Career Development Committee

Friday, February 19, 2016 10:00 am

In attendance: Adam Peck, Leslie Cecil, Brandi Derouen, Carla Murgia, Daniel Anguiana, Korey Kahler, Ann Wilson.

1. Welcome
2. Phone interview with Sarah Hansen about Iowa GROW

(Guided Reflection on Work)

This is a long haul commitment.

Students who do this see their job as something other than money.

Focus on paid staff.

Employment is typically considered a throw away. At Iowa, they are doing the program in Student Life with 2000 students. About 75% of the students get captured by the process.

Shows them to be more flexible thinkers, think more broadly, deal with conflict, use oral communication, teamwork, and critical thinking. Relates work to the classroom also is the other turn around.

The four questions (below) are not meant to be a performance evaluation and are not supposed to be punitive. It is just framing work in a new light. Students should be paid for their time.

* How is this job fitting in with your academics?
* What are you learning here that’s helping you in school?
* What are you learning in class that you can apply here at work?
* Can you give me a couple of examples of things you’ve learned here that you think you’ll use in your chosen profession?

Pilot study should be centralized and train supervisors. Have to train supervisors. When you move to departments it becomes an expectation and meet some resistance. Data collection and pushing the data back out so people can see the work. 50-60 students with 5-6 handpicked supervisors. Resistance is met with the logistics of time and people, department-wide buy in (could be seen as an indictment on supervisors) and issues with egos.

Asking the questions to students-can do it in groups of up to 8 people with 6-7 minutes so time and budget do not have to be concerns.

3. After the phone conversation, we talked about the possibility of using interview stream in Career Services for the 4 question interview sessions. Brandi will present on this next week.

 4. Adjourn at 10:56 am