



**Special points of interest:**

- **Spotlight Section featuring Rachel Landis**
- **Mentor-Mentee Program**
- **Submit Award and Nominations**
- **CDPI Spring Conference Registration**

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***Message from the President***

Career Development Professionals is in its 21<sup>st</sup> year as a professional association dedicated to advancement of career services within Indiana. Through multiple decades of fostering relationships, community, and programming, we have continued to see growth in membership and new interest from faculty and academic advisors in having an equal voice in the career conversation! I am really proud of what the Board has been able to accomplish this 2016-2017 academic year, with 4 board transitions in just 7 months due to things like new jobs out of state to a new job outside the career development profession, we have been able to keep up our pace and provide value to our members in the same way (we hope you feel the same)!

In order to better advocate and invest in Indiana's employment future, we are excited to have started conversations with the Indiana's Commission for Higher Education. We hope to start a partnership of providing insight to them as they create policy affecting our profession. Their third strategic plan was released focusing on "Reaching Higher, Delivering Value," with one of three goals being "intentional career preparation for every Indiana student as a CORE component of their education experience"---not just an option or fringe service on campus. There have been many conversations surrounding the value of higher education with a close eye on the return on investment for a degree. Career outcomes are one of them, and that is where we come in as a group of professionals with an opportunity to recommend best practices from our own experiences "on the ground" with students and on campuses. Stay tuned for more info and how we can use your help!

My wish is for you, our Members and Friends of CDPI, to continue being involved with CDPI and giving back to the profession. Volunteering to help for an event and serve on leadership positions with our association is extremely valuable to us. Thank you for all YOU do as you make a difference in students' lives. As we all know, career choices are also about life choices.



*Rachel Landis*

Rachel Landis  
president@cdpi.org

## CDPI Spotlight

### Featured Individual

Rachel Landis  
CDPI President

Assistant Director at IU-Bloomington's Arts & Sciences Career Services

On February 16, I was asked to give a Keynote presentation to the Indiana Commission for Higher Education's Faculty Leadership Conference. I was extremely excited, and nervous, to set the stage for this conference's day on behalf of my role with CDPI. The focus of the conference was "Classroom to Career: Integrating Career Ready Skills into Course Curriculum." I am lucky to be married to a faculty member who teaches professional presentation skills, and was willing to practice with me, and created a presentation that would engage attendees and inspire them to take action.

Since the attendees ranged from career professionals to faculty, I started by sharing the story of career services beginning with Frank Parsons, describing the evolution of our field, to where we are today and who exactly our students are. This set the stage for describing the importance of return on investment (ROI) of a college education, and that students and their parents are our consumers, shopping for the best ROI. However, not all colleges are preparing students with the right skills. We are training them to work in their major, not in their career, thus creating a skills gap. Students are also experiencing an expectation gap: they are not prepared for the actual workplace after leaving college (according to the MWACE workplace expectations report). When we look at what institutions are doing around the state, we are inconsistent when it comes to integrating career readiness in the curriculum.



***"I was extremely excited, and nervous, to set the stage for this conference's day on behalf of my role with CDPI."***

## ***CDPI Spotlight Continued...***

CDPI polled our 80+ member institutions to see what this looks like and we received about 80+ different approaches! They ranged from 10 minute introductions in classes about the career center to 4 week consecutive career seminars to required internship courses for graduation. The results were, however, positive: 81.6% of those that answered the poll offered career courses. However, when asked if they were a required part of the curriculum almost 40% said it depends on the major. What does that say about the value of career in each major? The overwhelming majority reported a required career course would be better to help them do their work and achieve their office's/institution's goals. This shows us a need for a more integrated approach throughout the state. What can we do to ensure our institutions and our state stay competitive in the global college marketplace? Maybe not a new course, but bringing career concepts into course assignments that already exist in other departments. Classes that incorporate career topics reinforce connections between scholarly learning and professional preparation. This would allow career services to better permeate campus and become a presence, not just a place or office.

I also referenced a few resources they could take back with them including NACE career readiness resources and IU's EDGE modules. Finally, I shared some unsolicited quotes from students who had taken career classes. I hoped I set the stage for the need to better integrate career into curriculum, and asked them where they fit in this story. Where do you fit in this story?

***“What can we do to ensure our institutions and our state stay competitive in the global college marketplace? “***

## ***Opportunities for Involvement***

### **Mentor-Mentee Program**

What better way to learn about one's profession than from an experienced practitioner? This program matches persons who wish to learn more about the career development field with seasoned directors. Pairs are encouraged to share their knowledge and gain expertise.

Contact Lauren Little ([president-elect@cdpi.org](mailto:president-elect@cdpi.org)) for more information.

Deadline for nominations has passed. Please consider submitting a nomination in the future.

## ***Awards and Nominations***

Career Development Professionals of Indiana is pleased to offer the opportunity to recognize the accomplishments and dedication of our members through the CDPI Awards and Recognition Program. The awards recognize members of CDPI for outstanding research, programs, or initiatives that contribute to the State of Indiana, for distinguished leadership in career development, and for exemplary performance from a new career development professional.

Individual nominees for the **INvested Career Award**, the **Distinguished Career Award**, and the **Outstanding New Professional Award** must be:

- ∇ Career Services personnel at a two-year or four-year college, university, or proprietary school in the state of Indiana, and;
- ∇ A member of CDPI, Inc

The Awards and Recognition Committee will review nominations and make selections in all award categories. Nominators will be notified of the selection decisions (to encourage conference attendance of the winners). **Award recipients will NOT be notified** of their selection prior to the Spring Conference.

## ***Awards and Recognition Categories***

**The INvested Career Award** (“Good Dog”): This award recognizes an individual who has improved our understanding of the career development needs of students or whose assessment, evaluation, research, or programming efforts were used to improve the economy, job opportunities, or the career services profession in the state of Indiana. Recipients will have made significant contributions to the quality of career services provided for students and employers throughout the state. Teams are also eligible for this award.

**Outstanding New Professional Award** (“Pup”): This award recognizes a new career services professional in the state of Indiana who has demonstrated exceptional dedication to our profession. It is presented to an individual who has provided outstanding service to students, faculty, employers, or CDPI, Inc., for five years or less.

**Distinguished Career Award** (“Salty Dog”): This award recognizes a career services professional who has demonstrated exceptional dedication and distinguished service to our profession. It is presented to an individual who has provided outstanding service to students, faculty, employers, and CDPI, Inc., for more than five years.



## Award Nomination Form

### CDPI Awards & Recognition Program Nomination Form

Please complete all required portions of this nomination and submit it via e-mail or fax to:

Veronica Rahim  
Purdue University  
vrahim@purdue.edu  
765 494 6969 FAX  
*(765) 494-3983 Please call or email me if you have questions.*

Please indicate the award for which this nomination is made:

- Invested Career Award
- Distinguished Career Award
- Outstanding New Professional Award

Nominee(s):

Department(s):

College/University:

Nominator(s):

For the Distinguished Career Award and Outstanding New Professional Award, please submit the following:

- 1) A nomination letter. The nomination letter should contain the following:
  - A summary of the nominee's contributions to projects, activities, and/or committee assignments that illustrate his or her outstanding accomplishments and service.
  - Examples of creativity, teamwork, and commitment to service.
  - A description of the ways in which this nominee's job performance goes beyond his or her required duties.
- 2) Up to two additional letters of support from individuals knowledgeable about the accomplishments, the quality of the specific work, or the long-term achievement for which the nomination is made.
- 3) Supporting documentation of service, training, career and scholarship development, and achievement.

For the Invested Career Award, please submit the following:

- 1) A nomination letter. The nomination letter should contain the following:
  - Names of the individual person or team members (and their respective offices and institutions) responsible for the program, activity, or customer service initiative.
  - A detailed description of the program, research, activity, or initiative, and documentation of its benefits to the state.
- 2) Up to two additional letters of support, one from the appropriate area director addressing the quality of the activity or program, and one from another person knowledgeable about the accomplishment for which the group is nominated.
- 3) Supporting documentation of service, training, career and scholarship development, and achievement.

A plaque and award certificate will be presented to each award recipient during the Spring CDPI Conference.

# 2017 CDPI Conference



*Friday, May 19th - Ivy Tech Terre Haute*

Questions? Contact Chandra Gary at [conference.registration@cdpi.org](mailto:conference.registration@cdpi.org)  
or Patty Plantenga at  
[conference.registration-co-chair@cdpi.org](mailto:conference.registration-co-chair@cdpi.org)

**If you would like to share any highlights or happenings, please submit all content to Donna To at [graduateintern@cdpi.org](mailto:graduateintern@cdpi.org) to be featured in the next newsletter.**

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