Supporting Student Career Readiness Through High Impact Practices

2022 Institute for Chief Academic Officers with Chief Financial and Chief Enrollment Officers
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TENACIOUS. CONFIDENT. FORWARD-LOOKING.

The Council of Independent Colleges
guidebook
CapEd™
Presenters

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Chair: Ellen Goldey, Vice President for Academic Affairs and Dean of the College, Centre College
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?
Career Readiness and Liberal Arts Education
High Impact Practices for Career Readiness at Concordia College
**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).
Institutionalization of High Impact Practices (HIPS) as Career Preparation

- Director of Undergrad Research
- Growth in global learning

Strategic investment in career services
- Expansion of staffing
- Vision for career preparation & advising

- Criterion to address skills relevant to future employment
- Director of Community Engagement

PEAK/integrative learning Graduation Requirement
- Growth in paid internships
- Learn – work – lead cohort

Student work initiative

Strategic investment in HIPS

- Director of Community Engagement
• **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.
Enrollment and Marketing staff must be able to interpret these concepts into compelling narratives.
Questions?
High Impact Practices for Career Readiness at Beloit College
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
Attends a group advising session where they learn about Gallery ABBA. Applies for and gets a job as a curator.

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.

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

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.

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

Gets work study job in the Wright Museum.

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

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

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.
Desired Employee Attributes (NACE 2018)

**Collaboration**
- Team Work: 79%
- Leadership: 67%
- Interpersonal Skills: 54%

**Communication**
- Written Communication: 82%
- Verbal Communication: 67%

**Problem Solving**
- Problem Solving: 81%
- Analytical/Quantitative Skills: 72%
- Technical Skills: 60%

**Agility**
- Initiative: 74%
- Adaptability: 58%

**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%
Questions?
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.
Questions?
THANK YOU