

CCSA Spring 2004 Meeting

May 21, 2004

Colorado State University

Attendees:

- University of Colorado - Denver
Lissa Gallagher, Jonne Kraning, Denise Leberer, Katherine Ross, Amy Spencer
- CSU - Fort Collins
Judi Barbour, Brett Beal, Erin Fendrich, Melissa Johnson, Diane Kull, Ann Malen' Brian O'Bruba, Anne Thompson, Lucinda Van Inwagen
- Regis University
Julie Elliott, Linda Helwig, April Peterson, Cyndy Redifer, Isabel Shanahan, Richard Delliveneri and Jeremy Lee
- Colorado College
Darlene Garcia
- University of Wyoming
Linda Brooks, Tami Browning, Marlise Lonn
- Fort Lewis College
Allyn Talg
- CSU - Pueblo
Michelle Gjerde
- Western State University
Ashley Froelich, Svea Whiting
- University of Denver
Mary Michael Hawkins, Pat O'Keefe, Ruth Prochnow
- University of Colorado - Boulder
Mary Armijo, Michael Deragisch, Ray Garcia, Judy Hlawatsch, George Hoey, Valentine Roche, Jane Rogers, Sandra Rosewell, Lisa Severy, Shayne Smith, Wendy Winter,
- Leeds School of Business
Mary Banks, Debra Giseburt
- Adams State
Shelle Mclean
- University of Northern Colorado
Peg Griffin, Matt Leland, Marlane Mowitz

8:30-9:00am Breakfast and welcome/Announcements

9:00-10:45am Speaker - Sue Fredrick, Dancing at Your Desk

EPR, Energy Personal Resuscitation

1. Humor

2. Gratitude

3. Sweetness

10:45-11:00am Break

11:00-11:45am Interest Groups met

12:00-1:00pm Lunch

1:00-2:00pm Report back to group on discussion in the interest groups

Directors' Group

Student employment. Who's doing what? Alignments with either Student Life or Academic Affairs.
State funding - waiting, student fee funded are approved. CSU athletic scandal has affected campus.
A few recruiters concerned about students' values and pulling out. Deeper diversity issues.
RMACE/WACE merger. Travel limitation issues. Service components on campus.

Counselors' Group

Issues related to job posting terms, troublesome employers. NACE has protocols on it's website.
CSU employer relations people screen for this.

Useful resources: CareerOne Stop resource from US Dep't of Labor, ONET, America's Career Infonet, which has career exploration and skills search and over 450 career videos and on line tutorial to learn about careers.

Career assessment for mature students - Skillscan from a California company,
Missouri Card Sort and Dependable Strengths.

World of Work Inventory, On-line e choices through Bridges.com Collegiate Edition is a very interactive program.

Workshops - What are we doing now? Client groups, resumes for teaching positions
Online counseling, long distance counseling, echat rooms like monster.com has. Career leader for college. Anne Thompson, CCSA is hosting a distance counseling training program in the Colorado region called Ready Minds, which costs about \$500.00 for the 2 day workshop.

Teacher Fairs

USC teacher program

Fair dates are set the three or four years in advance.

Brochure will go out in July

Greater Denver Teacher Fair moving, but should not cause date conflict

School districts still want licensed teachers

Internships

Need to promote internships with employers, chambers of commerce, workforce representatives in various cities, alumni to network and promote internships in various cities. Greater need for internships on resumes - high value.

Tami said: CCSA could promote value more energetically and collaboratively to put internships at the top of the list for exploring career pathways.

Difficult to connect with faculty, some have employers contact the faculty directly but that tends to keep the career services out of the loop.

CU Boulder hiring internship coordinator to promote internships with faculty and student advisors, and increase visibility.

Employers who only come in fall cause students to miss out.

Discussed budgets and need for more support.

Employee Relations

50% of people new in last years

USC will require all students to have an internship and service-learning project under belt.

Some rescinded offers have occurred

How to get MBA opportunities?

Would like to get together in a group separately to develop strategy to bring out of state employers.
Systems - high praise comes from Jeremy Lee at Regis University for Ecampus Recruiting.

Directors' Group

Student employment - anything but federally funded work study
Alignment - A. Lewis : Exploratory Studies
DU - Student Life - 1st year experience, student fee funded
CSU - Pueblo - Dean of Student Life now reports to President
Funding - State: Regis - Dean of Student Life
CU scandal
Diversity issues
Service learning:
CSU student leadership, Service learning: Civic Engagement
CU-Denver, Jerry Grove
NACE, RMACE & WACE

2:00 - 3:15 Panel: Panel on "The Future of Career Services"

Moderator: Mary Banks

Panel Members:

- Lisa Severy, University of Colorado-boulder
- Ann Malen, Colorado State University
- Alyn Talg, Fort Lewis College
- Lissa Gallagher, University of Colorado - Denver

Items discussed:

- Nacelink: Good model for future, not as profit focused as others, but searching and reporting not developed yet. Includes other school job listings - free to members.
- Accountability: Anne Malen, recent accreditation focus on assessment of student outcomes and learning, not just attendance. CAS, Council for Advancement of Standards has info regarding assessment.
- Chasing rankings: Have to cater to students and keep track of workshops and counseling sessions. Measure by how students get jobs and pay.
- Schools changing to meet students: Tools, Employer Relations and Counseling have equal importance. Lisa Gallagher, not hiring counselors only, must be able to work with employers as well - need sales skills. Hiring Employer Relations Managers, College Recruiters, Business and Career Advisors, Employers Career Fairs, Internship Coordinators, Employer Development focus w/masters preferred. Anne Malen, hired counselor for recruiter, etc. Allyn Talg, one horse model, has to do it all, but can't do it all as well. Mary Banks, DU Business School has business model. Job Development assessments indicate people aren't pleased. Parents and students aren't happy. Expectations change. Need to include recruiting. Our role is to educate.
- Satisfaction Surveys: Satisfaction a year after graduation. On-line surveys. Mailed with graduation card.

- Career Center of the future: on-line fairs, need them to see importance of coming to campus and be involved - research, faculty, community effort, needed to survive.
- Outsourcing: such as gradstaff.com to replace career center - risk of losing career centers.
- On line sources: Students are overloaded.
- Educate: faculty, parent, students about centers and skills, and bust myths, need to know about student successes - alumni.
- Cyber Counseling: Email already huge, security concerns, some schools have 24 hours chat rooms. Some want personal touch to meet and talk to someone. Students losing communication skills because on email, etc. Employers want conversational skills.
- Issues for next 5 years: Number of people retiring will cause employment shortages. Match student needs to employment. More non-traditional students - counseling issues. More alums with different needs, need a staff member for alums. Largest growing areas and evening programs - can they be outsourced? Portfolio program - next year to document skills and transferable skills and resume - from freshman to grad. Connect with all departments. Do more with less. Diversity of clients and hiring.

3:15 - 3:30 Break

3:30 - 4:30 Business Meeting

Business Meeting

Minutes approved:

Treasurers Report by Mary Michael:

We have over \$7300.00, which is good.

Approved, motioned by Anne Malen and Lissa Gallagher.

Committee that created and revised guidelines:

Well done!

Approved, motioned by Anne Malen and Lissa Gallagher

Elections:

Mary Michael for Treasure - all approved

New President installed:

Darlene Garcia

Elected new President-Elect: Lisa Severy

Next Meeting:

Sandra Rosewell suggested DOVE Training

Approved \$1500.00 for expenses for meeting on November 19th at Colorado College.

No charge for conference, covered by Colorado College, but \$25.00 No show fee.

Will cost CCSA \$20.00 a year for our website domain name.