

CCSA Conference

May 17,18 2001

May 17:

Attendees:

Judy Hlawatsch- CU - Boulder
Bill Blank- CSU
Connie Ortega- CSU
Teresa Miller- CSU
Brandy Lapointe - CSU
Melissa Keitel- CSU
Judi Barbour - CSU
Ann Malen - CSU
Brett Beal - CSU
Allyn Talg - FLC
Judy Offerdahl - CC
Ivan Cardenas - Mesa State
Ruth Prochnow - DU
Mary Michael Collignon - DU
Tina Stack-Oldweiler CU-Denver
Lisa Hutton - CU-Boulder - Business
Rich Baca - Mesa State

-Kelly O'Connor, Regional Consultant -Consulting Psychologist Press

Benefits of on-line assessments:

Accessibility - some sites available 24/7
Students use the web
Fast turnaround versus snail-mail
Face validity - looks official
Reach more people
Take from home/library
Affordable??
Fun to take online

Drawbacks to on-line assessments:

Limited Access
Some clients may have limited experience with computer
Personal contact - intake issues
Sites can offer limited or no interpretation and none are able to look at the whole person
Issues with no face-to-face interpretation

No non-verbal cues with no face to face
Cross cultural interpretations - accuracy on line
Career Center appearing to endorse on-line instrument
Qualified interpreters
Respect for expertise of practitioner
Better, faster, cheaper phenomenon
How to help "crisis-mode" client online?

University Roundtable

CSU: New management in Student Affairs. Linda Kuk from RIT assumed VP position in April. Career Center implemented successful transition to BrassRing system in January. With the new system online resume books are now offered and specific policies to govern access are being developed. The fall and spring all-university career fairs were both 2 day events this year and will continue as two events next year. The education fair was successful with an increase of applicants. Participation was limited to Colorado schools. Next year alternative certification programs will be promoted to non-education students. Career Center participation in the 1st Year Seminar was well received and will expand next year.

CU Boulder College of Business: MBA Director left and decisions are being made for replacement. Renegs were a problem specifically with: Braun Consulting and Dell Computer; Accenture delayed start date. Employers canceled interviews and internships.

CU Boulder: Career Center will receive a student fee of \$7/student in the future. Will not change major student fees anymore. The decision has been made to move all recruiting and jobposting systems to Jobtrak/Monstertrak next year including internships. Boulder organized 6 career fairs this year including Non-profit and environmental fairs which were new this year. The Greater Denver Teachers Fair was opened to public for the first time this year and attendance was good - 470 Candidates - 90 school districts - more charter and private schools attended this year. CASPA held their own career fair in February and advertised directly to schools of education rather than Career Centers. There is pressure to hold fairs earlier in the year. The university has a new president - Elizabeth Hoffman. Biggest Freshman class ever this year. Freshman had to go off campus

DU: Tina Rexford is the new provost. There have been some recruiting cancellations including Cisco.

Mesa State: Coordination of Placement Technology and Marketing (to stds + empl) Low # of grads versus needs in education (3-5 years) nursing is hot, too. Increased requests for reciprocity of services.

Fort Lewis College: Major construction of new buildings on campus. Funding to support the development is limited and there is a budget crunch among campus offices. Career Services has lost administrative positions and may lose its location. The college will shut down during the summer to save salary budget. Reductions are not being done equitably and moral is low. Once enrollment increases the budget situation will change.

CU Denver: The VP Academic Affairs has taken a temporary position with CIT. The VP had been a major supporter of the Career Center. The Career Center will focus on marketing efforts for next year - Web, classrooms, etc. This was a year of transition with the career center growing from 7 to 14 permanent staff. The Career Center is implementing a liaison type structure. E-recruiting was implemented this year and they are getting used to it.

Colorado College: Reorganization of positions and addition of new staff - 1st Internship Coordinator - Cindy Zomcheck - Counselor, deciding how to structure internship program. Colorado College is the 3rd largest source of teachers for "Teach for American Program"

May 18th

Meeting called to order at 8:28 by Lisa.

Minutes were read and Ruth (DU) moved to approve. Judi Barbour (CSU) seconded

Treasurers Report - CCSA made money on the November meeting. There was discussion of alternative investment methods for CCSA reserve but financial benefit of changing current banking relationship was deemed minimal. Mary Michael will investigate.

Membership list and Career Fair & Education Fair list were distributed for update. Updates will be included on the website.

Subcommittees

3rd Party Recruiters - Brett discussed the subcommittee's findings and the plan to maintain as a statement rather than policy - brought CCSA statement in compliance with NACE

Employer Survey - Lisa discussed the use of CCSA survey as benchmark but will not conduct a survey as a group. If you want a copy via e-mail contact Lisa. Before you take that job flyer - Ivan and Lisa updated. Ivan discussed questions like "Do you promote from within?" Indicates interest - students need to know they can ask. Rights if offers rescinded? Copy available.

Education Fairs

Several schools have changed dates from past years which has caused potential overlapping dates for UNC/CU-Boulder/Western and possibly others. It was suggested that a subcommittee be formed with one representative from each school with an education fair. It was suggested that Judy H. chair this committee.

*SUGGESTION: In the past, each school held its fair within an established timeframe. For example, CSU holds its education fair the second Tuesday and Wednesday of April. During the last two years several schools have changed their dates, which has resulted in potential overlap. Because this is such an important issue, it would seem that any change of fair date needs to be submitted by the responsible director. Changes should be discussed in advance among any affected schools.

New Business

Legislature update -Rich Baca

Higher Education funding is 11% of state budget which makes Colorado 48th in nation for higher ed funding.

Current focus of State Budget

1. Transportation and highways
2. K-12

Rich thinks spending trend will continue which impacts schools differentially. CU receives 11% of its budget from the state while Fort Lewis/Adams receive 95% of funding from the state and will suffer more from reduced spending. Task force will convene to look at Higher Ed and Restructure. NORAD report - Mesa/Adams/Western - become part of CSU - CSU not too interested. Metro probably will become an independent school because of size and scope of school. Mesa - 5200 - continual growth over last 6 years. Because of structure shares in growth and decrease of enrollment among other state system schools. Mesa suffers because others decreasing in size. If School of Mines is privatized state funding would go to other schools.

There is discussion of a three tiered system

CU System

CSU System

University and college system

Give Mesa and Fort Lewis University status. College more 2 year institutions. University more 4 year.
UNC pivotal in state structure.
Hank Brown seen as leader in state education.

Study of how students are admitted to an institution -
Students admitted that shouldn't be according to universities selectivity rating. Equalize enrollment across systems - channel students where they should be according to admissions standards
Third system with president - Hank Brown?
Budget reallocation into more vital programs.
Sources of Funds: Student Fee, Tuition, Outside funding
Higher Education has bad PR - not serving needs of populations
Most educated state but import educated workers from outside.
Marketing issue for CCSA
Core course numbering throughout the state for consistency and portability.
Change to survive!
Discuss issues and be active on campus.

Fall Meeting

Location: CU Denver - November 15th and 16th (Lissa Gallagher)

AM

Economic Forecast - Tucker Hart Adams/Rich Wobbekind (Brett and Lisa)

Employer Panel - Lissa/Ruth/Shina/Brett

PM

Inexpensive/free career Inventors/assessments

Alternatives to Central Delivery of Services

Employment Trends - Renegs/delayed start dates

Spring Meeting 2002

Location: May 16 & 17 Glenwood - Gunnison - Colorado Springs???? Other suggestions? (Bill B. & Mary Michael)

AM

Millennial Generation - Bill Blank

Behavioral Interviewing

PM

Other suggested topics:

Career Centers for the future - Panel of Directors

Behavioral Interview/Telephone Interviews

Virtual Job Fairs

Spice up workshops

Alternative learning services - Distance Learning - on-line counseling

Counseling trends - commuter students - alumni

Procedures for on-line database/ethics

President Elect

Lisa explained duties

Allyn - Direct to website

Nominations - all nominees declined
Election will be held via the web.

Thank you to Allyn
Judy - Motion and Mary Michael - 2nd