CORPORATE DEVELOPMENT COUNCIL

Engaging alumni and employers to prepare S&T students for success in the corporate world

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Vice Chancellor for Student Affairs

Ms. Sarah Bock
Mallinckrodt
CDC Chair
Highlights Employer Ideation Sessions

February 1, 2013 and February 18, 2013

Themes – Relationship building and need for diversity in Missouri S&T students

- Educate students about being employable/Leadership 101 to expand student opportunities to develop important study skills
- Create a formal professional development plan for undergraduate students’
- Increase employer awareness of the variety of majors that can meet their employment needs
- Establish relationships between students and employers through student groups and organizations
- Expand communication with S&T students and employers on career development and networking opportunities
- Create a Corporate Relations office to offer one stop shopping for top corporate employers
- Create a nontraditional distance learning delivery system classes led by industry professionals.
- Create a Tech Park Research work program for students.
- Use alumni to connect students and employers
- Integrated Capstone Course – integrate non-engineering capstone courses with engineering senior design courses
- Faculty, Professional Staff Externship Program to connect employers with university faculty
- Facilitate employers to conduct a student based ambassador program from previous co-op students
Missouri S&T Officer Summit
Solutions ∞ Impact ∞ Success
Friday, September 13, 2013

Summit Session Topics:
• Risk Management
• Diversity & Inclusivity Training
• Student Leader Think Tank
• OrgSync Training
• Personal Growth through Leadership
• RSO Finance Training
• Organizational Assessment

Sponsored by Student Life
Peer Involvement Advisor Program

Monday’s 3-4:30 PM

Year-long professional development opportunity for student leaders:

• Strengthen community
• Build bridges
• Empower individuals
• Create solutions

Miner Challenge

• Opportunities to transfer classroom experience to real world challenges
• Work in a challenging atmosphere, teamwork is critical
• Leadership enhancement
• Problem solving skills development

Sponsored by Student Life
Career Opportunities & Employer Relations
Sponsored Opportunities

• Externship Program
  • 1-5 day student job shadow experience

• Mentor a Miner
  • An online, electronically facilitated mentoring program

• Etiquette Dinner
  • Is open to all S&T students and includes a 5 course meal explaining the fundamentals of proper dining etiquette

• COER Employer Seminar Series/Employer Days Events
  • Opportunities for employers to showcase their company and engage with students while providing educational or networking events on campus
Chancellor’s Leadership Academy

Wednesday’s 4 to 6 PM

Year-long leadership program for new freshmen and sophomores

Share Your Perspective on

- Characteristics of Effective Leaders
- Key Skills Employers Seek in Employees
- Leadership versus Management
- Effective Conflict Resolution Strategies
- Co-op and Internships

Serve as a Table Host at the
CLA Etiquette Dinner on January 29, 2014

Coordinated by Leadership and Cultural Programs
Global Leaders Institute  
Thursday’s at 5:30 PM

Designed for upper classmen, graduate and doctoral students preparing to enter industry

Presentations are needed on:
- Working with Different Generations in the Workplace
- Networking and Developing Professional Relationships
- Ethics and doing working in a Global Context

During the Spring Semester we will need evaluators for a case study competition.

Sponsored by Leadership & Cultural Programs
Backpack to Briefcase Retreat
Saturday, November 2, 2013

Help students prepare to transition from college to corporate life by:

• Talking about how to establish yourself in the workplace
• Sharing how to build and maintain a professional network
• Reviewing resumes
• Joining us for an informal question and answer session over lunch

Co-hosted by Leadership & Cultural Programs and Career Opportunities and Employer Relations
Missouri S&T Student Leadership Conference
Saturday, February 1, 2014

Planting Seeds of Success

Share Your Perspective and Experiences About
- Management versus Leadership
- Ethics in the Workplace
- Working with Diverse Individuals
- How to Prepare for and Interview Well
- Time Management

Serve on a Panel Discussing
- When to go to Graduate School
- What You Wished Someone Would Have Told You Before You Started Your First Job

“The workshops involving careers, the corporate workplace, and resumes are extremely helpful, more of these.” - Comment from conference participant

Planned by Students for Students with advisement from Leadership & Cultural Programs
Membership/History of CDC

• How did CDC get started?
• Missions along the way
• CDC Accomplishments
• Activities/Expectations along the way
• What does the future hold?
How did CDC get started?

- 1985 Corporate Board of Visitors was established

- 1994 Corporate Develop Council (CDC)
  - Consultancy – To the Chancellor and campus delegates on issues critical to the university’s strategic plan and evolving needs of industries
  - Ambassadorship – To advance the university’s priorities with industry, professional affiliations, and community
  - Sponsorship – To support the university in developing sources for private and public funding

- Teams formed linking corporate reps to campus reps
  - Student Leadership
  - Research
  - Faculty Partnering
  - Team Co-op
  - Career Prep
  - Distance Learning
CDC Accomplishments

• One early team helped prepare and administer an industry survey as part of UMR's TQM effort
  • UMR became first public research university to win Baldrige criteria quality award
  • CDC members from GM and then Illinois Power involved the marketing departments at their companies to review the survey
  • To increase communication skills of engineering students, CDC formed Writing across the Curriculum Team
    • Members spoke to classes about the impact of good communication on engineering success
• Diversity was another issue of importance to industry
  • CDC helped the Minority Engineering Program review mission and set goals
  • CDC assisted Women in Engineering set goals
• Benchmark sliced and diced the US News & World Report rankings, helping UMR understand the importance of its image – Team Image formed
• Corporate Alumni Giving established giving programs at Ford and Boeing
Activities/Expectations along the way

- Helped increase Co-Op jobs
- Help position UMR in the distance learning market
- Research team to help tie university research to corporations
- Assessment team to help comply with ABET 2000 requirements for feedback from industry
- Developed written expectations for members, a service list, and established Vice Chair and Secretary positions
- Set service terms
- E-Mentoring
- Serve as “consultant” with admissions office at two local high schools
- Host/Assist w/ Leadership Banquets (provide judges)
- Resumes & Interviewing Skills
- Establish company scholarships
- Provide Externship Opportunities
- Sponsor an opportunity for students or staff to tour your facility
- Fund Events
Activities/Expectations along the way

• Time Management seminars
• Participate in Open Houses (local/on-campus)
• Freshmen Orientation
• Etiquette Dinners
• Mini Career Fairs
• Provide speakers to Freshmen Engineering and other classes
• Listen to student presentations
• Listen to Elevator Pitch Competitions
• Assist with Seminars and Workshops
The FUTURE?
Opportunities for Engagement During CDC Meetings

- Targeted lunch discussions with faculty, staff, administrators, and student leaders
- Student resume reviews
- Power Introduction Speech Reviews
- Chancellor’s Leadership Academy Panel discussion
- Global Leaders Institute Panel
- Etiquette Dinner Table Host
- Expert Guest Speakers
Opportunities for Engagement Outside of CDC Meetings

- Opening Week Mini Career Fair
- Back Pack to Briefcase Retreat
- Strategic Planning/Employer Ideation Sessions
- Student Leadership Conference
- Miner Challenge Spring Break Alternative
- Externship Program
- Mentor a Miner
- Presentation through COER Employer Seminar Series
- Presentation to Student Organizations and Leadership Development Events
1. Which of the following co-curricular activities do you value as building leadership skills for entry into the workforce?
2. Are you looking for a certain level of involvement?
# Spring 2013 Survey Results

<table>
<thead>
<tr>
<th>Rank Order</th>
<th>Activity</th>
<th>Weighted Value</th>
<th>Average Value</th>
<th>Responders</th>
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<tr>
<td>1</td>
<td>Co-op/ Internship</td>
<td>14.36</td>
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<td>Leadership Enhancement Programs</td>
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<td>Service/ Philanthropic Organizations</td>
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<td>4</td>
<td>Design Team</td>
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<td>5</td>
<td>Non-degree Related Work Experience</td>
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<td>Academic Organizations</td>
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<td>Other:</td>
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Describe the professional development opportunities and process used to develop employees at each level of your organization.

- Tuition reimbursement
- On site training for soft skills
- Executive coaching
- Off site leadership development programs
- Orientation programs
- Annual training events for all employees
- Invitation only events for leaders
- Mentoring by supervisor or organization leaders
- Formal talent review and succession planning process
- High potential programs
- Management Associate Program—job rotation, courses, mentoring, networking activities
- Transfer promotion opportunities
- Specialized courses at every level
- Leadership program that incorporates an international experience
- In house project management training
- Online course
Fall 2013 CDC Survey Question 2

What experiential learning opportunities does your organization value most for new hires?

• Co-ops and internships
• Working part-time while concurrently taking classes
• Service work
• Leadership positions in student organizations
• Athletics team captain
• Design team participation
• Senior projects
• Campus leadership job (i.e. RA, StuCo, Pro Leader)
Fall 2013 CDC Survey Question 3

What professional development skills/areas do you feel Missouri S&T should provide additional focus to?

- Communication skills both written and verbal
- Executive presence
- Business skills; accounting, finance, marketing, email, social media etiquette
- Presentation skills
- Personal skills, self awareness and self improvement
- Team skills including leading and following
- Hands on experience/application of knowledge obtained
- Ethics training
- Adapting to change (global and cultural awareness)
- Professionalism in email and phone conversations
Fall 2013 CDC Survey Question 4

*How is innovation and creativity promoted within your organization?*

- Industry conferences and magazines to be abreast of new developments
- Annual innovation awards
- Quality improvement and innovative projects
- Team projects
- Cost saving ideas
- Venues to submit new and creative ideas
Luncheon Discussion

“Innovation, Experiential Learning & Leadership Development”
Emerson Electric Rooftop Garden Tour
CDC Planning for 2013-14

Spring 2014 Meeting – March 5, 2014 or March 6, 2014
CDC Activities to Engage with S&T Students

3:00 – 4:00 p.m.  Power Introduction
Career Opportunities & Employer Relations
St. Pat’s B
This speed-dating style workshop will help students practice and hone their 30 second infomercial/elevator speech/Power Introduction to practice for the upcoming career fair and networking events.

4:00 – 5:00 p.m.  Panel Discussion “How to prepare for and get an internship or co-op education position”
Chancellor Leadership Academy
Missouri/Ozark Room
This panel discussion is to help students learn about what employers are looking for in candidates at this point in their college career. We hope this discussion will include tips from employers on how students should prepare for the career fair, how to introduce themselves at networking events. What to do and not do during the interview process.