

CCSA Meeting

DU, Denver, Colorado

June 3rd, 2003

Attendees:

CU-Boulder – Ray Garcia, Gordon Gray, Sandra Rosewell, Judy Hlawatsch, Michael Deragisch, Maela Moore, Howard Rosenberg
Colorado College – Matthew Birnbaum, Darlene Garcia

CSU – Ann Malen, Anne Thompson, Jan Behunek, Lucinda Van Inwagen, Melissa Johnson

CU-Denver – Lissa Gallagher, Debra Faulkner, Denise Leberer, Jonnie Kranning
DU – Mary Michael Collignon, John Haag, Wendy Wendover, Tina Stack-Oldweiler
Mesa State – Eric Olsen, Ivan Cardenas

Metro State – Shina Duvall, Lee Shores
Colorado School of Mines – Louisa Duly, Anna Hanley
Regis – Pam Austin, Linda Helwig, Cyndy Redifer, Todd Emo, April Peterson
Univ. of Wyoming – Tami Browning, Tracey Ray
UCCS – Holly Mazak
UNC – Patty Roberts

Western State College – Svea Whiting

Introductions

1. Presentation by Dr. Robert Melvin/Economics, professor at DU

Depressing economy causing huge changes on the way:

- Manufacturing/Production leaving US and now moving from Mexico to India and China
- Now moving many white collar jobs offshore – will move even faster
- Middle class is shrinking – changing from diamond to triangle, disappearing middle class, crisis will be coming
- Since 1950's went from careers to jobs, now going to work (ex. contract work)
- No benefit for companies to hire someone, just contract it – cheaper for employer, worse for employee who will have no benefits or job security
- All jobs are like an ice flow, melting – some know it and some don't
- Before ice flow melts, find another. You have to be able to jump!
- Have a part-time job in another field to jump to

- MCI couldn't convince their people the ice flow was melting
- Need to be looking outward – network
- Get out of denial – computer jobs will not recover, jobs will close, will be sent to India/China. If they can be done out of country they will be

Standing at the Curb:

In a market economics – everything is for sale. You need to be at the curb selling, not away from the curb where you can't see or be seen.

- Fewer people will be picked up at the curb
- Need to cut living expenses, save and invest
- Business possibilities are to sell to people at the curb
- Locus of control is a normal curve
- There are no internal locus of control people in prison - no responsibility, no guilt, and a sense of entitlement. Good things should happen to them. Let life happen to them.
- Internal locus of control people try to fix problems
- Message is to take the offers you get
- Our current real national unemployment rates are about 13% (same as the Great Depression). Discouraged and underemployed workers who are not looking are not included in the employment stats given out.
- Many people are in jobs that will melt in next 24 months.
- The proactive will do better. Get a second job in a different industry than your current one.
- Lifeboat for the ice flow. When ice flow starts sinking, can move to part-time job for awhile
- While in your full time day job, start your own business that's in an area not likely to go away

Street time:

- People need to understand economics
- Learn Spanish or Mandarin Chinese – needed in next three years
- Doesn't matter what you want to sell, it matters what people want to buy
- People who are too comfortable in their jobs usually aren't aware of what's going on in the streets
- Drastically cut your living expenses. Average American is 1 and 1/2 paychecks from homelessness.
- Length of unemployment is increasing

Break:

2. After Dr. Melvin's presentation we had a follow-up discussion:

- Teach them how to get good contracts jobs
- Are we selling what people need?

- Career Library
- Email and phone counseling
- On line job posting
- On line intake and stats
- Career counseling requests are you
- Work defaulting to service center, help students get most out of service sector
- Always concerned about career centers becoming obsolete

Broke into discussion groups:

Directors' Group

- Budget issues
- Shape of higher ed in the future
- In person vs. on - line services delivery

o More demand for online

- UNC president gave money for faculty to get on board with connecting students to world of work, particularly internships
- MBA programs

o DU has a 3-2 program to retain undergrads to DU

o Lack job experiences

o Lay offs - affecting almost everyone or restructuring

o Such as combining career services and academic advising

- What do we cut in our budgets? Hard to cut essentials like employer relations and career planning
- A lot of change regarding less money and fewer people

Counselors' Group

- On line counseling
- Confidentiality concerns – as in chat sessions

o Hours involved

o Good sites to use, ASU has Quiz Miss Liz

- Alumni mentoring programs
- o Electronic newsletters, alumni can limit contact, internships and job shadowing
 - Charges to alumni for services
 - Assessments – Can't find a good assessment for graduating and adult students
- o Onet suggested
- o MBTI and Strong
- o Can suggest sources for niche jobs

Employers Relations' Group

- Need students who want unpaid internships
- Need more job opportunities – larger range
- Independent contractors – if they are the future, need classes to teach students to become contractors, Tax info
- Can make website to let contractors search for schools with programs they would want students from

Teacher Fair

- No group

Internship Group

- Need for employer website re internship info
- Need salary data for different majors
- Internships are number 1 method in which employers hire students according to NACE
- Anxiety about applying for internships
- Nacelink starting at CU, which has a job agent search. Find jobs with their criteria and send to students
- Should internship coordinators be job developers or counselors? No answer yet. But spending less time with students and more time on computer

3. Recognition for Gordon Grey's retirement

- Gordon was recognized for his outstanding service and contributions to CCSA. He will be missed. We wished him the best in all of his new endeavors.

4. Business Meeting:

Ran by Linda Helwig, President of CCSA

Last meeting minutes approved by:

- Motioned for approval by Anne Malen
- Seconded by Eric Olson
- Approved by vote

Mary Michael – Treasurer

Report stated there is \$5,934.37 in account. Will spend about \$900 on this meeting for food. Motion for approval:

- Motioned by Anne Malen
- Seconded by Eric Olson
- Approved by vote

Promotional piece for employers still under discussion

Jan Behunek, CSU presented on ITS

- Committee met re: CCSA website
- No changes so far – bland, but adequate
- Wants to add info for employers
- Will be redesigned w/employer pages
- Will include:

o Homepage

§ Members info

§ Employers

§ Other

- May password protect with one password for all members to protect info we don't want others to have
- Use calendar for career fairs etc, possibly color coded by school
- Will have link to member career websites

- Discussed a template so that committees can make up their own sections of the websites.
- Expenses – so far just time – we'll see how much is involved before charging
- Jan will check into costs for having our own domain rather than being on the Colorado state site

Committee on employers' employer brochures:

- The committee had not met. Voted to hold off on this until we see how the employer page on the website looks.

Two Committees formed to look at bylaws and policies and to report at next meeting in Nov. 2003:

Policies:

- Tracey Wray
- Eric Olson
- Anne Jones

Bylaws

- Linda Helwig
- Ray Garcia
- Cindy Redifer
- Richard Delli Veneri

Topics for next meeting:

- Employers' page
- Bylaws
- Policies
- Best practices in employer relations
- Career Services' offices of the future

Scheduling of career fairs:

- Conflicts - Do we need to discuss further? How to do this at the next meeting?
- Won't schedule fair at the same time as another school.

Where and when will we meet for the next CCSA?

- CU Boulder, Nov 21st, one all day conference
- University of Wyoming in spring 2004? Mary proposed, but we will discuss further in November. Have to consider travel costs involved. Should we help pay for schools farthest out?

For next meetings:

- Suggested that policy changes should be available prior to next meeting so we can consider them
- CCSA used to be more interactive. Can CCSA do something to help the employment services profession in CO?
- Do we want to look at our organization? Have our goals changed?
- Michael from CU Boulder suggested we brainstorm discussion about the career center of the future. Bring in outside expert.
- Recognizing differences.
- Bring in a visionary speaker

Anna Hanley:

- Coop Program – Any ideas from members?
- Creating an access database for all info. Any ideas?

5. Updates from each school:

Mesa

- New board of trustees July 1st
- All top level executives have been replaced
- A lot of mergers as well
- Merged employment service center with the advising center
- Alumni mentoring coming on line in August

Colorado College

- No news – still have an excellent new president

CSU

- New president, Larry Penley after July 1st
- Career Center now student fee funded, no state funding
- Good news is they can't reduce fee without going to board of governors
- 3 advising centers were merged

Wyoming

- Merged with academic advising office about 18 months ago
- Redoing university studies programs
- Can't go into classes so much – new challenge
- Tracey is now full time in Denver office
- New student fees have given them money, but is restricted

CU-Boulder

- Lost three old timers from staff which is leaving a major void. Leaving challenges for new director.
- Changed from Buffalo tracks to a NACELINK
- Added 4 grad students

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UNC

- Losing Provost.
- Restructuring may bring in a VP for Academic Affairs. Don't know what to expect – maybe consolidation of academic advising and career center.
- May go to division I sports
- Lost position through resignation, positions frozen
- Paraprofessional program to help out

UC-Denver

- Cut 6 million dollars from this year's budget
- Funding level same as in 1990
- Upper administration have retired/moved on
- New Vice Chancellor – very positive, but scary because of cuts in budget and programs
- Recently almost closed career center

- Had to lay off 3 people and cut others down to 75% time

University of Denver

- Operation budgets cuts
- Merged career center with academic advising office
- Consolidation of DU on one campus in late July
- New Performing Arts Center
- Women's College, new ground broken
- A lot of new construction

DU Law School

- DU Law School will be moving into a new facility in July – very high tech facilities
- Law school moved up in rankings
- eCampusRecruiting creating elaw for DU

UCCS

- Dean of Business School resigned, interim for now
- New Professional Golf Management Program, 1 of 10 in US
- Budget cuts
- Too many students applying
- 11% increase this fall

Western State

- Western State went independent on July 1st
- Creating a new board
- Academic advising and career services dismantled

Metro

- Budget cuts

- 27 classified staff and 4 administrators laid off
- About 110 faculty retired early
- Hiring freeze
- Retirement program offered, may be changes at the Career Center

School of Mines

- VP Academic Affairs appointed to National Science Foundation
- Have an interim VP
- Community meeting invited back to school, new direction for school
- One year left of MonsterTrak, and then will decide what to do

Regis University

- Doing pretty well
- Will gain new person for Colorado Springs, and Denver Tech Area
- Nursing program is doubling enrollment, many job offers
- New physical therapy doctorate

Closing/Next conference:

- Discussed if we will have a registration fee next time
- Suggest registration fee to cover the cost of food and facility charge
- Speaker money? Can we use 500 for speaker out of reserve fund?

o Motioned by Anne Malen

o Seconded by Eric Olson

o Vote was all in favor

Meeting adjourned at 4pm.