story of how Dorothy, in the Wizard of Oz, discovers the truth behind the perceived power of the wizard. The curtain is pulled back to reveal that the true Wizard of Oz is simply a man pulling levers to create the appearance of an “all-powerful” entity, impervious to the human condition. As jobseekers you can learn from Dorothy as you use technology in your search for internships and jobs. Keeping sight of the fact that there are actual people involved on the other end of the job seeking technology will help you take the necessary steps to move beyond the technology to submit your resume to actually connecting with decision making individuals on the other end of the hiring process.

Technological advancements over the last ten years have dramatically enhanced the access jobseekers have to the universe of job openings. Likewise, technology has increased the number of candidates that are applying for jobs.

Somehow through all these advancements the majority of jobseekers and employers still have trouble finding and connecting with each other. Employers complain they receive too many resumes from unqualified candidates. Candidates complain that they never hear back from the right employers.

Nearly gone are the days of circling ads in the job classified print section of a newspaper and mailing your resume to a potential employer. Yet, the necessary steps to finding the right job since those times have not changed. The technology may make submitting your resume easy—modern day wizardry - yet when we pull back the curtain on job-seeking technology there are always people at the other end. These people, many times a hiring manager or recruiter, in some cases must filter through hundreds of resumes in order to find a few perfect gems to call for an interview.

Submitting your resume online is simply the first step. If you use technology and jobsites to submit your resume to many positions, you must follow up and follow through with the people on the other end of the technology if you expect to move your candidacy forward.

Here are four tips to improve the results of your online job search and move beyond the technology:

**Keep a list of all positions to which you have submitted your resume.** Nothing will get you crossed off of a recruiters list quicker than when they call you and you don't remember the position. You will need to note the job title, employer, date you submitted your resume and a few notes on the details of the position. Copy, cut, and paste the job posting into your computer so you can reference it should the employer call.



Dorothy meets the Man behind the machine.

Photo courtesy: [www.gonemovies.com](http://www.gonemovies.com)

**Do a small amount of research.** Prior to any discussion or interview with the recruiter or hiring manager you need to know why you submitted your resume to this employer. What was it about the company that made you submit? What are the recent news stories about the company? Find out key facts about the culture or organization from the company website.

**Find and connect with someone who is currently in the organization.** Use Facebook, MySpace, Jobster, or LinkedIn to find people that are currently in the position you are seeking. Then reach out via email, social networking sites, or search the corporate website to ask these people for help in navigating through the job application process. People love helping people--- if you ask you will eventually find someone willing to help you.

**Find and connect with the recruiter or hiring manager.** Finding either of these people will instantly separate you from everyone else that has applied. By going beyond simply submitting your resume you will demonstrate a higher level of interest, the ability to problem solve, and persistence.

As jobseekers you must use technology as an enabler but not as the only step you take to reach your goals. Submitting a resume is the beginning of the communication process called a job search. To land the job you desire you must take action and move to the next steps in the job seeking process. Never allow the enabling technology to become an impersonal gatekeeper distancing you from the position you want. “The computer never called me back” is a limitation of your job search, not the technology.

## Employer of the Month

*Cont'd from page 2*

Employees can advance in a variety of career paths, including branch management, national sales, and national account management positions. The company has a "promote from within" philosophy and fill almost all branch management positions with current employees. CHRW has been growing each year, and that growth has generously rewarded employees.

The typical work day work is pretty busy with the large volume of customers and the employees' desire to meet the customers' needs, the employees strive to be very efficient to assess a situation, select the appropriate resources, and deploy the appropriate solution.

"It is very important that we have the right, motivated people who have the common goal to serve every customer's and carrier's needs with a positive attitude and to find opportunities for growth. Our success as a company relies on the qualities and capabilities of the employees," adds Garza.

"CHRW is a very empowering organization. Our employees are given the tools, coaching, and authority to reach our goals. I love being directly responsible for my own success as well contributing to the success of the company. Each employee really does impact our team and company as a whole," concludes Garza.

CHRW employees know that the company's strength lies within them and their achievement and motivation. Employees are proud to see that the tremendous success of our company and know they will be rewarded for their hard work.

According to Garza there are tremendous growth opportunities in the transportation and logistics industry. C.H. Robinson is one of the largest third party providers in the world, but by industry market size, we represent a small portion of the hundreds of billions of dollars that are spent on transportation and logistics in North America, and trillions worldwide. C. H. Robinson has a 100+ year history of growth and currently employs over 7,700 people in 221 offices across the world. They are continuously adding high quality members to the team and are investing in our network and people. "We are always looking for well qualified sales and operations people as well as part time college interns," stated Garza.

Garza believes that receiving a college education demonstrates perseverance in achieving a long term goal. "Texas A&M International University is a well respected University." Garza continues, "Graduates have been exposed to diverse disciplines outside their major while balancing a school, social, and often also a work schedule. That's perfect training for our world."

"My degree in International Business and familiarity with the US/ Mexico border helped in making my position in Laredo an excellent fit for me. My broad base of experience was great preparation for a position in management," concludes Garza.

Garza is a 2001 graduate of St Mary's University (San Antonio, TX). He holds a Bachelor's of Business Administration with a concentration in International Business .



C.H. Robinson Worldwide, Inc. has roots that run deep and far. The company started in 1905 as a produce company. Today, it is one of North America's largest third party logistics (3PL) companies, with operations in the United States, Canada, Mexico, South America, Europe, and Asia. Most of their revenues come from providing truck, rail, ocean, and air transportation throughout the world. Sourcing and information services are also important components of its business mix.





## *Dress to Impress*

### “International Fashion”

Business clothing has different meanings in the American culture depending on the environment you are in. International Business attire is distinguished in many different ways. In the United States wearing a suit and necktie to a job is an indication of professional status; Whereas, In Saudi Arabian countries traditional robes and headdress is considered professional business attire.

A person from a different country such as Asia has a vision of what professional business attire should be. If considering coming to the United States to find a job then you must respect the formality of the standard suit.

Proper business attire for a job is very important in the United States. If you do not dress appropriately for a job or an interview, then your chances of getting the position or maintaining your job are significantly reduced.



Here are some links to help International students get familiar with business attire...

- [http://www.ehow.com/how\\_41\\_dress-business-casual.html](http://www.ehow.com/how_41_dress-business-casual.html)
- [http://www.casualpower.com/business\\_casual\\_tips/biz\\_attire.html](http://www.casualpower.com/business_casual_tips/biz_attire.html)
- <http://ezinearticles.com/?Business-Professional-Dress---Project-Power-and-Authority-with-Proper-Office-Attire&id=750866>







**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
30	The Sherwin-Williams Company	750	400
31	Union County Public Schools	700	26
32	Macy's, Inc.	693	95
33	Procter & Gamble	690	80
34	GEICO	650	307
35	RSM McGladrey and McGladrey & Pullen	650	160
36	Halliburton	628	70
37	Cummins Inc.	600	40
38	Northwestern Mutual Financial Network	525	300
39	Yahoo!	450	12
40	Aetna	450	52
41	Hyatt Hotels Corporation	420	50
42	North East Florida Education Consortium	402	0
43	BAE SYSTEMS	400	60
44	Compass Group, North America	360	15
45	United States Steel Corporation	350	45
46	John Deere	340	40
47	Marriott International, Inc.	335	72
48	HDR	325	75
49	Harford County Public Schools	300	85
50	Turner Construction company	280	100

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 [Black Collegian Magazine](#). In the next issue we will publish another excerpt containing the next 20 top employers.

## Listing of companies actively recruiting college graduates & professionals with disabilities

**Amgen**

[www.amgen.com](http://www.amgen.com)

**Assistive Technology Industry Association**

[www.atia.org](http://www.atia.org)

**Department of Homeland Security**

[www.civil.liberties@dhs.gov](mailto:www.civil.liberties@dhs.gov)

**Lockheed Martin Corp.**

[www.lockheedmartin.com/careers](http://www.lockheedmartin.com/careers)

**Verizon Communications**

[www.verizon.com/careers](http://www.verizon.com/careers)

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

### Title

### Employer

Loss Prevention, Wine Steward and others

Assistant Speech Language Pathologist

Child Support Officer Asst/CS

Career Management Agent

Professional Account Managers

Case Manager

ESL Teacher (China, Japan, Korea, Thailand)

H-E-B

Laredo Independent School District

Office of the Attorney General of Texas

AFLAC

Dahill Industries

BCFC Healthy Start

Davidson Recruiting Services