

UNIVERSITY OF NOTRE DAME  
MERUELO FAMILY CENTER FOR CAREER DEVELOPMENT

## 2022 STRATEGIC PLAN

**OUR VISION:** Empower students to discern, discover, and pursue meaningful careers to be a force for good in the world.

**OUR MISSION:** Prepare students for lifelong career readiness through innovative and tailored programs, services and strategic partnerships.

---

**PRIORITY #1: Offer all students unsurpassed career services by leveraging technology, data, and strategic partnerships.**

1. Gather meaningful data and draw insights to better support students through new and refined initiatives.
2. Engage every student in the career development process within the first six months of enrollment.
3. Launch a campus-wide career development champions network to partner with faculty and staff.
4. Leverage peer-led efforts to eliminate barriers to engagement.
5. Scale services to ensure timely delivery of resources to all students.

**PRIORITY #2: Advance hiring through an employer engagement process that leverages strategic relationships.**

1. Expand relationships with employers and alumni by placing staff in strategic regions across the United States.
2. Increase meaningful connections between students and alumni, particularly those from historically underrepresented backgrounds.
3. Establish recruiting relationships with top employers not actively recruiting at Notre Dame.
4. Deepen relationships with existing partner employers to expand hiring into new job functions and office locations.
5. Provide an unparalleled on-campus recruiting experience for employers and students.

**PRIORITY #3: Prepare students to navigate the changing world of work and secure top opportunities.**

1. Establish a career competencies model to help students identify, develop and articulate skills gained through their academic, experiential, and life experiences.
2. Enhance student understanding and awareness of career paths.
3. Increase student access to year-round, experiential opportunities.
4. Improve student preparation and performance in the changing landscape of virtual recruitment processes.
5. Implement solutions to address barriers students face with securing opportunities.

**PRIORITY #4: Develop a diverse, high-performing team that enhances the University's mission.**

1. Implement comprehensive recruitment, onboarding, professional development, performance management, and continuity plans to ensure every employee is positioned for success.
2. Train all staff on implicit bias, diversity, and inclusion to provide a welcoming environment and equitable services to all students.
3. Connect our work to other Notre Dame departments and establish our staff as experts and “voices of industry.”
4. Advance storytelling and information sharing with all our constituents.