

## CCSA Meeting Notes

May 19, 2011

Bridgette called the meeting to order in beautiful Grand Junction, in a recently constructed student center!

Many thanks to Diane Kull who did all the coordination and organization to make our conference productive, informational and fun.

The theme of the meeting was veteran students.

A reminder was given asking all to update the membership directory; we are striving to be up-to-date and accurate.

New plan: no verbal updates this morning. Please make sure your school's info has been included, so they can be included in the minutes from this spring meeting.

Two keynote speakers:

Thomas Zeinman: Military Mindset and Trauma

Cameron Cook: Serving Our Veteran Students

Meeting began with an audio presentation from [NPR](#)- veterans returning to the workplace...

You may be able to call it up on NPR's website.

### **Thomas Zeimann:**

PowerPoint presentation:

No veterans among our group.

What do we need to know to serve our vets better?

Learn why people go into the military: Patriotism; 911; adventure; challenge; family history; education; GI Bill much better now.

Military Mentality:

Training

Self-sacrifice / service before self

Following orders

Structured environment

Dependency on others.

You grow to trust the guys in their unit.

In-group / Out group

Us/ them

Conservative / liberal

For the war / against the war

Pro-military / anti-military

Are colleges perceived as hostile environments?

Combat OIF/OEF Veterans eligible for:

They are eligible to enroll for Health Care at the VA within five years from the date of discharge.

National Guard & Reserve members who have served overseas are eligible for all services as active duty.

Only 51 % choose to sign up for services

Traumatic brain injury is the signature injury of the Iraq / Afghanistan conflict.

Symptoms closely resemble PTSD and can be overlooked by medical staff.

Damage can be external, but also the injury can be at a cellular level; hard to treat and hard to detect.

Symptoms:

Short-term memory loss, dizziness, loss of balance, visual disturbances, light sensitivity, auditory processing, headaches, depression, anxiety.

PTSD:

The causal event has to create some type of fear. They will re-experience issue, hyper-arousal, avoidance & numbing. Suicidal thinking, survival guilt, guilt, substance abuse, panic disorder, major depression.

17-20 % have PTSD, all have some symptoms.

Brain wave patterns are actually different in PTSD people. Need to be aware.

Medications may help: SSRI's or others

Work is a good stabilizer; it gives purpose, helps them focus.

Be aware of the VET center. For combat vets, the VA can help vets with financial resources.

Vets can have special accommodations to assist them in classroom learning, test-taking etc.

This can be important for counselors to help the vets by referring them to the VA, and helping them re-adjust to not only college, but real life.

### **Cameron Cook, USMC:**

Post-deployment students

Post 911 GI Bill.

He attributes his success to the military and the GI Bill.

Plenty of statistics are available to show the success of the bill over time. There was a history presented showing the development of the bill since WWII.

Currently there are five active GI Bills, some are education-related some are employment-related and some are for dependents.

Veterans can get paid on an internship...(Explain please???)

([www.gibill.va.gov](http://www.gibill.va.gov))

What is HOT right now???

Chapter 33 post 911 GI Bill...basically a full-ride scholarship.

Veteran's Unemployment: Currently statistics show 9.9 % as the average.

Here are some suggestions and tools for counselors to help with your students who are Vets seeking to enter the work force:

Military Civilian Translator

**Military.com** is a great resource for vets

Career one stop:

Veteran resumes should downplay specific previous “employer.”

Highlight skills and core competencies.

Relate to current objectives.

Avoid military jargon.

Stress teamwork.

Omit irrelevant military training.

Separate experience from the environment.

### **USA JOBS...**

Veteran’s preference points.

Veteran student organizations.

[www.studentveterans.org](http://www.studentveterans.org)

Military veterans [www.mvee.org](http://www.mvee.org)

Panel:

Bethany Hall, is a vet, and works with transitions.

Cameron Cook, UCD vets office.

Tom Zeimann- Trauma case manager, in Grand Junction. He tries to persuade veterans who are not already in school to enroll in college.

Leroy Chavez from Metro, works with vets who have been out of the educational environment, and offers classes to get vets prepared to go to college. US Army vet, class of 85 high school. He got out of army in 1992. Veterans Upward Bound.

Braelin Pantel, assistant dean of Student Life at Metro, addressed the needs of the student vets. She helps coordinate programs on campus to help them, but not the \$\$\$\$. Rather how to coordinate the offices.

What should we in CS consider when developing programs for student vets: Vets have a different need, they have had a career, and they now how to start something. But they seem to not get the recognition from us, give them their mission, and direction, do NOT micromanage them.

We should consider the age difference. Understand they may not want to be involved in Veteran affairs, but they should be involved in something ... Career Services could be huge for them.

Remember they are non-traditional students, and need to transition from an important job and make sure they now have up-to-date ACCURATE information. They follow directions very well; give them clear directions to follow.

Every Individual vet is an INDIVIDUAL.

Standard networking may not fit as well. They may need step-by-step instructions to the job. Who do I talk to about what???

What is in it for them?

Students are frustrated with the amount of information in many different areas. The info needs to be consolidated.

When they say they are going to do something, they will do it.

What are successful programs that have been tried already?

1. Good communication: they do not want to be left in the dark, all q's need to be answered.
2. Keep in mind the rank when they got out, the lower the rank, the more help from us they will need. Also be sensitive to their degree of attachment to their service.
3. They will seek each other out.
4. In a recent survey of all student services, CS came in as #1.
5. They don't need studies. They need respect and rapid responses to their questions.
6. Don't guess about what they are eligible for. Send them to Vet Affairs for clarification.

What specific requests are from vets? Or what is important to them as it relates to Career Services?

Benefits are up in 36 months, so have them develop a plan for that date, the "if then...."

VA GI Bill work-study,

We could develop an outreach liaison, contact VA Work study office in St. Louis.

\$150K or more as a federal contracts must offer veterans points when hiring new employees.

From highway to and military contractor, NCAR etc!!!

Note fair in Jefferson County Fairground next week.

How to market our events to vets? Get the certifying officials to market it us for us.

Ask the financial aid office if you do not know whom the proper contact is.

## LUNCH

Counselors: Trips, major fairs, peer resume reviews, pressure from parents, ratio of student to parents

Directors: Importance to having good interview spaces, can employers sponsor the spaces?

Metro is hiring an alumni career specialist. Mentoring modules? What is best? They have 2-3000 LinkedIn mentors, however it is not branded to the University. How do you contact the students, why email is dead, now phone apps Facebook, blogging, social media as the floor.

Etiquette tips of the week. TCU has phone apps.

What is going on with undocumented students, how do you work with them, and how do we work with international students?

Insert the employer group report here.

All group topic

Friday CCSA Business meeting

Bridgette calls the meeting together at 8:52

Two folks were unable to make it, our total attendance was 27.

Old business: Treasurer's Note - Treasurer tells us we are slightly ahead at the end of this year!

Mary Michael...Happy birthday to you.

Bridgette reminds us to update the career fair calendars; this is to help us avoid conflicts.

Issues are now, where will the calendar live? On the CCSA Website or on the Yahoo calendar?

This year there may have been some inaccuracies, as not all schools did post on both calendars. This should be cured in the future when we decided how we will use this.

Directory will be updated shortly.

Documents you will receive:

Minutes

Directory

Career fair calendar

Update on the All Colorado Alumni Career Fair:

The schools are all working well together.

Suzy is handling all the employer registration, as of yesterday 96 employers are registered! This represents a wide mix of employers; almost all alums will be served with the exception of perhaps the nursing field.

The fair will be in the West Club Level, 3rd floor.

Should the fair be expanded??? If so it will mean a physical move to the 1<sup>st</sup> level, and this may mean a tighter budget, but will still allow us to operate in the black.

The follow up survey will eliminated two questions, to help give us data we can use to amend the event.

Schools will need to do a better job this year in collecting the info from THEIR alums. There will be a prize offered to alums to increase the % of returned reviews from the alums.

Tours of Invesco Field will cost \$200.00

All attendees are required to wear a nametag.

A discussion about career fair date conflicts came into play and it is apparent that some schools while wanting to be cooperative, are limited in date choices because of venue/space availability.

At the Alumni Fair a list of all career fair dates of all schools will be given out to the attending employers.

Tables for school registration are 6'.

A workshop is at 1:00 to teach alums how to attend a career fair... so be sure your table is set up by 1:00 pm...and your table does need to be staffed the ENTIRE time of the fair.

Next topic. Bridgette reminds us that Community Colleges were approved by a vote to be able to join the CCSA. However, now we need to revise the bylaws. Richard from DU identifies the characteristics of the institutional membership; there was an effort to clarify the details of the institutions to be sure the two-year schools are in the same standing as the four-year schools in the CCSA.

It must be clear that membership includes a dedicated career services function.

Suggestion to include Wyoming, and the word "junior" in the bylaw changes.

Research will be done on both of these inclusions in the proposed changes. The sub-committee now has it charge as to what to work with.

We are proceeding on a cautious basis. Remember we did include Wyoming as it did make sense many years ago.

Bylaw changes will be voted on in the fall meeting! Then the inclusion of CC's may be voted on next year's spring meeting.

There was a voice of thanks to the committee for their hard work.

There is a request for membership from RIMCAP ??? Is there an interest in permitting FOR-PROFIT organizations to the group? Several times in the past we have been asked if we should include any for-profits.

Discussion seems to lead to continuing the exclusion of for-profits, It was stated that the missions of the for-profit organizations are very different.

CCSA/ Yahoo groups page. Should we stay or should we go?

After a year's trial, Sarah offers a report:

Sarah reports there has been a lot of trouble with the Yahoo groups. We have about 20 colleges, and 123 members, but only about ?? active.

Calendar features seem to work pretty well.

Discussion seemed to have a lot of participation.



There are a lot of steps that make things a bit complicated.

And when you log in, you cannot see who the people really are, due to their log in names.

Forms seem to work well.

Maybe the discussion in the spring was less due to workload. Part of the problem this year was there were two places to go.

Some liked the features of getting up to the discussion groups on the personal email.

Some found the extra steps to be annoying.

If we are to develop a new position for technology, should that person develop a plan to help us communicate more easily, and with little frustration?

We may need to do a bit of research done before we decide.

Jan suggests a third-party solution may be easier to hand off from one person to another.

Roxanne states websites can be inexpensive and we could then add calendars and list serves.

Sarah states there are places to create a free website, the problem would not be the calendar, but it would be the listserv.

Q: What are other professional organizations using?

Jan states that if we have a tech officer, or a committee, we should then explore if a Yahoo group is a good idea or not.

A motion is on the floor to keep the Yahoo group open as the website, however there will only be a calendar on the Yahoo site.

Ballots are handed out

The ballot was approved 100% to elect a technology officer! That person will be elected in November.

The committee will be put together to look at what we should do!

Shayn Smith will continue to keep the listserv up and running.

Jan will keep the website alive, but it will have limited use.

The Yahoo calendar will be the only place to look at the calendar.

If we do spend the next year exploring, we will do a better job

Committee will be

Jan, Rosanne, Sarah, Michael, Jan and Shayn

Sarah does a presentation on Yahoo groups.

[Groups.yahoo.com/group/collegiatecareerservicesassociation/](https://groups.yahoo.com/group/collegiatecareerservicesassociation/)

Sarah's presentation was very helpful...

New business:

Figure out the fall meeting in Boulder, on the 19<sup>th</sup> of November.

Spring meeting in Wyoming on the 17 & 18 of May.

Lucinda was the sole nomination for president elect.

And elected.

A quite lovely award plaque was given to Bridgette!

There is a discussion of the Mary Michael Award!...this is because no one in the history has been given such an ongoing dedication as Mary Michael.

The honor award goes to Allyn!

Motion to adjourn, but before you sign off from these notes, here are the campus updates;

## **CCSA Updates Spring 2011**

### **Colorado Christian University**

No updates received

### **Colorado School of Mines**

No updates received

### **Colorado State University**

A significant reorganization of the Career Center's staff structure was recently approved. Summer Shaffer has been promoted from Assistant Director to Associate Director of Communications and Outreach. Pamela O'Grady is serving as Interim Associate Director of Employer Relations, in addition to her role as Associate Director of Career Counseling Services. Three new positions have been added and are in the process of being filled: a second Assistant Director – Employer Relations, Assistant Director – Alumni Counseling, and an Outreach Coordinator. Teresa Miller has added Event Planning to her role of Recruiting Coordinator.

### **Fort Lewis College**

Fort Lewis College has a relatively new (one year) president: Dene Kay Thomas. New Provost/Vice President: Barbara Morris will start in July. As a side note, we have an almost completely female administration now. Only one dean was male and he has taken an unpaid leave.

Our new addition and remodeled student union is 99% complete.

We are still being hit hard by recent and yet to come cuts in the budget that will lead to more people losing their jobs and jobs not being filled. Career Services has been eliminated as a centralized office. Each division is going to do their own thing, but they do not know what that is. This is a change that will impact students adversely. Because of this I am retiring and will be finished at the end of May. I am moving onto many exciting things: photography, voice acting, on-line career coaching, intuitive advising, and much, much more. I would like to stay in touch with as many of you as possible through Facebook and/or LinkedIn, and of course directly. My new email address is [allyn.talg@gmail.com](mailto:allyn.talg@gmail.com).

### **Mesa State College**

Mesa State College is continuing to see student enrollment increase. A proposal has been made to change our name to: Colorado Mesa University. The name change has been given to the governor for his signature/approval.

### **Regis University**

No updates received

### **University of Colorado @ Boulder**

CU-Boulder had a huge update in the fall, we had just moved into our new building, several folks retired, or left and we hired April Abernethy.

Since then we have hired a new full-time counselor, Annie Piatt. She will be starting in a month or so. Annie comes from Harvard. She is just finishing her degree in Career Counseling with an internship at the Harvard divinity school. We have also promoted April, and hired her replacement. Stacey is now our main Welcome Desk staffer. This summer we have an intern who is doing an audit on our department's accessibility to the disabled. She will review physical access to our center and events, and she will review the website for its accessibility to the blind or physically impaired.

### **University of Colorado Denver** Experiential Learning Center

Starting last September, we welcomed our new director, Tony Smith, to the Experiential Learning Center. Tony was previously the Experiential Learning Coordinator at UNC. We are continuing our role as the Western Regional hub for NSEE (National Society of Experiential Education) and will be presenting at the annual conference in October. CU Denver continues to grow in student numbers as does the interest and need in and for Experiential Learning. More and more faculty are working on incorporating service into their courses and many programs on campus are instituting Experiential Learning Requirements. Internship placement numbers continue to be strong as the number of students participating in internships for credit increases. CU Denver went through the accreditation process this year and was successful in re-accreditation. CU Denver's first ever Community Engagement Coordinator, Kyra Tarbell, completed her first full year with us as professional staff in the office and instituted some amazing volunteering programs, alternative break programs, a food pantry, etc. in the first year of the program. We had our first ever Experiential Learning Showcase & Celebration this April to celebrate all of our students, faculty, staff, employers, and community partners who participated in experiential learning this year. There were 80 plus participants and attendees.

### **University of Denver**

DU is investing over \$500,000 in expanding all of career services on campus. There are 4 career centers on campus (3 serving graduate business, international studies and law) and each facing their own challenges. Five new positions will be created starting with the hiring of an Executive Director. This search is currently in progress. The ED will oversee the university career center and have 'relationship lines' to the other 3 career centers and their deans. The ED will be responsible for creating synergies among the 4 offices, developing relationships with alumni, employers and other administrators and faculty on campus. This position will also supervise an Employer Relations Manager, Data/Technology Coordinator and Marketing/Communications Coordinator which will support all 4 offices. Additionally, a career counselor position will be created to serve most of the remaining graduate programs focusing primarily on jobs/internships/employer development. This position will be housed in the Office of Graduate Programs. All positions will be rolled out after the ED is in place.

### **Metropolitan State College of Denver**

Metro has broken ground on two new buildings that will begin the launch of the Metro State Neighborhood on the Auraria campus. The Student Success Building will add an estimated 145,000 square feet of space on campus for classrooms and faculty offices, specifically for Metro State students and professors. And it will provide students with a central location for a wide range of Metro State support services. The Student Success building is scheduled to open April 2012. Secondly, The Hotel and Hospitality Learning Center (HLC) has also broken ground and will offer the Denver community two assets: a fully functioning flagged hotel—SpringHill Suites® by Marriott—and a learning laboratory for our growing cadre of hospitality students.

The HLC will be located west of the corner of Speer Boulevard and Auraria Parkway, the hotel will include 150 hotel rooms, as well as conference facilities. The adjacent HLC will boast more than 28,000 square feet of academic space, including classrooms, specialty learning labs and faculty offices. The hotel will be run by the professional hotel management firm, Sage Hospitality, and will provide hands-on training opportunities for students in Metro State's Hospitality, Tourism and Events Department. Expected opening date is August 2012.

What's in a name? Metro State College is considering a name change. After more than a year of research, the college is requesting a name change. The proposed name, Denver State University, went before the Board of Trustees in May but due to opposition by the University of Denver, the board decided to defer any decision until the 2012 session. Our Board of Trustees voted unanimously.

#### **University of Wyoming**

No updates received