

# **CAREER DEVELOPMENT DATA UTILIZATION IMPROVEMENT**

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# PURPOSE

## BACKGROUND

- 630 current JD students supported by a team of 3 career advisors
- American Bar Association (ABA) Employment Outcomes Reporting
- Accelerated hiring timelines for summer and post-grad opportunities

## GOALS

- Strengthen the **quality and consistency of advising** across the student population
- Clarify processes, roles, and system usage to support **data-informed advising** and eliminate workflow duplication
- Deliver **meaningful guidance** at critical points in students' professional development

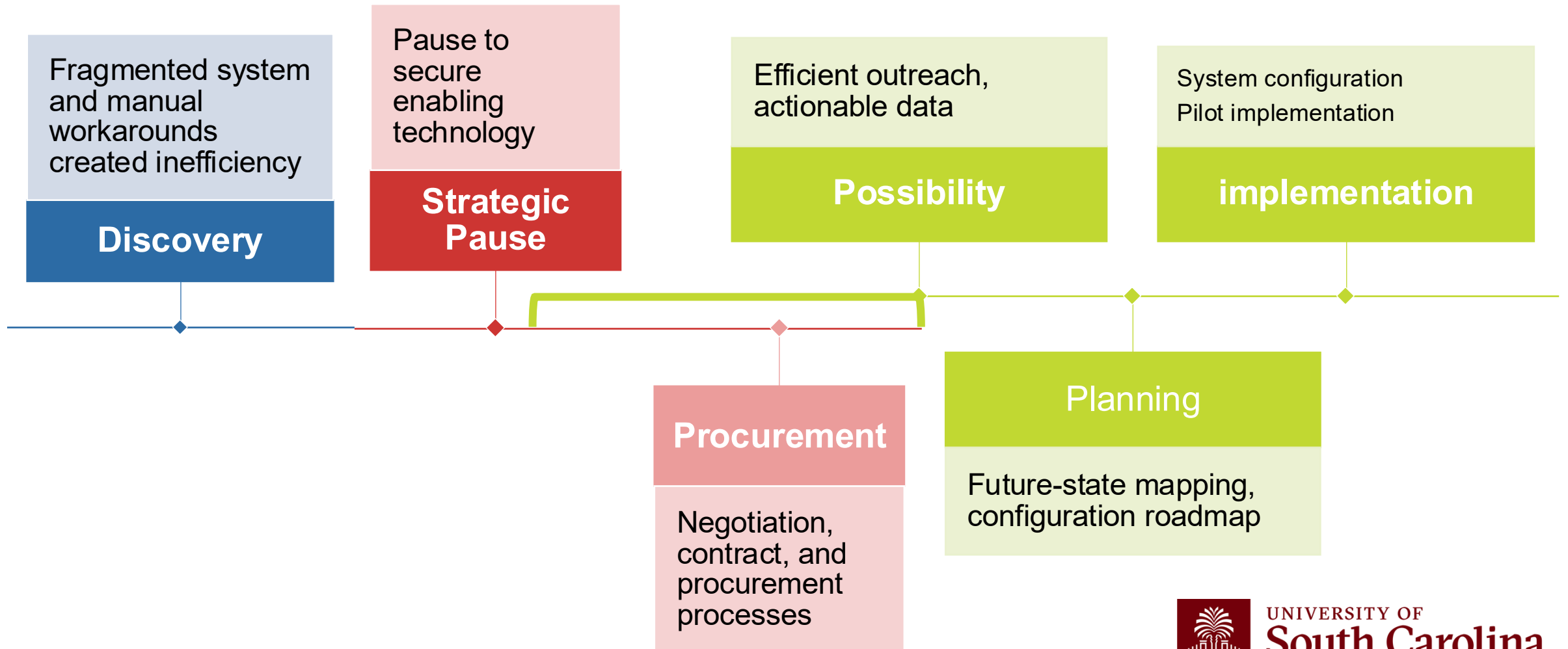


# PEOPLE INVOLVED

- Sponsor:
  - Karen Britton
- Team Members:
  - Career & Professional Development Team
- Subject Matter Experts:
  - Vice Dean for Finance & Business Operations; Data & Finance Manager; Academic Technology
- Focus Groups:
  - 1L, 2L, and 3L Students



# PROJECT PATH



# KEY IMPROVEMENTS

- Customize student profiles
- Filterable data in student database
- Outreach and engagement directly in one system



# STUDENT OUTREACH IMPROVEMENT

## Current State Map

- 30 minutes or more
- 7-10 Steps
- 4 Systems/Applications



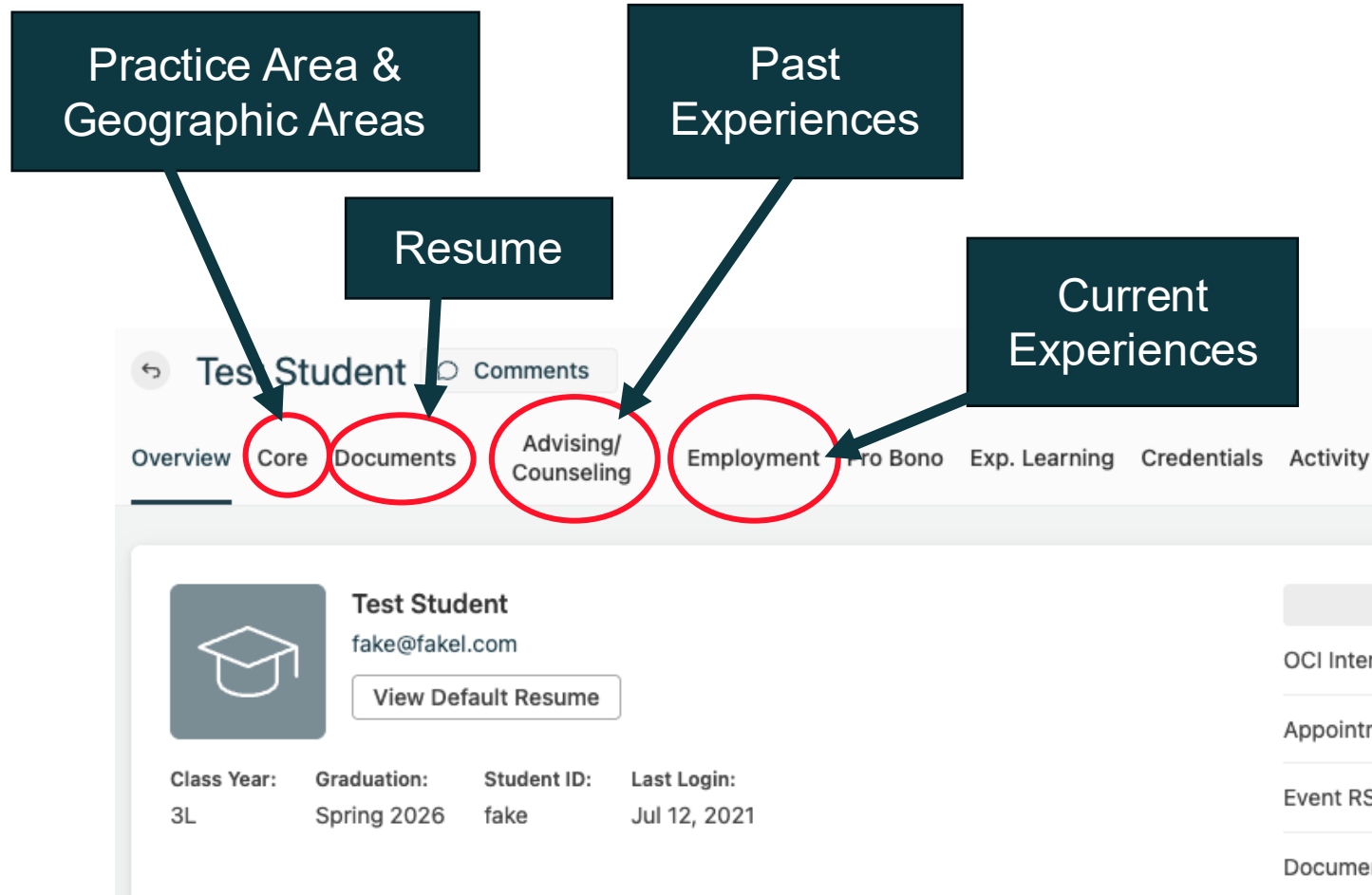
# STUDENT OUTREACH IMPROVEMENT

## (Near) Future State Map

- 5 Minutes or Less
- 4 Steps
- 1 System



# STUDENT PROFILES (Old System)



# CUSTOMIZED STUDENT PROFILES

(New System)

The screenshot shows a student profile for 'Test Student' with a 'Send Email' button. Below the profile is a navigation menu with 'Home' selected. The main content area is titled 'Timeline' and includes a '+ Add Experience or Status' button. It is divided into four sections: 'Post JD', 'Summer Job', 'During JD Job', and 'Pre JD'. Each section has 'Add Experience or Status' and 'Add Rumor' links. Two blue boxes with arrows point to the 'Post JD' and 'During JD Job' sections, labeled 'Past Experiences' and 'Current Experiences' respectively. Below the timeline is a 'Resume' section with a 'NO RESUME PROVIDED' message and an 'Upload my resume' button. At the bottom is a 'Job Preferences' section with 'Preferred Employment Type' (Law Firm, Business & Industry, Government, Public Interest, Education, Unknown) and 'Preferred Practice Area'.

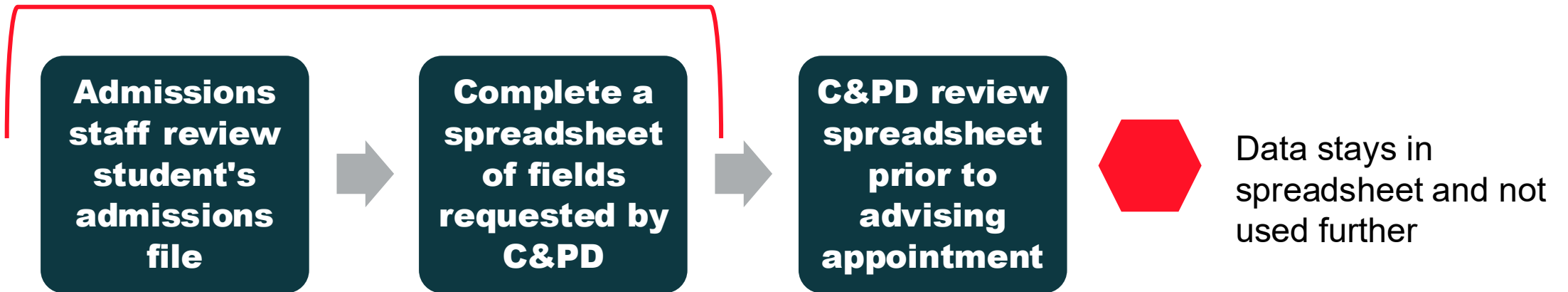
Resume

Practice Areas & Geographic Areas

# INCOMING 1L PROFILES

## Current State Map

x200+ (12 minutes each)

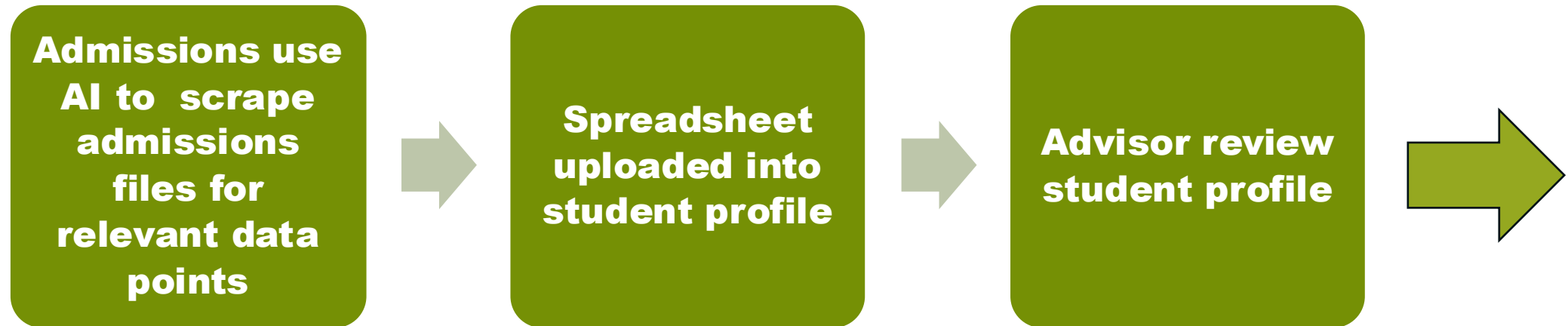


Spreadsheet difficult to read and inconsistently used by advisors



# INCOMING 1L PROFILES

(Near) Future State Map



Data populates student profile in system for all future engagement



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# RESULTS

Key Improvement	Before	After
Student Outreach	30 minutes for each outreach effort	5 minutes for each effort
	7-10 Steps	4 Steps
Incoming 1L Data Preparation	40 hours	30 minutes
	One-time use	Reused across JD lifecycle

- **IMPACT:**

- Advisor time redirected from administrative work to student advising, employer outreach, and targeted interventions



# NEXT STEPS

- Employer Profiles
- Employer Engagement Tracking
- Job Posting Intake Process
- Employment Outcomes Reporting



# REFLECTIONS

## Tools I plan to use moving forward:

- **Current-state mapping** to surface hidden inefficiencies and shadow systems
- Asking whether a proposed solution is focused on short-term fixes or **lasting improvement**
- Recognizing small decisions can have an outsized impact

## Other Reflections:

- Improvement is not just about moving faster – it's about **removing friction at the root cause**
- Sustainable change often requires **strategic patience**
- Improvement work is an **ongoing discipline**, not just a one-time project and allows us to **align our resources and time more closely with our mission of serving students**



# THANK YOU!

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