

CCSA Fall Meeting November 19, 2010

Parking was plentiful and the directions were great. Pueblo DOES have a Starbucks only a couple miles due west of Campus. Some mild networking was a bright start to the Morning.

School Introductions:

Meeting begins at 9:00; Bridgette called the meeting to order. Bridgette is the new President and gives her thanks to CSU Pueblo... A nice job is truly and dually noted.

Let's be ready to learn more about our Yahoo Group.

This fall we are trying to honor "short" school updates.

Should we start a LINKED IN PAGE??? How is the Yahoo Group page doing? Will we finally bury the website? What will the outcome of the Community College inclusion vote be? Stay tuned, as the decision will be made later today, (one vote per individual member).

SCHOOL UPDATES:

CSU Pueblo: Big news! The top three administrators, the B-school dean, Provost and President, are leaving. President Garcia is the Lt. governor elect... Career Center will be moving to the Library; however this is in question with the departure of the provost. They had a speed networking event that went well.

CU Boulder: New building, huge staff changes... Out: Jodi on Year LOA, Dahlia now FT in Continuing ed. and Jane retired. This year we brought in four intern counselors who are completing their MA in counseling. Judy will retire next month, and Colin has left. We hired April Abernethy, and YAHOO re organize once again.

Crazy fall...Suit yourself event. Move. Career Fair. NYC in the spring(Alumni & Employer Networking). More statewide networking will be taking place.

Colorado Christian: Pam is the center and does it all. They have another record class and are growing fast. She will be doing an employer panel, and is now starting an employer of the month. She is also doing evangelistic outreach.

DU: Mary Michael, John, Ruth, Interns, Cindy in Alumni, Pat O'Keefe, Heather Holton is the graduate intern. DU is a simplicity user and now will change to their in house resume builder. They are including parents and friends in the alumni network to do more informational interviewing. They have a new program called City racks. They will take kids to NYC and San Fran to network with employers, and alumni. Mary Michael will go

to DC to see how their graduate interns perform out there. Library is moving for two year renovation. This will temporarily take up space for their career fair, which affects the location of the fair. Where it will be held in the next two years and how they can keep it affordable are primary issues. Looks like some positions will be opening up in the spring.

Colorado School of Mines: Jean Manning Clark, Good recruiting season with a record student attendance of 3100. A lot of campus changes including four new buildings and a new health center. Put on a fall virtual career fair with 35 employers. Now they are registering for the spring fair and have a new faculty relations program.

Adams State College: Greg Elliot and two career counselors this year. There has been some construction in Alamosa, including a new building that will be finished next month. They are trying to integrate all the student services into one building, and he is looking forward to moving into the Library with the rest of the student services. They won a Title V grant for a new career coordinator, this will be a full time, dedicated career counselor.

Western State College: Marian Green is brand new, started there three weeks ago. Some challenges are due to location (Gunnison). 2400 students total on campus. CS is now in academic resource center. She transitioned from admissions and is open to suggestions.

UNC: Peg Griffin and two new people at UNC, as well as some other staff changes. They are looking forward to the future improvements and are currently in search of a director.

Regis: Richard, several staff changes, and just a bit smaller. Patty Roberts has left. Now there is a posting for a T Career Counselor at Regis. The freshman class is a record size class there. CS has a variety of changes to the office including more electronic services being offered as well as using the resume wizard through CSO. Now a new student athlete program is being put together to involve athletes with the CS.

Wyoming: Many majors are energy based. Preparation C was a marketing technique for an event. A lot of construction on campus, and now they are building a new energy center as well as a new arts center.

CSU Fort Collins: Renee Welch. The board of governors as asked them to increase their placement rate. They are welcoming input on how to do that. They just completed a 5-7 year review, and then they received the report from external reviewers.

What is better? Nacelink or CSO.

College to career programs has completed with big degree of employer participation. This led to a lot of networking.

UC Denver: Joanie, Now they have lost a position (Paul's position was swept). Videos of Paul are now complete. They were well done by an intern who as moved on to Pixar for an internship. Now a graduate student is writing a program and will be putting together a program around these video. . . Outreach will be targeting 85% of students on campus to

try and draw them into the office. Joanie did get a grant to do this. Joanie just got back from China, and sees a revenue stream abroad for those who are hungry for the information she has put into the film based programs.

Now they have a 55% increase this year due to a push from other offices for students to see the CS office.

UCCS: Bev, this is still a single staff career center. Sadly they are not looking to grow anytime soon in this decentralized center. There is an office in both Engineering and Business. How do you coordinate the efforts of all centers to leverage the person power?

Mesa State: Also a one person show. The college has grown a lot, from 5K to 7.5 K a new dorm is build, now a new college center has been built, but the fairs will still be in the GYM. It is good as the upper management has been very supportive.

S.Y.E. Sophomore Year Experience. Now they have a doctorate program in nursing and ME. 15 workshops were put on this fall... SHE loves her job.....

Metro State: Metro has their highest enrollment ever...24K students. Now they are out of space and using trailers as temporary classrooms. So what is the future Auraria??? Will Metro now move away from all undergrads? Yes. There are now two soon to be three Masters level programs including a Masters of Accountancy, Education, and Social Work. Look for more in the future. Metro will be joining academic affairs, and leaving Student Affairs. They report to the provost, and their will be some unknown reorganization. Now students' needs are being assessed through the student road runners to have a push to learn what students need, want and value. Metro will be adding StrengthsQuest as a resource not only in the CS but across the campus. Just did a Fall Business Career Fair and had great employer attendance. They built a comfortable living room with resources in the career fair which provided a place to get assistance beyond the employer networking.

Announcement: A Transgender Career Advancement Project. May 7, 2011.

Emily is interested in distance Certification for College Career Counselors. \$445.00 per person if interested, check the form and get back to Emily via the form being passed around today.

Bridgette now moves to the Yahoo Page.

The transition is happening. Bridgette shows the page, and shows us how to register, and join. She urges us to use the discussion section, check the bylaws, learn the membership and be sure to post the career fairs on the calendar. RIP: The website calendar is no more, so use the Yahoo calendar. We have posted some Career Fair conflicts.

Let's try to make the transition. If we go full steam ahead, we can vote for formal transition in the spring. The best reason is this is a cloud based system now and the group does not have to rely on any one institution for server hosting etc.

Keynote: La Neeca R. Williams. Director of Affirmative Action / EEO & Campus Diversity, CSU Pueblo

Developing Diverse Learning Environments In Relation to Multicultural Experiences: Our Commitment to Our Diversity Goals.

A birthday bowl of candy is passed around, we are asked to select a piece that reminds of something about ourselves.

Diversity Goals:

What does your University State about diversity in the strategic plan?

What do we believe as individuals?

What do our students need and want?

We were broken into groups by candy preference to get us into groups of people we are not that familiar with.

Groups report to explain why we chose the particular piece of candy, showing how we have a bit of cohesion.

What are roadblocks for our graduates?

What are you doing to prepare your students for life in the real world?

What are your frustrations as a Career Guidance Professional?

Roadblocks: Parents, unrealistic expectations, students with no experience in their field. No job experience. Suggestion, read: "Quarter Life Crisis."

What are we doing/telling: 1. Be the best that you can be. Use stepping stones, goals are good but don't expect to start there. 3. Network network network. 4. Develop self marketing skills. 5. Get an advanced degree. 6. Study Abroad. 7. Show something on your resume that makes you stand out. 8. Job Shadowing. 9. Show leadership skills, in anything you do, even dishwashing. 9. Maybe you need to move out of Colorado to get to your end game. Informational Interviewing. Don't waste time on sites like Monster.

Our Frustrations: Reality check. Students sometimes don't even look or take advantage of what is front of them. Simply put: Student Engagement...how do we do it, how do we draw them in?

We are in a catch 22; we want more engagement but may not be able to handle the increased traffic.

Break out and problem solve in small groups which provides an opportunity for us to share our expertise.

DIVERSITY AWARENESS

Examining what behaviors and attitudes reflect stereotypical thinking and how those behaviors or attitudes affect the students you serve and how stereotypical thinking can have a negative effect.

(see if we can get the slides from presentation to integrate into the notes.)

Between 1998 and 2008 70% of new workers entering the labor force were women or people of color. 30% were white males.

2%- 10% were gay or lesbian.

15% are people with disabilities or physical impairments.

Business Meeting

Issue on the floor: Community College Membership. Should we allow them to join our group?

Issue was framed, some comments were read from differing sides of the issue.

Comments:

For: diversity of opinion, give employers the technical candidates they are looking for. In the past there were two year school members. Some feel their process, challenges, and goals are the same as ours.

Neutral: may not have enough information.

Against: it would make the group too large, and they are different from four + year programs. May not have our group look as attractive to the employer group we tend to work with. Employers do look at the calendar for the fair dates, and list of schools in the consortium.

Another idea was to allow cc members to attend as guests but would not be voting members.

Motion: Should CCSA allow CC membership to the organization?

A paper ballot was set, and the votes are being counted, several votes were sent in beforehand.

Now we are looking to add a leadership position to the CCSA leadership group. They will be the administrator for the Yahoo group and our soon to be developed Linked-in page.

It seems to be a critical role, and a necessary role. The incumbent now, Sarah Senter, says it is a support person to the president. She sees it as an important role to formalize.

The votes are now in and the CC's have been allowed membership.

Richard reminds us to carefully investigate the bylaws to see how this will proceed.

Treasurer's report: We have a \$2500.00 balance, but after last spring meeting we have to look ahead to see how we can be more careful about our spending so we don't spend down our balance.

Motion made, seconded, and approved.

Treasurer's report was moved and seconded...and approved.

Discussion of the yahoo group took place, and for the most part we heard that the yahoo process is liked.

Problems have occurred because of the transposition of the old to new calendar.

Remember each school has its own responsibility to post their own fairs.

Not a perfect system but a darn good start to avoid conflicting dates.

Rather than talking about career fairs and conflicting dates at the meeting, we will start a Yahoo discussion group.

More information needs to be gathered about how the employers can LINK IN with us...will a Linked-in page be good enough, as it does not have a calendar function.

Alumni Career Fair.

Budget worked out in the end. There actually was a positive balance.

List of conclusions:

Move fair to an earlier date in June... looking at the 9th.

Move to a new venue. Need a better space.

Suggestions; INVESCO field, Infinity field, Broomfield, Pepsi Center, Other suggestions are being taken.

Would like to add more schools. How do we get that with distance schools?

Conference calls.

Get alumni to volunteer for the day of the fair.

There were 60 employers who all seemed to like the fair

Some alumni offices complained a bit. But they were realistic complaints.

Workshops went well

The event will go from 2-5.

Suggestion, a title may be changed to help set expectations.

Also next year the expectations need to be set for the alumni who attend.

What are we going to do in the spring?

GJ is open, but we may need to meet at an off sight location,

Looking at dates and locations

GJ, Steamboat or Beaver Creek

What date??? May 19 & 20 2011

Functional Group Reports:

Employer Relations...

Issues:

Student Engagement is an ongoing issue.

Consideration for canceling info sessions: sometimes they seem to not have enough students turn out; however, employers seem to want them anyway.

Some schools steer employers to certain student groups.

Clubs, organizations and groups have been contacted by Career Services to develop relations between Career Services and clubs; however this opens doors to the possibility to connect with employers.

Inroads and other ethnic groups...

OCI, seems to be increasing again, employer interest is up. Fall at Metro has been good. UNC is great. Recruiting seems to be picking up across the state. The schedules are picking up in Boulder in comparison. Recruiting season seems to be more stretched out.

Employers are using CSO more. Students still need more instruction to actually look and apply to positions.

CSU has instructional video clips regarding job agents and signing up for OCI.

“Camtasia” is the name of the video program for the pc.

Some debate about the program to use.... Should it be CSO or NACELink or Simplicity?
Question: how do we compensate employers?

What do different schools do, or offer ? Dinner,
Trinkets are given by Metro for an all day event.
\$5.00 gift cards.

Employers seem too be shying away from Career Fairs, but companies are looking for other opportunities.

Employers need instructions regarding Career Fair etiquette before the fair. NACE website has good information.

One problem is with employers leaving early. A possible solution that Metro uses is not giving parking passes until the end of the day.

Career Fair costs vary from school to school but it seems to vary with the size of the school.

Band together for employer banning
College pro
Southwester
First Investors
College works painters

Dates for meet the firm's night. Can we set this up on CCSA calendar?
Interview dates.

Internship Group:
DOL Fact sheet 71 finally they defined the fact sheet. How did it affect the employers or the Career Services' offices?

How is the state of internships? How about social media internships? This will only be approved if they are learning positions.

No no no to Cutco and College Pro.

Directors meeting: Many changes are happening all around the state, how much time do directors spend counseling and how does that cut into the planning part of the job, it is good to be in campus wide committees... yes get faculty meetings... go to meet each department chair or try to get on the agendas, this leads to better faculty relations. Speed networking Now students have to apply as it seems to make it exclusive and that is a better way to increase student attendance

Counseling group: just a bunch of chatters, talked about assessments. ☺

Bridgette ran a great meeting!!!!

Good engagement,

Meeting adjourned almost on time at 3:54