Welcome & Introductions

Dr. Debra Robinson  
Vice Chancellor for Student Affairs

Ms. Sarah Bock  
Covidien  
CDC Chair
2012-2013 CDC Projects

- Backpack to Briefcase Retreat
- Student Leadership Conference
- Alternative Spring Break Program
  - Miner Challenge
- Spring Externship
- Strategic Planning/Employer Ideation Sessions
Leadership Development Programs for Women’s History Month

- **Corporate Development Council**
  - March 7, 2013  1:30 in Carver/Turner
  - Title: Staying Competitive in a Global Marketplace: Developing Women Leaders
  - Description: There are many driving forces in organizations today and having a diverse workforce and leaders can provide you with a competitive edge. Dr. Anna Marie Valerio, President of Executive Leadership Strategies has worked with hundreds of senior executives in a variety of Fortune 500 organizations. Join her as she provides practical suggestions for organizations and managers on developing women leaders.

- **Women’s History Month Presentation**
  - March 7, 2013  4:30 PM in Carver/Turner
  - Title: Design Your Success: Science + Leadership
  - Description: You can be a competitive candidate and successful in today’s global market place. Join Dr. Anna Marie Valerio, President of Executive Leadership Strategies, to learn about the key skills and leadership competencies valued by today’s corporations and explore driving forces in organizations such as how gender stereotypes and biases impact leadership development. Dr. Valerio has worked with hundreds of senior executives in a wide variety of Fortune 500 organizations including IBM, Sony, and Verizon.

- **ALDP Presentation**
  - March 8, 2013  Residential College I, Seminar Room
  - Title: Ensuring Department and Area Success Through Leadership Development
  - Description: There are many driving forces impacting the workplace. Developing your own and your employee’s leadership skills can increase department and area effectiveness. Dr. Anna Marie Valerio, President of Executive Leadership Strategies will explore stereotypes and biases that impact the work place, identify key leadership competencies, and share practical strategies to develop leadership skills in men and women.
Leadership Development Programs for Women’s History Month

Design Your Success: Science + Leadership with Guest Speaker Anna Marie Valerio
March 7th / 4:30pm / Carver/Turner
You can be a competitive candidate and successful in today’s global market place. Join Dr. Anna Marie Valerio, President of Executive Leadership Strategies, to learn about the key skills and leadership competencies valued by today’s corporations and explore driving forces in organizations such as how gender stereotypes and biases impact leadership development. Dr. Valerio has worked with hundreds of senior executives in a wide variety of Fortune 500 organizations including IBM, Sony, and Verizon.
Co-sponsored by the Vice Chancellor of Student Affairs and the Department of History and Political Science

International Women’s Day: Sources of Power We Control with Guest Speaker Kay Henry and Mandala Making
March 8th/ 4:00pm/ Meramec/ Gasconade
There is much discussion about societies where women have less, or more, power than in others. While no one can deny cultural influences, certain universals apply. As women, we can access sources of power that have nothing to do with what others “grant” us. This program will draw upon the speaker’s global experience, as well as current research in leadership and related fields, to outline a platform of power and influence that goes beyond culture, job title, and conventional career success. Short interactive exercises will ground our discussion, and participants will leave with a way to self-assess (and enhance!) their power going forward.
Opportunities for Engagement

Backpack to Briefcase Retreat

“The thought of entering the field of engineering after being a student for so long is very intimidating. Personally, I do not have any engineers in my family that I could discuss what it will actually be like to graduate and begin a career. The Backpack to Briefcase retreat seemed too good to be true when I heard about it, but it ended up being one of the most rewarding career preparation programs I have attended so far.” - Alicia Haskin

“I am glad that through this retreat I have been assured that I am not alone in being weary of life after college. Seeing everyone come together to earn and share about this topic has helped me both realize and put to rest the worries and apprehensions I had not yet been able to put into words. I am optimistic that my professional future has already benefited from my time spent learning these skills.” – David Oldroyd

“The Backpack to Briefcase is definitely a must-attend experience for those interested on learning more about themselves and how to interact with people around them.” – Ethan Wells

Join us next fall October 18-19, 2013

Hosted by Leadership & Cultural Programs and Career Opportunities and Employer Relations
Sponsored by The Boeing Company and Corporate Development Council
Opportunities for Engagement

Taking Your Leadership to INFINITY... and BEYOND

The sessions and handouts are very useful to my future career. – Doctorate-male

Was really enjoyable, I’m glad I came and hope to come back next year.- Master, female

I always learn something new each time that I attend and I love the networking.- Senior, female

The workshops involving careers, the corporate workplace, and resumes are extremely helpful, more of these. – Junior, male

Coordinated by Students for Students with advisement of Leadership & Cultural Programs

Join us next spring
Saturday, February 1, 2014
Opportunities for Engagement

Contact

Jerri Arnold-Cook, Director of Leadership & Cultural Programs at arnoldcookj@mst.edu or by calling (573)341-682 to become involved in

• Employer Panel Discussions
• Backpack to Briefcase Transitions Retreat
• S&T Student Leadership Conference
• Chancellor’s Leadership Academy
• Global Leaders Institute
• Sponsorship of Cultural Competence and Leadership Programs
Miner Challenge
Alternative Spring Break

• Reported outcomes:
  • 90% of participants recognized personal impact.
  • 95% of participants demonstrated the ability to work in a team setting.
  • 85% of participants identified values and beliefs of peer leaders.
  • 84% of participants assessed their own values, beliefs, and ideas.
  • 95% of participants reported increased knowledge of social issues.

• Professional Development:
  • Opportunities to transfer classroom experience to real-world challenges.
  • Work in a challenging atmosphere, teamwork is critical.
  • Leadership enhancement.
  • Problem-solving skills development.
  • Service work outside of the Rolla bubble.

• Student Demographics:
  • 30 Students - 19 Women  11 Men
  • 3 Freshmen  10 Sophomores  4 Juniors  10 Seniors  3 Graduates
  • 5 International Students
  • 3 Minority Students

Advised by Office of Student Life
Miner Challenge
Alternative Spring Break

• Environmental Trip – Biloxi, Mississippi
  • Focus
  • Logistics

• Early Childhood Education Trip – Biloxi, Mississippi
  • Focus
  • Logistics

• Hurricane Sandy Relief Trip – Tom’s River, New Jersey
  • Focus
  • Logistics

• Fundraising
  • $15,000 Goal, to date over $9,000.00 raised
  • Future Fundraisers
  • Projected cost of $20,200.00
Externship Program

• Over Spring Break (March 25\textsuperscript{th}-29\textsuperscript{th}, 2013)
• 1-5 Day Student Job Shadow
  – Gain first hand experience in industry
  – Great networking opportunity
  – Employers get a chance to see a potential candidate

• SP 2013:
  – 9 Employers Participating
  – 26 Students Participating

Career Opportunities and Employer Relations
# 2012 – What Employers Want

<table>
<thead>
<tr>
<th>NACE Job Outlook</th>
<th>Missouri S&amp;T Employers</th>
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</thead>
<tbody>
<tr>
<td>1. Teamwork</td>
<td>1. Communication Skills</td>
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<tr>
<td>2. Leadership</td>
<td>2. Internship/Co-op Experience</td>
</tr>
<tr>
<td>3. Communication Skills</td>
<td>3. GPA</td>
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<tr>
<td>4. Problem Solving Skills</td>
<td>4. Leadership</td>
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<td>5. Strong Work Ethic</td>
<td>5. Attitude</td>
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<td>7. Initiative</td>
<td>7. Company Fit</td>
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<td>8. Technical Skills</td>
<td>8. Technical Knowledge</td>
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<tr>
<td>10. Organizational Ability</td>
<td>10. Extracurricular Activities</td>
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</tbody>
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*obtained from naceweb.org

*obtained from employer surveys. View more at career.mst.edu

Career Opportunities and Employer Relations
Results of Student Survey

Which factors do you believe employers value the most in their employees:

• Ability to work on a team
• Communication skills
• Work ethic
• Willingness to learn
• Ethical conduct
• Problem solving
• Leadership experience
• Decision-making ability
• Relevant work experience
• Technical skill
• Relevant knowledge
• Cultural awareness
Results of Student Survey

Important FACTORS in the selection of your first job:

- Opportunity for advancement
- Opportunity for personal growth and development
- Company reputation
- Location of the employer (country, state, city, neighborhood, etc.)
- Salary offer

Rate your preference on the elements provided by your employer:

- Sense of purpose
- Clearly defined goals
- A healthy atmosphere
- Responsibility
- Transparency
- Praise and recognition
- Open-mindedness
- A sense of community
- Opportunities for Innovation
Results of Student Survey

Important BENEFITS in the selection of your first job:

• Personal medical insurance
• Retirement funds
• Family medical insurance
• Education reimbursement
• Travel opportunities

Which POLICIES have the potential to influence the selection of your first job:

• Overtime Pay
• Paid sick leave
• Paid family leave
• Comp time
• Meal or break periods
Educate students about being employable:
Create a formal professional development plan for undergraduate students to develop technical and personal skills critical for employability and professional success.
Provide personal strategic planning for students in the employment search process.
Create a transferrable skills plan for graduate students.

Educate employers about our products (students) and services to connect with students:
Provide feedback to employers about what S&T students want in future employers.
Increase employer awareness of the variety of majors that can meet their employment needs.
Establish relationships earlier between students and employers through student groups and presentations to organizations.

Information delivery that is accurate and easily accessible:
Expand methods of communicating with S&T students and employers on career development and networking opportunities.
Target messages to parents to help them promote professional development with their students.
Utilize advisors to reinforce professional development for students.

Programs/services that are to be delivery platforms:
Have a Missouri Employer Day.
Create a research organization-university collaboration offering post doc appointments for faculty in research organizations and visiting professorships for research organization employees.
Create a Corporate Relations office to offer one stop shopping for top corporate employers.
Create a nontraditional distance learning delivery system for Petroleum Engineering classes led by industry professionals.
Create a Tech Park Research work study program for students.

Themes – Relationship building and need for diversity in Missouri S&T students.
Leadership 101 to expand student opportunities to develop important skills

Employer Branding/Company Challenge with prizes from employers. Students research companies to find out what companies do and who they hire

Employer Match Networking

Use alumni to connect students and employers

Showcase Flower of the STEM through a non-engineering brunch and career fair

Integrated Capstone Course - Integrate non-engineering capstone courses with engineering senior design courses

Developing Lasting Relationships to achieve mutually beneficial outcomes

A³ Recruiting: Affordable, Accessible, & Awesome

Accelerate Your Branding (AYB) - Marketing employers to S&T students and faculty through various web based options

The 12 Week Interview utilizing internship programs to market the company while developing and evaluating talent

Faculty, Professional Staff Externship Program to connect employers with university faculty and staff

Facilitate employers to conduct a student based ambassador program from previous co-op students to promote and help prescreen future co-op candidates

Create on-campus video resource center to allow students to interact with potential employers and showcase effective communication skills
Campus & Strategic Planning Update

Chancellor Cheryl B. Schrader
Luncheon with S&T Student Leaders
“Staying Competitive in a Global Marketplace: Developing Women Leaders”
Burns & McDonnell Student Success Center

Patti Frisbee, Director of New Student Programs
Tara Stone, Student Service Advisor
Clayton Yingling, Student PRO Leaders and Success Coach
Review of the Day

Planning for Next Year

Fall meeting – September 11, 2013
Optional Activities

4:30 – 5:30 pm  Burns & McDonnell Student Success Center Tours
                198 Toomey Hall

4:30 – 5:30 pm  Women’s History Month Presentation by Dr. Anna Marie Valerio entitled “Design Your Success: Science + Leadership”
                Havener Center, Carver-Turner Room
Activities

5:00 – 7:00 pm  COER Etiquette Dinner  
Havener Center, St. Pat’s

5:30 – 6:30 pm  Global Leadership Institute Panel Session  
Havener Center, Missouri Room