

Career Development Alliance Meeting
University of Tennessee at Chattanooga
Raccoon Mountain Room, University Center
July 11th, 2018
3:00 p.m.

Members attending:

Meagon Bean, Vikki Bernotski, Scott Bittle, Lauren Brouhard, Bengt Carlson, Donna Cooper, Chris Cunningham, Julie David, Winston Drain, Marc Holcomb, Stacie Grisham, Daniel Grzesik, Irene Hillman, Tara Mathis, Tonia Martin, Sherry Marlow Ormsby, Sandy Zitkus, Cindy Williamson

Call to Order: Julie David called meeting to order at 3:02pm

Review of June 11th meeting minutes: motion made to approve the minutes by Chris Cunningham and seconded by Marc Holcomb. Motion carried by unanimous vote.

Presentation: Paul Snyder, Southern Champion Tray, Cooperative Education experience at Drexel University

A Co-op Success Story – benefits that students may not anticipate

Told from the perspective of Paul Snyder

(BSEE Drexel University, 1982; P.E. in TN; 30 years with DuPont, 5 years at Southern Champion Tray)

See <http://drexel.edu/difference/co-op/>

How Co-op works – six months at a time in dedicated employment

- 5 year / 3 Co-op plan (or 5 year / 2 Co-op's in a semester system)
- 4 year / 1 Co-op plan
- Tuition is only charged for class time so total cost remains the same.
- Can apply to most majors and take place in manufacturing, service, or government sectors.

Benefits I experienced

- Early determination of preferred fields of study. (both inclusions & exclusions)
- Motivation from using what had just been studied, and seeing the need for future courses.
- Gained industry experience that gave a competitive advantage upon graduation.
- Spent enough time in an assignment to climb the learning curve, get comfortable & contribute.
- Earned at a rate that about covered the middle three years of tuition.
- Hired on with my co-op employer and received benefits from day one.

Benefits to companies sponsoring co-ops

- Better prepared students with specific coaching for initial entry to industry.
- Get some creative work done that otherwise might be delayed.
- Supplement their work force at a lower cost.
- Screen potential employees for an extended time before hiring.
- Build stronger partnerships with the university, perhaps including access to hand-picked students for special assignments.
- Possibly accomplish some R&D in the form of senior projects.

Compare 5 years of student experience with or without co-op

- Standard schedule students must find jobs for three summers that they hope can supplement their school payments, and will be lucky if the job contributes to their education. Then they'll spend the fifth year landing a job, becoming acclimated, hoping that they studied the right thing, and at the end have one year's experience and finally gain benefits.

- Co-op students receive help so that their work intervals reinforce or amplify their studies. While working they receive mentorship from experienced people in the industry.
- They work in assignments long enough to get a glimpse of the career potential. At the end of five years they have a stronger resume, are more confident, are more desirable to employers, and can hit the ground running. They'll compete for jobs with 1.5 years of experience on their resume versus other students with no relevant experience.

Need for a campus-wide discussion to answer questions around Financial Aid, HOPE Scholarship, enrollment status, fees, re-introduction to meaning of cooperative education to current and incoming students. Is there a need to 're-name' co-op? Graduate school uses term Practicum.

Handshake Core implementation team: Tonia Martin and Scott Bittle

<https://support.joinhandshake.com/hc/en-us/articles/219426877-Video-How-to-Search-for-and-Apply-to-Jobs>

- June 20-launch to employers
 - About 280 employers received Handshake invitation from UTC
 - After the launch went live, Rob received notification from 700+ employer wanting to join UTC network
 - If you would like additional employers added, send spreadsheet to Tonia
- July 15-student launch
 - Encourage students to upload a resume, provide counsel on whether to set the account to public (employers, other students, and career staff can see it) or private (only the career center and single student can see it), and encourage them to play around on the system to discover some of the features of the site. www.support.joinhandshake.com will be students' best source of info and tutorials.
 - Both undergraduate and graduate students. Will this go out to Alumni?
 - Single log in
 - Announcement will be added to senior exit exam
 - Direct students with questions to UCS
 - Mobile friendly app. Can set alerts for push notifications
 - Questions around best practices, will resumes be reviewed, can students apply for a job without a resume uploaded, documented increase in employer engagement with other universities who have adopted Handshake, tracking
- CDA will introduce Handshake to students at Welcome Week-Milkshakes and Handshakes 3:00pm 8/24@ Chamberlain Field

Calendar items can be found on the CDA website

- CDA table at Welcome Week Monday 8/20 at 7:30am-10:30am
- Part-time Job Fair, Tuesday, August 28, 2018, UC-Tennessee Room, 1:00-4:00pm
- Law, Medical & Graduate Schools Fair, Wednesday, September 5, 2018, UC-Tennessee Room, 11:00am-2:00pm
- Government Career Event, Thursday, September 20, 2018, UC-Chattanooga ABC, 1:00-4:00pm
- Fall Career Day (all Majors), Tuesday, October 2, 2018, UC-Tennessee Room, 1:00pm-3:00pm and 5:00pm-7:00pm

Future Meetings:

Wednesday, August 8th, UC Raccoon Mountain Room, 3 p.m.

Wednesday, September 12th, UC Chickamauga Room, 8:45am-10:00am

Wednesday, October 10th, Southern Writers Room, 8:45am – 10:00am

Adjourn at 3:52pm