

# Supporting Student Career Readiness Through High Impact Practices



Council of  
Independent  
Colleges

**2022 Institute for Chief Academic Officers  
with Chief Financial and Chief Enrollment Officers**



# 2022 Institute for Chief Academic Officers with Chief Financial and Chief Enrollment Officers

**TENACIOUS. CONFIDENT. FORWARD-LOOKING.**



The Council of  
Independent Colleges

guidebook

CapEd™

# Presenters

**Eric Boynton**, Provost and Dean of the College, Beloit College

**Leslie Davidson**, Vice President for Enrollment, Beloit College

**Susan Larson**, Provost and Dean of the College, Concordia College (MN)

**Karl Stumo**, Vice President for Enrollment and Marketing, Concordia College (MN)

***Chair:*** Ellen Goldey, Vice President for Academic Affairs and Dean of the College, Centre College

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The logo for the Institute for Chief Academic Officers (CIC) features a stylized 'C' and 'A' intertwined, followed by the letters 'CIC' in a serif font.

# Opening Poll

## Who's in the Room?

- How many participants are chief academic officers?
- How many participants are chief enrollment officers?
- How many participants are chief financial officers?

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# Career Readiness and Liberal Arts Education

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# High Impact Practices for Career Readiness at Concordia College

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**Mission:** The purpose of Concordia College is to influence the affairs of the world by sending into society thoughtful and informed men and women dedicated to the Christian life.

**About:** A liberal arts institution with 1905 students and 140 faculty, Concordia offers professional and traditional liberal arts undergraduate programs in the School of Arts and Sciences, Offutt School of Business, and Sanford Heimarck School of Health Professions. The college also offers three masters programs.

**Regional context:** Concordia is located in Moorhead (MN)/Fargo (ND), a growing metropolitan area of 250,000 that is known for quality schools, affordable housing, low unemployment rates, and a booming economy (as well as proximity to MN lakes country).



**CONCORDIA COLLEGE**  
MOORHEAD, MINNESOTA



PEAK

Learning + Doing

# High Impact Practices and Career Preparation



Wisdom Chilala will be interning at Sanford Medical Center!  
Wisdom!  
[@sanfordhealth](#) [#cordcareer](#) [#internships](#) [#cordmn](#)



**WISDOM CHILALA**  
SANFORD MEDICAL CENTER



PATHOLOGIST & PHLEBOTOMIST

WISDOM WILL BE COLLECTING SAMPLES FROM PATIENTS AND PREPARING SLIDES FOR TESTING. HE WILL ALSO BE EXAMINING BODIES, BODY TISSUES, AND PERFORMING LAB TESTS.

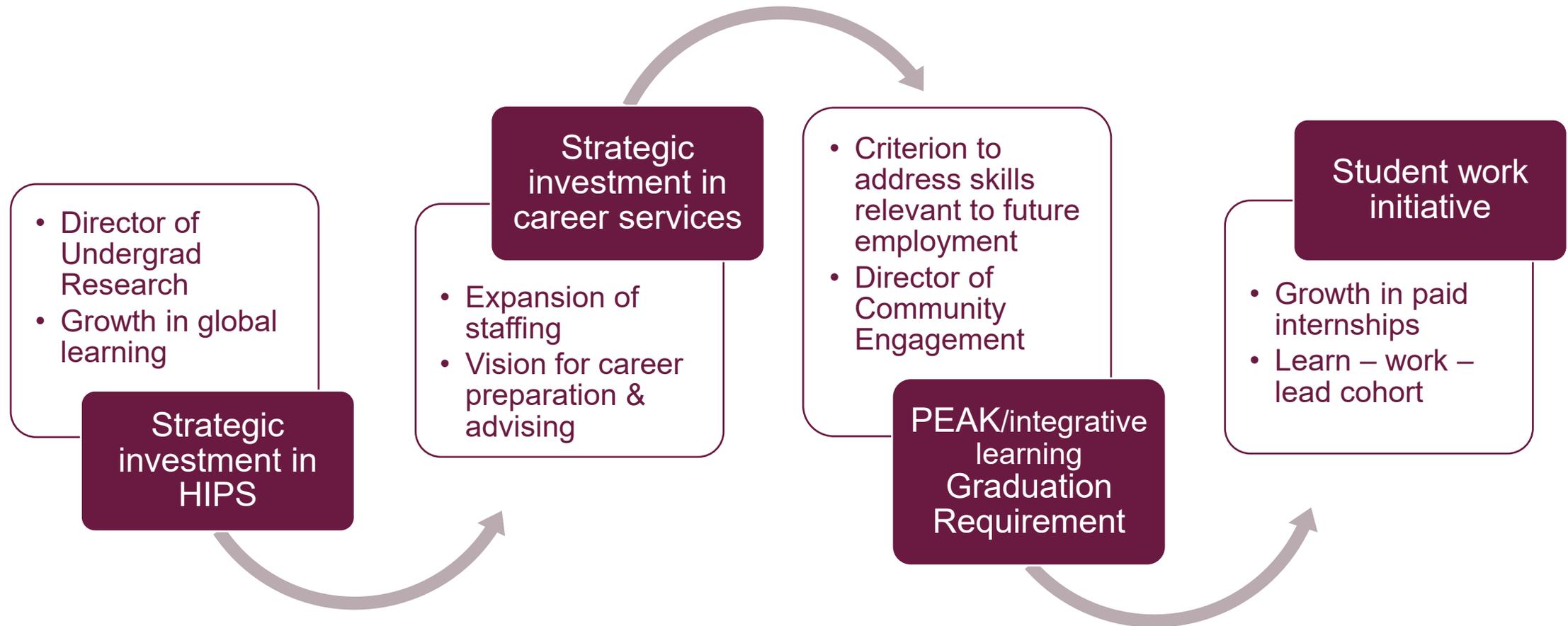
**CONGRATS WISDOM!**



URSCA

undergraduate research | scholarship | creative activity

# Institutionalization of High Impact Practices (HIPS) as Career Preparation



# PEAK

- **Integrative learning graduation requirement:** Each student completes 2 pivotal experiences in applied knowledge (PEAK).
- **Flexible:** PEAKs can be course-based, co-curricular, internships, study away, and undergraduate research. Students can design their own PEAKs.
- **Five PEAK criteria:**
  - Venture beyond the classroom
  - Encounter and work alongside persons or groups wrestling with complex situations, problems, questions, or challenges.
  - Construct meaningful, interdisciplinary responses to these encounters, taking seriously multiple perspectives.
  - Discover questions, perspectives, and problems not necessarily scripted in a course syllabus and work through ambiguity, frustration, and disequilibrium.
  - Sharpen and apply skills and competencies that flow out of a liberal arts education and are relevant to future employment.



- Enrollment and Marketing interpret the value of high-impact learning experiences to prospective students and parents.
- Staff make deliberate connections between skill development associated with learning outcomes of coursework, PEAK projects, and student research with the similar skills required in careers (critical thinking and analysis, creative problem solving, valuing multiple perspectives, communication, and persuasion).
- Provide compelling stories of PEAK experiences highlighting connections between theory and application.
- Illustrate how students can showcase the high-impact learning experiences that have prepared them for success in employment or graduate school. ***“I’ll draw on my learning and experiences from my PEAK project to be ready to contribute to this business or organization on my first day.”***
- Benefits of employer or graduate school “brand association”. ***“In my project at Microsoft, I learned.....”***
- High-impact learning experiences can establish a student’s love of life-long learning, thus sustaining and permanently benefiting their professional and personal lives.



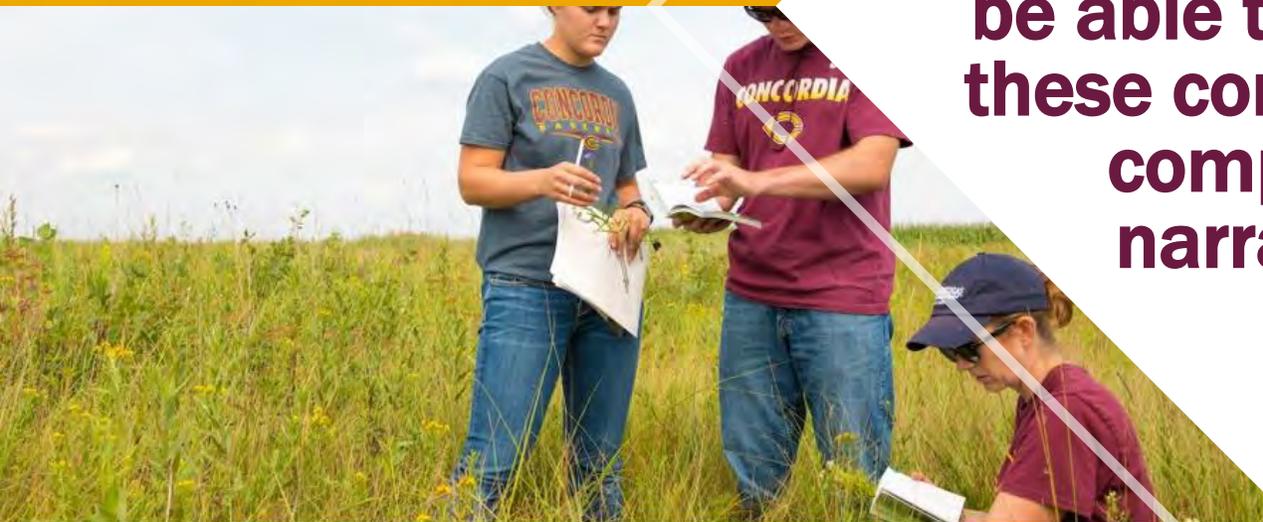
Help the environment and get a PEAK at the same time. Being a sustainability student is a great way to make a difference.



Pivotal Experience in Applied Learning (PEAK) challenge students to apply their classroom experiences. All students gain valuable experiences which can be internships, research projects, or service projects.

[More about PEAK](#)

**Enrollment and Marketing staff must be able to interpret these concepts into compelling narratives.**



Payton Ramberg '19 and Wyatt Lutt '19 doing summer field research with Dr. Jennifer Sweatman



One PEAK for Nick McGinley '23 is his role as director of marketing for SALT.



Photo by [Matt Walsh](#) on [Unsplash](#)

# Questions?



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# High Impact Practices for Career Readiness at Beloit College

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## **MISSION**

**Beloit College engages the intelligence, imagination, and curiosity of its students, empowering them to lead fulfilling lives marked by high achievement, personal responsibility, and public contribution in a diverse society. Our emphasis on international and interdisciplinary perspectives, the integration of knowledge with experience, and close collaboration among peers, professors, and staff equips our students to approach the complex problems of the world ethically and thoughtfully.**

## **ABOUT**

**A liberal arts college with an undergraduate population of approximately 1,000, Beloit offers over 40 majors and a culture characterized by innovative teaching, dedicated mentoring, and a faculty skilled in helping students connect a classical liberal arts education to real world contexts and challenges.**

## **REGIONAL CONTEXT**

**The college is located in Beloit, Wisconsin, a diverse city of nearly 40,000 residents on the southern border of the state. Easily accessible from Chicago (90 minutes), Milwaukee (60 minutes), and Madison (50 minutes), the City of Beloit's population grew thanks in large part to families who arrived during America's Great Migration. More than 200 community partners welcome students as interns, researchers, and volunteers.**

# Chart Your Course



## ADMITTED STUDENTS

### Begin Your Journey

**Connect** through Advanced Mentoring Program (AMP) advisor meetings and New Student Orientation.

**Explore** the academic and residential experience through summer registration and New Student Days.

## FIRST YEAR

### Navigate New Experiences

**Engage** with AMP Connections and Career Works to begin building your resume and personal narrative.

**Discover** opportunities in Beloit's on- and off-campus communities by participating in one of our Career Channels.

**Thrive** by applying your strengths to your academics and your future goals.

## SECOND YEAR

### Draw Your Map

**Network** with advisors, employers, community members, and alumni.

**Identify** internships and research opportunities and develop your application materials.

**Plan** your courses, declare your major, and explore more Channels.

## THIRD YEAR

### Dive Deep

**Immerse** yourself in beyond-the-classroom experiences: study abroad, civic engagement, and summer jobs.

**Activate** your networks, through Channels and Beloit's Power Grid of alumni.

**Write** the story of your experiences for your advisors and the world.

## FOURTH YEAR & BEYOND

### Land Your First Opportunity

**Apply** for jobs, graduate school, fellowships, or year of service.

**Evaluate** your options by analyzing salaries, benefits, and organizational cultures.

**Choose** to take your first post-college steps.

### Launch Your Life

At Beloit College, each member of the community learns to be:

• An effective communicator

• A creative problem solver

• A productive collaborator

• Intellectually and professionally agile





## Entrepreneurship and Business

Attends a **group advising session** where they learn about Gallery ABBA. Applies for and gets a job as a curator

Uses **network** to keep in touch with alum from Beloit & Beyond's Global to Local networking event, who shares an internship opportunity at a local museum

Understands how artists get jobs, sell their work, and run their own businesses

*As an alum, continues to be active with their channel through the Power Grid, a group of alumni highly accomplished in their fields who guide students and young alumni through the early stages of their careers.*

Has a **one-on-one advising** session with a channel advisor and learns about a job shadowing opportunity for winter break

Creates a **professional portfolio**, including a web presence and resume

Gets **work study job** in the Wright Museum

An **AMP Connections** session prompts a student, Sam, to think about how to apply what they learn in their studio art classes to experiences outside of Beloit College

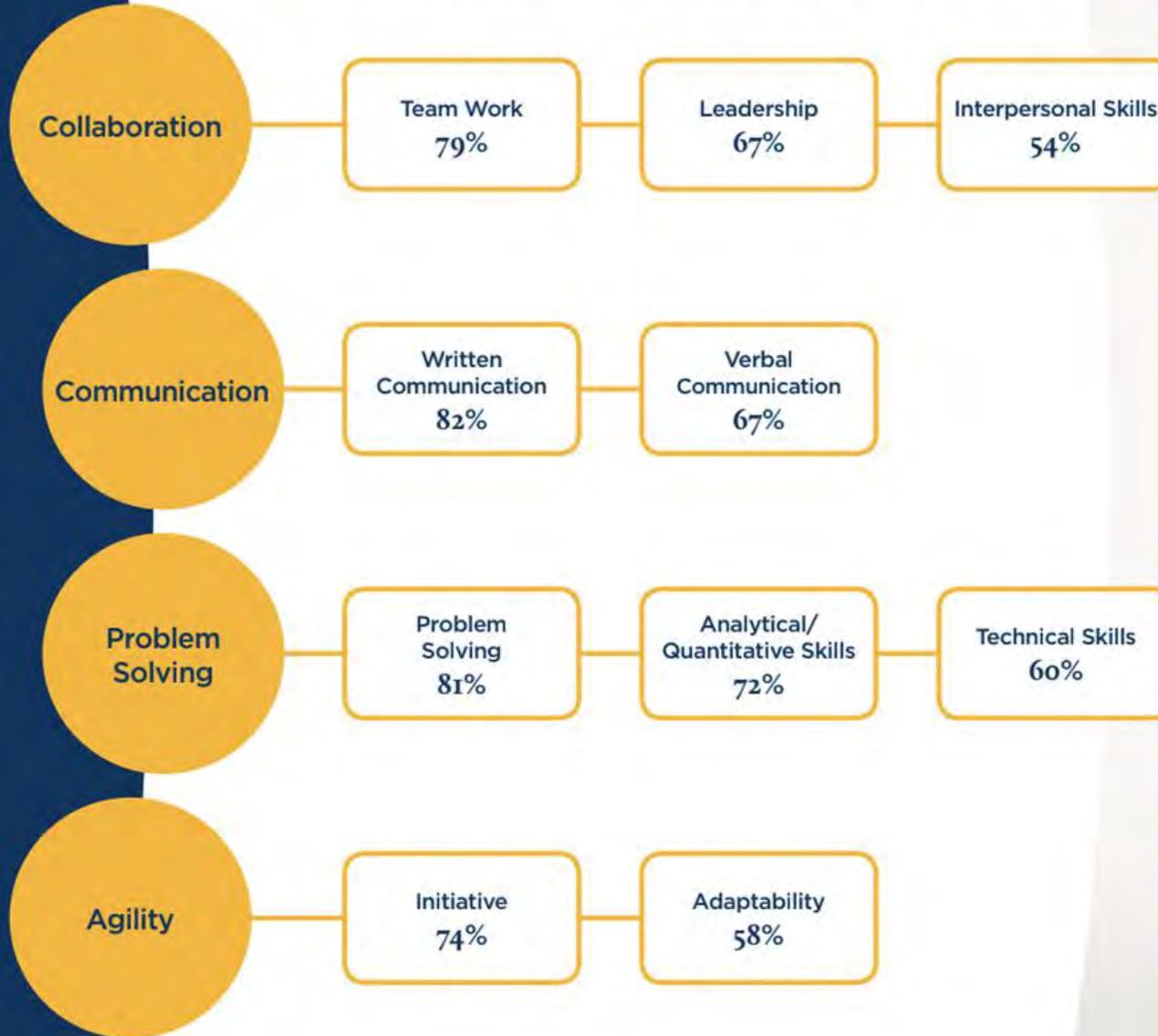
Guided by a **list of channels** courses, decided to take Accounting Foundations

Through Beloiters-Helping-Beloiters, is **connected** to an alum who works in an art gallery and is networked in the industry.

Attends a **channel orientation** session and learns what to expect from channel advisors and peers



# Desired Employee Attributes *(NACE 2018)*



## General Skills:

Work Ethic	71%
Detail Oriented	60%
Computer Skills	55%

## Additional Desired Skills:

Organizational Ability	44%
Strategic Planning	38%
Creativity	24%
Outgoing	23%
Tactfulness	26%
Entrepreneurial	17%
Foreign Language	11%

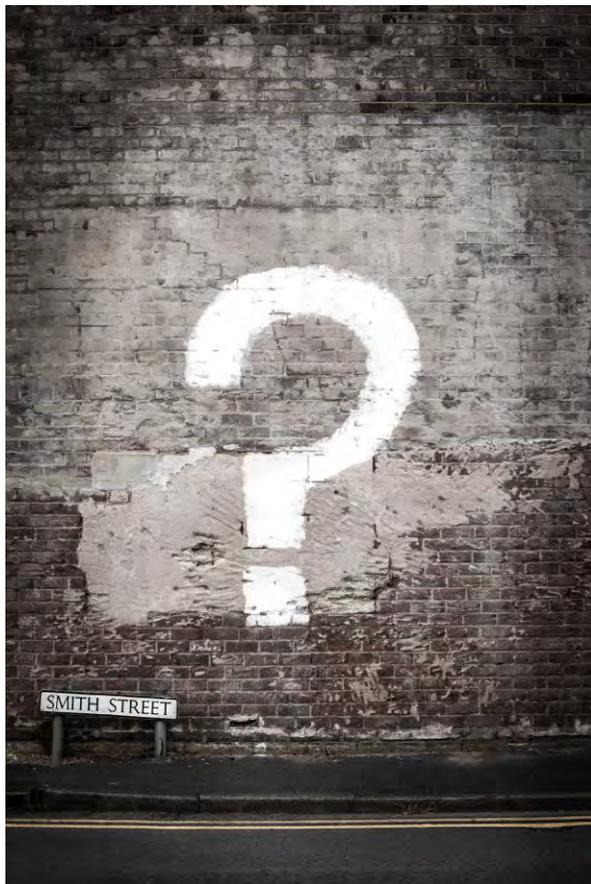


Photo by [Matt Walsh](#) on [Unsplash](#)

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# Group Discussions

Introduce yourself to one or two neighbors and discuss the following (8 minutes):

- What's one challenge you face on your campus in incorporating these high impact practices around career readiness?
- OR
- Name one practice that has proven very successful on your campus.

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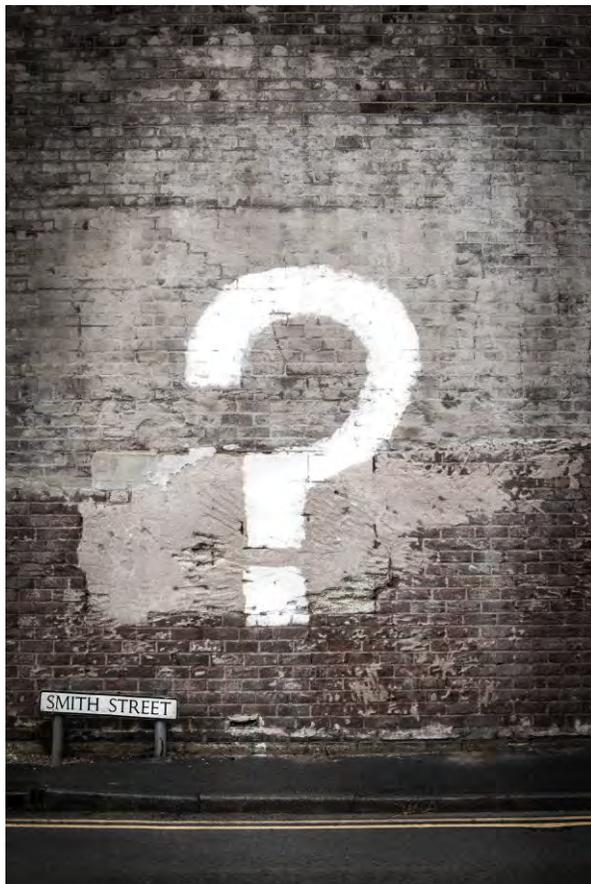


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# THANK YOU



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