

# OUTCOME BASED ASSESSMENT PLAN

## Career Services 2009-10

The purpose of the Outcome Based Assessment Plan is threefold.

- **CAL POLY**  
Support the Cal Poly Mission Statement, Primary Strategic Goals, and University & Diversity Learning Objectives. Support the WASC Program Review and ATE Goals to demonstrate to the public and educational community that our programs and services meet and exceed accepted standards of quality.
- **STUDENT AFFAIRS**  
Support the Student Affairs Vision Statement, Mission Statement, Fundamental Principles, and Strategic Planning Objectives.
- **CAREER SERVICES**  
Define Career Services program and learning outcomes and illustrate how the Career Services mission, goals and objectives are aligned with the Cal Poly's Primary Strategic Goals and Student Affairs Strategic Planning Objectives, providing evidence-based support through formal assessment.

### CAL POLY

The Career Services Outcome Based Assessment Plan supports the Cal Poly Mission Statement, Primary Strategic Goals, University & Diversity Learning Objectives, and Other University Initiatives.

#### CAL POLY MISSION STATEMENT

*Cal Poly fosters teaching, scholarship, and service in a learn-by-doing environment where students and faculty are partners in discovery. As a polytechnic university, Cal Poly promotes the application of theory to practice. As a comprehensive institution, Cal Poly provides a balanced education in the arts, sciences, and technology, while encouraging cross-disciplinary and co-curricular experiences. As an academic community, Cal Poly values free inquiry, cultural and intellectual diversity, mutual respect, civic engagement, and social and environmental responsibilities.*

#### CAL POLY PRIMARY STRATEGIC GOALS

*All students who complete an undergraduate or graduate program at Cal Poly should be able to:*

- **PREPARE OUR STUDENTS FOR SUCCESS:** Cal Poly graduates will be prepared for full and enriching lives, ready for entry into their chosen careers or advanced study, and prepare to become leaders in their fields.
- **SECURE INSTITUTIONAL FUNDING:** Cal Poly will have a long-term, stable, and sustainable resources strategically allocated to achieve the unique polytechnic Mission and Vision of the University and the Goals of this plan.
- **BE THE 21<sup>ST</sup> CENTURY POLYTECHNIC:** Cal Poly will be the Polytechnic University for the needs of the 21<sup>st</sup> Century with an integrated and balanced education in the arts, sciences, technology and our signature disciplines, a Learn-By-Doing approach, and applied interdisciplinary research.
- **INVEST IN FACULTY AND STAFF EXCELLENCE:** Cal Poly will develop and support faculty and staff members in attaining excellence and achieving recognition as leaders and innovators in their fields.
- **BUILD AN INCLUSIVE EXCELLENCE COMMUNITY:** Cal Poly will build a diverse community characterized by mutual respect for different life experiences and perspectives, and a shared sense of belonging, in support of *academic excellence and student success.*

- **LEAD IN SUSTAINABILITY:** Cal Poly will lead in sustainability through the educational preparation of our graduates, the research and scholarly contributions of our faculty, and the practices used throughout the University.
- **ENGAGE EXTERNAL PARTNERS:** Cal Poly will be an internationally recognized University, focused to help meet the future needs of California in a global environment, reinforced by strong and enduring relationships with a broad variety of engaged external powers.

### **CAL POLY UNIVERSITY LEARNING OBJECTIVES**

*All students who complete an undergraduate or graduate program at Cal Poly should be able to:*

- *Think critically and creatively*
- *Communicate effectively*
- *Demonstrate expertise in a scholarly discipline and understand that discipline in relation to the larger world of the arts, sciences, and technology*
- *Work productively as individuals and in groups*
- *Use their knowledge and skills to make a positive contribution to society*
- *Make reasoned decisions based on an understanding of ethics, a respect for diversity, and an awareness of issues related to sustainability*
- *Engage in lifelong learning*

### **CAL POLY DIVERSITY LEARNING OBJECTIVES**

*All students who complete an undergraduate or graduate program at Cal Poly should be able to make reasoned decisions based on a respect and appreciation for diversity. They should be able to:*

- *Demonstrate an understanding of relationships between diversity, inequality, and social, economic, and political power both in the United States and globally*
- *Demonstrate knowledge of contributions made by individuals from diverse and/or underrepresented groups to our local, national, and global communities*
- *Consider perspectives of diverse groups when making decisions*
- *Function as members of society and as professionals with people who have ideas, beliefs, attitudes, and behaviors that are different from their own*

### **UNIVERSITY INITIATIVES**

Cal Poly integrates WASC Program Review through a WASC Institutional Self-Study Proposal (Cal Poly: A Distinctive 21<sup>st</sup> Century Polytechnic University). Cal Poly also supports a CSU-based initiative on Access to Excellence (ATE), a strategic planning process to revise Cal Poly's strategic plan and to align with the needs and aspirations of the CSU.

The Career Services Outcome Based Assessment Plan promotes and facilitates co-curricular experiences, enhances learning and practice, and promotes a balanced education. This is built around a culture of evidence for establishing, revising and demonstrating student learning and program level improvement. This includes a greater emphasis on heightened student learning and assessment-driven accountability for results.

## STUDENT AFFAIRS DIVISION

The Career Services Outcome Based Assessment Plan supports the Student Affairs Vision Statement, Mission Statement, Fundamental Principles and Strategic Planning Objectives.

### VISION STATEMENT

*Investing in Greatness*

The vision of Student Affairs recognizes our belief that within each member of the Cal Poly community is a measure of greatness. It reflects our commitment to creating and sustaining an environment where this greatness can emerge and flourish. It assumes the highest caliber of achievement is possible if the seeds of high expectations are cultivated with a mutual investment on the part of students, faculty, staff and community working in partnership. This commitment extends beyond our mission, beyond our purpose in the University infrastructure. It inspires us to seize strategic opportunities to realize collective greatness as an entire community through collaborative investments in each individual member. To the extent that we invest in one another's greatness we are enhanced in our own work.

### MISSION STATEMENT

*Student Affairs cultivates student learning and success.*

The mission statement conveys who the members of the Division of Student Affairs believe we are as defined by what we do. The statement is the guiding voice driving our overarching purpose. It speaks to the core contributions we make to the University's mission of educating the citizens of the state of California.

### FUNDAMENTAL PRINCIPLES - ABLE PILLARS

The ABLE Pillars are designed to express the fundamental principles under which we structure our strategic actions. These action oriented values provide the framework for the methods we utilize to fulfill our mission and achieve our vision.

- *Advocating:* Supporting student interests and issues by advocating, teaching, and empowering student self-advocacy and personal responsibility
- *Building Collaborative Relationships:* Building collaborative relationships to create shared meaning and common purpose
- *Learning* Providing opportunities for students and staff to be involved, informed, continuous learners and engaged citizens
- *Enhancing Opportunities & Experiences:* Cultivating quality services and programs tailored to student life that support academic and personal success

### STUDENT AFFAIRS STRATEGIC PLANNING OBJECTIVES

Student Affairs established five strategic planning objectives which were formulated to transcend all four pillars at once addressing the unique particularities of *ABLE*. Therefore, each Student Affairs department contributes to the overall accomplishment of the objectives. The ultimate goal for the Division is to experience synergistic and cumulative success rather than a collection of individual or isolated accomplishments.

1. *DIVERSE STUDENT NEEDS:* Cultivate a climate that is receptive and open to diverse student needs.
2. *SHARED CAMPUS PURPOSE:* Promote shared campus purpose.
3. *SECURE RESOURCES:* Secure resources for program effectiveness.
4. *STUDENT SUCCESS:* Identify and work towards improving student success.
5. *STUDENT AFFAIRS ROLE:* Promote the unique role and purpose of Student Affairs

The Career Services Outcome Based Assessment Plan is aligned with the Student Affairs Strategic Planning Objectives and supports Cal Poly's Primary Strategic Goals. The following plan will integrate these elements into the Career Services goals and objectives for 2009-10.

## CAREER SERVICES

The Career Services Outcome Based Assessment Plan reflects the Career Services Mission Statement, Methodology, Outcome Types, Goals and Objectives, Implementation Plan and Programming for 2009-10. Goals and objectives are connected to program and learning outcomes that are aligned with the Student Affairs Strategic Planning Objectives and Cal Poly's Primary Strategic Goals.

### MISSION STATEMENT

*The mission statement of Career Services is to assist students in exploring, formulating and implementing career plans. Career Services actively promotes and supports effective professional relationships between the university community and employers.*

### METHODOLOGY

Two planning meetings are scheduled during Spring Quarter to evaluate all programs, services, events and activities sponsored by Career Services. From this evaluation, goals and objectives are established, and programming developed for the new academic year. This is done in an open forum in which staff is encouraged to brainstorm, explore and be creative. This approach is designed to build consensus, buy-in and teamwork. The Summer Quarter is used for planning and preparations. This is followed by a Staff Development Session at the beginning of Fall Quarter to reaffirm the mission, goals, objectives, shared plans and priorities for the new year.

### OUTCOME TYPES

There are two types of outcomes utilized in this report:

1. Learning Outcomes - Learning outcomes illustrate actual student learning that occurs, assessing cognitive abilities.
2. Program Outcomes - Program outcomes focus on accomplishments or illustrate what our programs do (performance data or tasks accomplished).

Learning Outcomes will be assessed utilizing student surveys, employer surveys, testing, focus groups, self reflection, and other means to assess learning.

Program Outcomes will be assessed focusing on accomplishments and service delivery through program review, event debriefings, constituent feedback, focus groups, staff discussions, and/or quantitative data.

### GOALS/OBJECTIVES

The Career Services program and learning outcomes have been aligned with the Student Affairs Strategic Planning Objectives, supporting Cal Poly's Primary Strategic Goals for the University.

**CAREER SERVICES  
PROGRAM & LEARNING OUTCOMES (2009-10)**

Student Affairs Strategic Planning Objective: <b><i>DIVERSE STUDENT NEEDS</i></b> Cultivate a climate that is receptive and open to diverse student needs. Primary Strategic Goal: <b><i>BUILD AN INCLUSIVE COMMUNITY - 1A, 1B, 1C, 1D</i></b>													
<b>GOAL:</b> Career Services will provide a broad range of services, programs, events and activities that meet the specific needs of individuals within a diverse student population.													
<b>1A. DIVERSITY - STUDENT NEEDS</b>													
<b>OBJECTIVE</b>	Career Services will target diverse student needs.												
<b>Program Outcome</b>	Student groups will be provided with Career Services sponsored employer events, employer panels, career events, workshops, and other programming in meeting diverse student needs.												
2009-10 Activities	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Job Fairs</td> <td>Careers in Consulting</td> </tr> <tr> <td>Employer Resume Event</td> <td>Careers in Law</td> </tr> <tr> <td>Teacher Admin Panel</td> <td>Careers in Marketing</td> </tr> <tr> <td>Working Lunches Panels</td> <td>Careers in Engineering</td> </tr> <tr> <td>Entrepreneur Panel</td> <td>International Careers</td> </tr> <tr> <td>Graduate School Workshops</td> <td>Biotech Industry Careers</td> </tr> </table>	Job Fairs	Careers in Consulting	Employer Resume Event	Careers in Law	Teacher Admin Panel	Careers in Marketing	Working Lunches Panels	Careers in Engineering	Entrepreneur Panel	International Careers	Graduate School Workshops	Biotech Industry Careers
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Teacher Admin Panel	Careers in Marketing												
Working Lunches Panels	Careers in Engineering												
Entrepreneur Panel	International Careers												
Graduate School Workshops	Biotech Industry Careers												
Timeline	Fall, Winter & Spring Quarters												
<b>1B. DIVERSITY – STUDENTS GROUPS</b>													
<b>OBJECTIVE</b>	Career Services will target underrepresented student groups with workshops and programming to address student needs and support retention.												
<b>Program Outcome</b>	Student groups will be provided with career development workshops in meeting student diverse needs.												
2009-10 Activities	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Society of Hispanic Prof Engineers</td> <td>Society of Women Engineers</td> </tr> <tr> <td>Latino Business Association</td> <td>Latinos in Agriculture</td> </tr> <tr> <td>American Indian Engineers &amp; Scientists</td> <td>Black Engineers &amp; Scientists</td> </tr> <tr> <td>MESA/Multicultural Center</td> <td>SL&amp;L/Pride Center</td> </tr> </table>	Society of Hispanic Prof Engineers	Society of Women Engineers	Latino Business Association	Latinos in Agriculture	American Indian Engineers & Scientists	Black Engineers & Scientists	MESA/Multicultural Center	SL&L/Pride Center				
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MESA/Multicultural Center	SL&L/Pride Center												
Timeline	Fall, Winter & Spring Quarters												
<b>1C. DIVERSITY - STUDENTS</b>													
<b>OBJECTIVE</b>	Career Services will promote and support diversity at Cal Poly.												
<b>Program Outcome</b>	Strategic initiative will be developed to promote diversity to the overall student population.												
2009-10 Activities	Diversity Workshop: Working in a Diverse Environment Diversity Workshop: 21 <sup>st</sup> Century Survival Skills – Cultural Competencies Diversity Workshop: Successful Women in Business												
Timeline	Winter & Spring Quarters												
<b>1D. DIVERSITY – FACULTY/STAFF</b>													
<b>OBJECTIVE</b>	Career Services will collaborate with faculty and staff groups to promote and support diversity at Cal Poly.												
<b>Program Outcome</b>	Faculty and staff associations will be provided with resources to promote diversity and student success within their constituent groups.												
2008-09 Activities	Black Faculty & Staff Association (BFSA) Chicano Latino Faculty & Staff Association (CLFSA) Leadership Education of Asian Pacifics (LEAP)												
Timeline	Fall, Winter & Spring Quarters												

**CAREER SERVICES  
PROGRAM & LEARNING OUTCOMES (2009-10)**

Student Affairs Strategic Planning Objective: <b><i>SHARED CAMPUS PURPOSE</i></b> Promote shared campus purpose. Primary Strategic Goal: <b><i>ENGAGE EXTERNAL PARTNERS – 2A, 2B, 2C, 2D</i></b> <b><i>LEAD IN SUSTAINABILITY – 2E</i></b>	
<b>GOAL:</b> Career Services will build collaborative working relationships with the academic colleges and university-wide constituents to create shared meaning and purpose.	
<b>2A. ASSESSMENT – EMPLOYER SURVEYING</b>	
OBJECTIVE	Career Services will collaborate with the academic colleges in assessing the quality of graduates and student learning outcomes through employer surveying.
Learning Outcome	Employer Surveying support will be provided to assess the quality of graduates and student learning outcomes. This will support program review, accreditation and University/Diversity Learning Objectives.
2009-10 Activities	COB Final Report (2008-09) CENG Final Report (2008-09) CLA GRC Phase II: Expanded Survey Report (2009) CAFES Graduate Surveying: Thesis Programs (2009-10) CAFES AG Education Surveying: Non-Thesis Programs (2009-10) CAFES NRM Phase II: Expanded Survey Report (2009) IP&A Experiential Education Report (2007-09) Other Diversity Report – Academic Senate/Student Affairs (2009)
Timeline	Year-Round
<b>2B. ACADEMIC SUPPORT</b>	
OBJECTIVE	Career Services will collaborate with the academic colleges and departments in implementing career-related programs and services, supporting the academic community.
Program Outcome	Academic colleges and departments will be assisted with college-based programming.
2009-10 Activities	Dean’s Council Meetings College-Based Student Councils Department Visits College-Based Events & Activities Department Head Meetings Student Ambassador Groups Faculty Visits
Timeline	Year-Round
<b>2C. CAMPUS-WIDE SUPPORT</b>	
OBJECTIVE	Career Services will provide recruitment and employment services, supporting the University community.
Program Outcome	The campus community will be supported through centralizing local part-time job listings and Graduate Status Reporting.
2009-10 Activities	Local Part-Time Jobs Program Graduate Status Report Federal Work Study Program
Timeline	Year-Round
<b>2D. CAMPUS WIDE COMMITTEES SUPPORT</b>	
Goal	Career Services will actively participate in University Standing Committees and groups to affect change within Cal Poly, supporting the University

	community.
<b>Program Outcome</b>	The University will be served through participation in University Standing Committees and task forces.
2009-10 Activities	Academic Assessment Council                      Academic Advising Council WASC/DLO Assessment                              WASC/Integrated Learning SA Staff Development Committee                  Workplace Violence Task Force Students with Disabilities Advising Comm      CARE Net
Timeline	Year-Round

**2E. SUSTAINABILITY SUPPORT**

<b>OBJECTIVE</b>	Career Services will support sustainability by use of sustainable practices and products.
<b>Program Outcome</b>	Career Services will support and model sustainability practices.
2009-10 Activities	Job Fair – Usage of sustainable goods/products Job Fair – Eliminate water bottle usage
Timeline	Fall, Winter & Spring Quarters

**CAREER SERVICES  
PROGRAM & LEARNING OUTCOMES (2009-10)**

Student Affairs Strategic Planning Objective: <b><i>SECURE RESOURCES</i></b> Secure resources for program effectiveness. Primary Strategic Goals: <b><i>SECURE INSTITUTIONAL FUNDING – 3A</i></b> <b><i>INVEST IN FACULTY AND STAFF EXCELLENCE – 3B</i></b> <b><i>BE THE 21<sup>ST</sup> CENTURY POLYTECHNIC - 3C</i></b>	
<b>GOAL:</b> Career Services will secure resources to support programs, services and Student Affairs initiatives. Program effectiveness will also be impacted through committing resources towards staff development and technology.	
<b>3A. CORPORATE SUPPORT</b>	
OBJECTIVE	Career Services will generate and solicit corporate donations that will support student success, special programming, diversity and other Student Affairs initiatives.
<b>Program Outcome</b>	Career Services will generate \$10,000 in corporate support that will be designated for student success, special programming, diversity and other Student Affairs initiatives.
2009-10 Activities	Student Success Solicitation                      Grant Applications Corporate Solicitation
Timeline	Year Round
<b>3B. STAFF DEVELOPMENT</b>	
OBJECTIVE	Career Services will generate resources that will be committed for professional development and training.
<b>Program Outcome</b>	Staff will benefit from staff development and training activities.
2009-10 Activities	College-Based Conferences                      Professional Training College-Based Training                      Career Services Institute MBTI Training                      Strong Inventory
Timeline	Year-Round
<b>3C. TECHNOLOGY</b>	
OBJECTIVE	Career Services will generate resources that will be committed for state-of-the-art computer technology.
<b>Program Outcome</b>	Staff and students will benefit through current computer technology.
2008-09 Activities	Symlicity Recruitment System                      Hardware/Software Upgrades Career Services Homepage                      Career Services BLOG Zimbra/Email Notifications
Timeline	Year-Round

**CAREER SERVICES  
PROGRAM & LEARNING OUTCOMES (2009-10)**

Student Affairs Strategic Planning Objective: <b><i>STUDENT SUCCESS</i></b> Identify and work towards improving student success. Primary Strategic Goals: <b><i>PREPARE OUR STUDENTS FOR SUCCESS</i></b> – 4A, 4B, 4D, 4G, 4H <b><i>BE THE 21<sup>ST</sup> CENTURY POLYTECHNIC</i></b> – 4C <b><i>ENGAGE EXTERNAL PARTNERS</i></b> – 4E, 4F		
<b>GOAL:</b> Career Services will provide the following services and programs that identify and work towards improving student success.		
<b>4A. CAREER COUNSELING</b>		
OBJECTIVE	Career Services will assist students in developing career plans and goals for the future.	
Program Outcome	Students will be assisted with the following service areas: Career exploration, changing/choosing majors, inventory assessment, employment preparation (resume/cover letters/interview skills), job search, job placement, graduate school advising and other related areas.	
2009-10 Activities	Counseling Appointments Career Services Workshop Series Classroom Presentations Club Presentations	Testing & Assessment Career Services Resume Clinics Employer Panels Student Events
Timeline	Year-Round	
<b>4B. PRE-CAREER PROGRAMS</b>		
OBJECTIVE	Career Services will assist students in gaining practical, pre-professional work experience prior to graduation through pre-career programming.	
Program Outcome	Students will be encouraged and helped to participate in pre-career programs.	
2009-10 Activities	Cooperative Education Program Summer Jobs Program	Internship Program Co-op/Internship Panels
Timeline	Year-Round	
<b>4C. RECRUITMENT PROGRAMS</b>		
OBJECTIVE	Career Services will assist students with securing employment through MustangJOBS.	
Program Outcome	Students will secure employment through Mustang jobs.	
2009-10 Activities	Symplicity Recruitment System Local Part-Time Jobs Program Networking Sessions	On-Campus Interviews Job Listing Services Work Study Program
Timeline	Year-Round	
<b>4D. JOB FAIRS</b>		
OBJECTIVE	Career Services will assist students with career exploration, networking and securing employment through job fairs and career related events.	
Program Outcome	Students will be provided with access to industry contacts and secure employment through job fairs and career related events.	
2009-10 Activities	Fall Job Fair Winter Job Fair Spring Job Fair	Educ, Gov & Non-Profit Job Fair Employer Panels Networking Sessions
	Fall, Winter, Spring Quarters	

<b>4E. EMPLOYER RELATIONS</b>									
OBJECTIVE	Career Services will establish, maintain, and develop an employer relations program.								
<b>Program Outcome</b>	Employers will be assisted in establishing an effective recruiting program at Cal Poly.								
2009-10 Activities	<table border="0"> <tr> <td>On-Campus Interviewing Program</td> <td>Job Listing Services</td> </tr> <tr> <td>Networking Sessions</td> <td>Job Fairs</td> </tr> <tr> <td>Employer Appreciation Reception</td> <td>Employer Site Visits</td> </tr> <tr> <td>Employer Panels &amp; Presentations</td> <td>Employer Thank You</td> </tr> </table>	On-Campus Interviewing Program	Job Listing Services	Networking Sessions	Job Fairs	Employer Appreciation Reception	Employer Site Visits	Employer Panels & Presentations	Employer Thank You
On-Campus Interviewing Program	Job Listing Services								
Networking Sessions	Job Fairs								
Employer Appreciation Reception	Employer Site Visits								
Employer Panels & Presentations	Employer Thank You								
Timeline	Year-Round								
<b>4F. EMPLOYER SUPPORT</b>									
OBJECTIVE	Career Services will promote university/employer relationships.								
<b>Program Outcome</b>	Employers will be assisted in navigating the institutional structure.								
2009-10 Activities	<table border="0"> <tr> <td>College/Department Connections</td> <td>Employer Relations Program</td> </tr> <tr> <td>Advancement Connections</td> <td>Employer Site Visits</td> </tr> </table>	College/Department Connections	Employer Relations Program	Advancement Connections	Employer Site Visits				
College/Department Connections	Employer Relations Program								
Advancement Connections	Employer Site Visits								
Timeline	Year-Round								
<b>4G. ASSESSMENT - COMPREHENSIVE PLAN</b>									
OBJECTIVE	Career Services will assist students in exploring career goals.								
<b>Learning Outcome</b>	Complete a comprehensive career development model, identifying learning outcome areas and timelines for completion.								
2009-10 Activities	Research career-decidedness theory.								
Timeline	Winter & Spring Quarters								
<b>4H. ASSESSMENT – STUDENT SURVEYING</b>									
OBJECTIVE	Career Services will assist graduate students grow as student services professionals.								
<b>Learning Outcome</b>	Student Surveying (Assess student learning through Graduate Interns, Graduate Peer Advisors and Undergraduate Interns.								
2009-10 Activities	<p>Establish learning outcomes.</p> <p>Research tools and develop instruments.</p> <p>Implement design, compile data and finalize report and findings.</p>								
Timeline	Spring Quarter								

**CAREER SERVICES  
PROGRAM & LEARNING OUTCOMES (2009-10)**

Student Affairs Strategic Planning Objective: <b><i>STUDENT AFFAIRS ROLE</i></b> <i>Promote the unique role and purpose of Student Affairs.</i>	
GOAL: Career Services will promote Student Affairs.	
<b>5A. FACULTY/STAFF CONNECTION</b>	
OBJECTIVE	Career Services will assist Student Affairs in promoting its unique role and purpose to staff and faculty.
<b>Program Outcome</b>	New faculty and staff will be educated on Career Services and Student Affairs.
Activities – 2009-10	Faculty Welcome Informational Packets      New Faculty & Staff Visits Career Services Material
Timeline	Year-Round
<b>5B. CITIZENSHIP &amp; CIVILITY</b>	
OBJECTIVE	Career Services will promote career exploration, planning, and job search that enhance citizenship and civic duty.
<b>Program Outcome</b>	Students will explore careers that enhance citizenship and civic duty.
2009-10 Activities	Education, Government & Non-Profit Job Fair Teach for America Interview Preparation Workshop
Timeline	Winter & Spring Quarters

## IMPLEMENTATION PLAN OUTCOME SUMMARY (2009-10)

Career Services goals/objectives have been aligned with the Student Affairs 5 Strategic Planning Objectives. An Implementation Plan has been established which identifies the outcomes, outcome type, timelines, methods, and case responsible person.				
Outcome Types: <b>P = Program Outcomes</b> <b>L = Learning Outcomes</b>				
	Type	2008-2009	2009-2010	Case Responsible Person
<b>DIVERSE STUDENT NEEDS</b>				
1A. Diversity - Student Needs	<b>P</b>	X	X	Johnson
1B. Diversity – Students Groups	<b>P</b>	X	X	Johnson
1C. Diversity – Students	<b>P</b>	X	X	Shibata/Moore
1D. Diversity – Faculty/Staff	<b>P</b>	X	X	Shibata
<b>SHARED CAMPUS PURPOSE</b>				
2A. Assessment – Employer Surveying	<b>L</b>	X	X	Shibata/Martin
2B. Academic Support	<b>P</b>	X	X	Johnson
2C. Campus Wide Support	<b>P</b>	X	X	Moore/McCann
2D. Campus Wide Committee Support	<b>P</b>	X	X	Shibata
2E. Sustainability Support	<b>P</b>		X	Moore/Thipsouvanh
<b>SECURE RESOURCES</b>				
3A. Corporate Support	<b>P</b>	X	X	Shibata
3B. Staff Development	<b>P</b>	X	X	Shibata
3C. Technology	<b>P</b>	X	X	Milosevic
<b>STUDENT SUCCESS</b>				
4A. Career Counseling	<b>P</b>	X	X	Johnson
4B. Pre-Career Programs	<b>P</b>	X	X	Moore/McCann
4C. Recruitment Programs	<b>P</b>	X	X	Moore/McCann/Crum
4D. Job Fairs	<b>P</b>	X	X	Moore/Thipsouvanh
4E. Employer Relations	<b>P</b>	X	X	Moore/McCann
4F. Employer Support	<b>P</b>	X	X	Moore/McCann
4G. Assessment – Comprehensive Plan	<b>L</b>	X	X	Shibata/Moore/Martin
4H. Assessment - Student Surveying	<b>L</b>	X	X	Shibata/Rinaldi-Zuniga
<b>STUDENT AFFAIRS ROLE</b>				
5A. Faculty/Staff Connection	<b>P</b>	X	X	Martin
5B. Citizenship & Civility	<b>P</b>	X	X	Rinaldi-Zuniga

**PROGRAM & TIMELINES**  
**PROGRAM SUMMARY (2009-10)**

<i>Programming</i>	<i>Summer</i>	<i>Fall</i>	<i>Winter</i>	<i>Spring</i>
<b>JOB FAIRS</b>				
Fall Job Fair (2-Day)		X		
Winter Job Fair (2-day)			X	
Education, Government & Non-Profit Job Fair				X
Spring Job Fair (1-day)				X
<b>RECRUITMENT</b>				
On-Campus Interview Program		X	X	X
Job Listing Service	X	X	X	X
Co-op/Internship Programs	X	X	X	X
Summer Jobs Program	X	X	X	X
Work Study Program		X	X	X
Local Part-Time Jobs Program	X	X	X	X
Networking Sessions – Campus Wide		X	X	X
Networking Sessions – Career Services		X	X	X
<b>EVENTS PLANNING</b>				
<i>EVENTS MANAGEMENT</i>				
Fall Job Fair (2-Day)		X		
Winter Job Fair (2-Day)			X	
Focus the Nation Job Fair (Sustainability)			X	
Spring Job Fair (1-Day)				X
Education, Government & Non-Profit Job Fair				X
<i>EMPLOYER EVENTS</i>				
Employer Appreciation Event		X		
Employer Resume Event		X		
Local Employer Luncheon				X
<i>EMPLOYER PANELS</i>				
Employer Panel: Work Lunches Series		X	X	
Employer Panel: Entrepreneur/New Business				X
Teacher Admin Panel				X
<i>CAREER EVENTS</i>				
Careers in Consulting		X		
Careers in Law		X		
Careers in Engineering			X	
Careers in Marketing			X	
<i>OTHER PROGRAMMING</i>				
Career Services Workshop Series		X	X	X
Career Services Resume Clinics		X	X	X
Graduate School Workshop Series		X	X	
International Careers			X	
Biotech Industry Careers			X	
Ag Showcase – Job Preparation Workshops			X	

Diversity: Working in a Diverse Environment		X		
Diversity: 21 <sup>st</sup> Century Survival Skills (competencies)			X	
Diversity: Successful Women in Business				X
Chumash SHOW (5 <sup>th</sup> Year Senior Project)				X
Outstanding Student Employee of the Year				X
Career Services Thank You Event				X
<b>ASSESSMENT</b>				
College of Business Report (2008-09)	X	X		
College of Engineering Report (2008-09)	X	X		
College of Liberal Arts (GRC Phase II)	X	X		
College of Agriculture (Thesis Programs)	X	X		
College of Agriculture (Non-Thesis Pgms)	X	X		
College of Agriculture (NRM Phase II)	X	X		
Experiential Education Report (2007-09)	X	X		
Diversity Report (2008-09)	X	X		
Career Services Comprehensive Plan/Model			X	X
Career Services – Student Surveying			X	X