Academic and Career Engagement

• Mandated by NSU QEP for all entering freshmen on the Natchitoches campus
• Integrate career advising with academic advising
• Through freshmen orientation students explore at least 3 career options via the career assessment portfolio TypeFocus™
• Freshmen meet with their academic advisors to address their career options
• Freshmen choose majors that match their values, interests, skills, and aspirations
• Freshmen will develop and regularly update their career portfolios with the assistance of their academic advisors.
• Retention rates will improve with students pursuing careers that give purpose to their college experiences.
About TypeFocus™

- Cost is about $1000/year/institution
- Advisors can access student results
- Provides information on the World of Work
- Helps students
  - Identify Personality Types (63 questions)
  - Identify Values (33 questions)
  - Identify Interests (list and pick from 3 interest clusters)
  - Identify Skills (4 checklists on 4 different work areas)
  - Identify Careers (that match the above)
  - Identify and Improve Success Factors (35 questions)
  - Write Resume’s
  - Create Online Career Portfolios
Plan for 2009–2010

- Start with a pilot group for Fall 2009
- Pilot group to include College of Nursing and University College (using professional advisors)
- College of Education and Scholars’ College volunteered to participate, also
- Pilot group addresses 1/3 of entering freshmen
- The career exploration process is facilitated primarily through orientation class
- Most orientation instructors are also the ACE Advisors
- Counseling and career services will advise indecisive students
The 4–Step Career Exploration Process

Grand Rapids Community College uses a 4–step career development process in their Career Development Center. These steps involve:

1. Self–Awareness
2. Career Exploration
3. Decision Making
4. Taking Action
According to Brown and Krane (2000) there are 5 essential ingredients in an effective career intervention program:

- Modeling the career exploration process
- Writing about career options and career goals
- Information on the world of work
- One-to-one dialogue between client and counselor concerning career related issues
- Building support networks of peers, parents, faculty, staff.
The Career Exploration Guide!

- Serves to guide students, orientation instructors and advisors through TypeFocus™ and the 4-step career development process
- Serves as a model of the career exploration process
- Addresses the other essential ingredients for career intervention
- Can be found on our website at http://ace.nsula.edu/resources
Required Assignments from the Guide

- Completing the TypeFocus inventories
- Writing about 3 career options
- Discussing career options with your academic advisor
- Developing a support network, for career advice, consisting of at least two NSU faculty/staff.
- Developing a career portfolio that ACE advisors will continue to address throughout the student’s college experience
Freshmen Career Exploration Center

- Staffed by two Graduate Assistants and one SPS student intern
- To further assist students with the career exploration process and other advising related issues
- A major source of support for the ACE advisors and ACE orientation instructors i.e. will assist with grading and recording the results of assignments, from the Career Exploration Guide, and will contact students, as needed.
Approach additional colleges this fall to discuss how this plan could work with their departments for Fall 2010

Provide training for ACE advisors and Orientation Instructors

Hire an additional career counselor

Repeat the above steps for Fall 2011

All entering freshmen participating in the ACE initiative by Fall 2011
Career advising will be fully integrated with academic advising at NSU
Retention and student success will improve
All entering freshmen will have fully developed career portfolios when they graduate
Many thanks to all! Please call me at 318–357–5043 or email fo xd@nsula.edu anytime.

Powerpoint on website
http://ace.nsula.edu/advisingresources


• Gore, P., University of Utah, *Best Practices in Promoting Career and Academic Success*, NCDA Workshop, St. Louis MO, June 2009

• Phifer, P., Grand Rapids Community College, *4-Step Career Development Process*, NCDA Presentation, St. Louis MO, July 2009
Advising involves conversing with a student and discussing his or her education and career goals, and making appropriate plans for the upcoming semesters, including course selection.

Registration is the act of creating a schedule via the online registration system. Currently students with more than 30 credit hours (and other students) register themselves for classes without being advised.
Advising Recommendations

- The ACE Advisory Board recommends that all students get advised but be allowed to register themselves if they have a GPA > 2.0 and are not on academic probation.
- As students are advised advisors record the recommended courses and other topics of discussion on screen 148 of SIS or another consistent mechanism.
After the deadline to drop courses with a W advising holds are placed on all students.

As students are advised, advisors lift the advising holds via SIS.

Two weeks before registration opens, lists of advisees, with holds remaining, are sent to each advisor. Lists will include each student’s major, number of credit hours completed, and the overall GPA.

Advisors can lift holds of students not needing advising OR they could clear all holds and designate students who need advising.
Registration Recommendations

- Students with a GPA > 2.0 and not on probation can register themselves, regardless of the number of credit hours earned (this excludes entering freshmen until end of their second semesters).

- Students with a GPA of < 2.0 will not be allowed to register themselves. These students can be registered by any NSU faculty or staff member provided there are notes on screen 148 or other documentation from the students’ assigned advisors.
Questions?