Career Readiness in Liberal Arts Education

_Bridging Education Abroad and Career Development_

Erica Tealey, Career Counselor
University of Minnesota College of Liberal Arts

Timothy Dohmen, Education Abroad Program Director
University of Minnesota College of Liberal Arts/Learning Abroad Center
# Session Overview

<table>
<thead>
<tr>
<th>Introduction &amp; our roles</th>
<th>Education Abroad &amp; Career Readiness Initiatives</th>
<th>Career Readiness in The College of Liberal Arts</th>
<th>Partnership &amp; Collaboration</th>
<th>Your Questions &amp; Thoughts</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 min</td>
<td>15 min</td>
<td>15 min</td>
<td>10 min</td>
<td>10 min</td>
</tr>
</tbody>
</table>
Our Work and roles in CLA

Erica Tealey
Career Counselor
University of Minnesota College of Liberal Arts

Timothy Dohmen
Education Abroad Program Director
University of Minnesota
College of Liberal Arts/Learning Abroad Center
Education Abroad in CLA

Increase awareness and participation in education abroad in CLA with the following goals:

• Departments include learning abroad as part of their curriculum
• Increase the number and quality of faculty-led programs running in the college
• Increase the number of students participating in learning abroad experiences
• Education Abroad will be seen as an integral part of an undergraduate education in CLA
• Education Abroad is a high impact experience that contributes to the over-all value of a liberal arts education and can be an integral part of an undergraduate degree
Education Abroad Staff

Tim Dohmen, Education Abroad Program Director

Oversee the development of structure, policy and processes to support greater engagement in college in learning abroad (faculty, student services and students) serve as a liaison between Learning Abroad Center and CLA supporting departmental needs for information and resources related to education abroad

Michal Kobialka, Faculty Director:

Engage faculty and departmental leadership ensuring the academic and intellectual quality of programs departments use and create. Encourage departments to create a strategy that includes learning abroad as part of curriculum
Career Readiness

• Thinking beyond the current state to identify a **transformative idea** that can significantly advance the College’s vision.

• Reinforces the idea of “CLA graduates being the most desirable graduates available

• Response to public discourse about the value of liberal arts education

• Response to students’ question; “why liberal arts?”
The Dean’s Roadmap
The Dean’s Roadmap

<table>
<thead>
<tr>
<th>Readiness</th>
<th>Research</th>
<th>Diversity</th>
<th>Engagement</th>
</tr>
</thead>
<tbody>
<tr>
<td>CLA undergraduate alumni will be the most desirable graduates available.</td>
<td>CLA will have a relentless focus on research and creative excellence.</td>
<td>The CLA community will mirror the community at large.</td>
<td>CLA will deepen a culture of engagement for our alumni, community and state.</td>
</tr>
<tr>
<td>Attract top students from Minnesota and beyond.</td>
<td>Generate new levels of innovative research through focused investment strategies.</td>
<td>Advance and sustain diversity and inclusion as a collegiate priority.</td>
<td>Increase opportunities for connection between CLA and the public.</td>
</tr>
<tr>
<td>Fully leverage the liberal arts experience through innovative curricular models.</td>
<td>Recruit and retain field shaping faculty.</td>
<td>Identify, recruit, and retain the best underrepresented faculty, staff, and students to CLA.</td>
<td>Strengthen existing and forge new partnerships between CLA and the broader external community.</td>
</tr>
<tr>
<td>Distinguish CLA through career readiness and preparation for life after graduation.</td>
<td>Foster top tier graduate programs that attract, train and place the best graduate students.</td>
<td>Establish well-defined measures and training that support the continuous pursuit of diversity.</td>
<td>Increase the level of and opportunities for engagement with CLA undergraduate and graduate alumni.</td>
</tr>
<tr>
<td>Improve outcomes for current undergraduate population.</td>
<td>Enhance the visibility of the research and creative excellence within the College of Liberal Arts.</td>
<td>Cultivate a welcoming and respectful climate that brings together a diverse intellectual community of faculty, staff and students.</td>
<td>Ensure that CLA’s research and creative excellence are shared and visible with the public.</td>
</tr>
</tbody>
</table>
Career Readiness

• Thinking beyond the current state to identify a **transformative idea** that can significantly advance the College’s vision.

• Reinforces the idea of “CLA graduates being the most desirable graduates available

• Response to public discourse about the value and cost of liberal arts education

• Response to students’ question; “why liberal arts?”
Advocating for the liberal arts
Common Challenges
Liberal Arts Education and Learning abroad

- Value Proposition of experience is not immediately evident or understood
- Relevance to future success is not automatic
- Students do not have but need a common framework and language to articulate benefits of experiences
- Active and regular student engagement and reflection on experiences is required
- Discussions about how students can broadly add value to their education are not typical
- Students need to share responsibility for connecting their educational experiences to their future
Career Readiness in CLA

What is it?

• Bridging the academic and professional with 10 core competencies
• Re-framing of an undergraduate degree
• Initiative meant to facilitate ongoing conversations and collaboration across the college
• Both curricular and co-curricular experiences are highly valued
• Helps make the case or leverage Education Abroad as a valuable and important curricular and experiential opportunity
Career Readiness in CLA

• Readiness defined as proficiency in 10 Core Competencies inherent to Liberal Arts
• Readiness understood holistically: more than “major” or “skills for 1st job”
• Emphasize competitive advantage of CLA graduates
• Forceful response to public & internal criticism
• Provides another opportunity for students to add value to their undergraduate experience
Career Readiness in CLA
10 Core Career Competencies

- Analytical & Critical Thinking
- Applied Problem Solving
- Ethical Reasoning & Decision Making
- Innovation & Creativity
- Oral & Written Communication
- Teamwork & Leadership
- Engaging Diversity
- Active Citizenship & Community Engagement
- Digital Literacy
- Career Management
| Competencies & Learning Outcomes Comparison Chart |
|---------------------------------|---------------------------------|---------------------------------|
| **National Association of Colleges and Employers** | **College of Liberal Arts Career Readiness** | **University of Minnesota College of Liberal Arts Student Learning Outcomes** |
| Critical Thinking/Problem Solving | Analytical & Critical Thinking | Can locate and critically evaluate information. |
| Applied Problem Solving | | Can identify, define, and solve problems. |
| Professional worth Ethic | Ethical Reasoning & Decision Making | Understand the role of creativity, innovation, discovery, and expression across disciplines. |
| Innovation & Creativity | | |
| Oral/Written Communication | Oral & Written Communication | Can communicate effectively. |
| Teamwork/Collaboration | Teamwork & Leadership | |
| Leadership | | |
| Global/Intercultural Fluency | Engaging Diversity | Understand diverse philosophies and cultures within and across societies. |
| Active Citizenship & Community Engagement | | Have acquired skills for effective citizenship and life-long learning. |
| Digital Technology | Digital Literacy | |
| Career Management | Career Management | Have mastered a body of knowledge and a mode of inquiry. |
Career Readiness in CLA
10 Core Career Competencies

- Analytical & Critical Thinking
- Applied Problem Solving
- Ethical Reasoning & Decision Making
- Innovation & Creativity
- Oral & Written Communication
- Teamwork & Leadership
- Engaging Diversity
- Active Citizenship & Community Engagement
- Digital Literacy
- Career Management
This is your life!
Create your story
Tell your story
This initiative is about facilitating consistent, ongoing conversations across CLA.
A practical tool you can use to tell your unique story

- **R** Reflect
  Be specific and concrete: Say what you did!

- **A** Articulate
  Bring in the competency! Use language from the definition!

- **T** Translate
  Pull it together in the interview context

- **E** Evaluate
  Self assess and get feedback to help you improve
What might this reflection look like?
Common Challenges

- Liberal Arts Education and Learning Abroad
- Relevance to future success is not automatic
- Students need **language** to articulate
- Requires a **framework**
- Focus on competing for future opportunities
- Requires active engagement - RATE
- Shared responsibility to connect to their CLA education
Partnering and Collaborative work
Education Abroad and CLA Career Readiness

- College structures that support Education Abroad
  - Policy/Process
  - Staffing and visibility
- Compass Team-broad stakeholder involvement
- Identification of and mapping of programs and courses where students can develop competencies
- Teaching special sections of Global Identity where Career Readiness curriculum added
Partnering and Collaborative work
Education Abroad and CLA Career Readiness

• Regular Education Abroad Program Selection Advising-same location as CLA academic advising

• Developing a joint college strategy between Career Readiness and Learning Abroad

• Engaging Faculty and Staff Abroad
  - CLA Career Readiness Visit
  - Faculty/staff workshops on Career Readiness
  - Career Services Webinars on Career Readiness
QUESTIONS?
Our Contact Information

Erica Tealey
Career Counselor
University of Minnesota College of Liberal Arts
eal0013@umn.edu

Timothy Dohmen
Education Abroad Program Director
University of Minnesota
College of Liberal Arts/Learning Abroad Center
tedohmen@umn.edu