



CalPolyPomona | Academic Innovation

2024

# SUMMER CONFERENCE

## EXPLORING THE FUTURE OF WORK

MAY 29-MAY 31, 2024



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# CONFERENCE OVERVIEW

Conference Chair: Dr. Winny Dong

## CAREER READINESS THROUGH CAMPUS STUDENT EMPLOYMENT

TRACEE PASSEGGI

DR. VICTOR F. OKHUYSEN

JASON M. LU

CHERRIE PETERS

DR. GINNY TEMPLETON

XIOMARA (XIO) TAPIA



This track presents a holistic approach to integrating National Association of Colleges and Employers (NACE) Career Readiness Competencies into campus student employment, fostering essential skills for the dynamic job market. Beginning with an in-depth exploration of competencies such as communication, critical thinking, teamwork, digital literacy, leadership, professionalism, and career management, participants will learn to recognize and develop these skills in student employees. The track progresses to practical applications, offering strategies for incorporating competency development into daily tasks despite managerial time constraints. Special emphasis is placed on the Iowa GROW® initiative and guided reflection practices, highlighting their effectiveness in connecting classroom learning with workplace experience. This approach not only enhances student employment as a high-impact activity but also equips managers with tools for fostering a learning-centric work environment.



## CAREER READINESS IN THE CURRICULUM

DR. WINNY DONG

DR. JOANNE J. SOHN

DR. PREETI WADHWA

DR. NINA ABRAMZON

JOCELYN S. CHONG

DR. ALISON HOLMES

LOREN COLLINS

The "Career Readiness in the Curriculum" track provides educators with a structured approach to integrating career preparedness into academic programs, beginning with an overview of the concept and its significance for student success. It offers practical sessions on designing and assessing curricula with career readiness in mind, using a variety of tools such as rubrics and modules adaptable to different teaching formats. Participants engage in hands-on workshops to apply these strategies directly to their courses, with a focus on interdisciplinary application and leveraging campus resources. A key component includes a panel discussion with employers and alumni, offering insights into the skills and competencies valued in the workforce. The track emphasizes collaboration with career centers to enhance curriculum effectiveness, culminating in actionable plans for educators to implement career preparedness strategies in their teaching practices.



# PLANNING COMMITTEE



**Dr. Nina Abramzon**  
Professor of Physics and  
Astronomy; First Year  
Experience Faculty Chair  
Cal Poly Pomona



**Jocelyn Chong**  
Coordinator, Office of  
Assessment and Program  
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**Loren Collins**  
Director of Advising  
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**Dr. Winny Dong**  
Faculty Director, Office of  
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**Dr. Alison Holmes**  
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Interim Director, Student  
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**Dr. Victor Okhuysen**  
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**Josue Ruiz**  
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**Dr. Olukemi Sawyerr**  
Associate Vice President,  
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**Dr. Joanne Sohn**  
Associate Professor, Animal  
and Veterinary Sciences  
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**Xiomara Tapia**  
Access Specialist, Disability  
Resource Center  
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**Dr. Ginny Templeton**  
Interim Director of  
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& Assessment, ASI  
Cal Poly Pomona



**Mai Tran**  
Program Manager, CPP  
INVESTS, Academic  
Innovation  
Cal Poly Pomona



**Dr. Preeti Wadhwa**  
Professor of Management &  
Leadership, College of  
Business Administration  
Cal Poly Pomona

# KEYNOTE SPEAKERS

## JEREMY PODANY

FOUNDER & CEO, THE CAREER  
LEADERSHIP COLLECTIVE

Jeremy Podany is the Founder and CEO of The Career Leadership Collective, a consultancy that has done business with over 1,000 colleges and universities since 2017 on the systemic career development needs of higher education. The Collective is the inventor of the National Alumni Career Mobility (NACM) survey and the EMBARK first destination data service, which were both acquired by Lightcast in 2023.

Jeremy enjoyed nearly 20 years working in higher education, primarily in career services. His inventions and consulting solutions have systemically helped thousands of university leaders and hundreds of thousands of college students with career education and career mobility.



## ABSTRACT

Transforming a Career Ecosystem on Campus

Every higher education institution has a Career Readiness Ecosystem. This ecosystem may or may not be working effectively or to its fullest potential, but it can equitably transform the future of all students. In this session, Jeremy Podany, CEO and Founder of The Career Leadership Collective and the nation's leading expert on building capacity in Higher Education Career Ecosystems, will share trends, best practices, and research on how to build an effective career ecosystem across campus.

# KEYNOTE SPEAKERS

## MATTHEW BRINK

CHIEF CONTENT & PROGRAMS  
OFFICER, NATIONAL ASSOCIATION OF  
COLLEGES AND EMPLOYERS

Matthew Brink is chief content and programs officer for the National Association of Colleges and Employers. He oversees professional development services, meetings and events, content, and all research initiatives. An experienced professional in the field, Brink has overseen career services in a variety of institutions, including, most recently, the University of Delaware, and has been active in employer-focused activities.



## ABSTRACT

Established in 1956, NACE is a professional association that connects nearly 17,000 college career services professionals, university relations and recruiting professionals, and the business solution providers that serve this community. In 2015 NACE launched its Career Readiness Initiative to address a fundamental need for new college graduates and the professionals who serve their career development needs and recruit them into the workforce: a shared understanding of what is needed to launch and develop a successful career, a common vocabulary by which to discuss needs and expectations, and a basic set of competencies upon which a successful career is launched. In this session, Matthew Brink, NACE Chief Programs and Content Officer will discuss the origins of the NACE career readiness competencies, best practices from campuses that have successfully scaled competency implementation, and a general framework of how the competencies can move us forward in building a successful workforce.

# KEYNOTE SPEAKERS

## DR. OLUKEMI SAWYERR

ASSOCIATE VICE PRESIDENT, OFFICE OF ACADEMIC INNOVATION,  
CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA

Olukemi Sawyerr, Ph.D., is the State Chair and Chair of the Board of Directors of the American Council on Education Women's Network Southern California. She is the inaugural Associate Vice President for the Office of Academic Innovation (AI) and professor of Strategy and Entrepreneurship at Cal Poly Pomona. AI curates opportunities for experiential learning, discovery, and innovation. Dr. Sawyerr is leading the career and professional readiness initiative to prepare Cal Poly Pomona students for the future of work, human and civic engagement. She is the Principal Investigator on Cal Poly Pomona's National Science Foundation I-Corps Site grant and the NSF CPP INVESTS grant. Her current research interests focus on entrepreneurship education and its impact in higher education and has appeared in multiple peer-reviewed journals and national and international academic and professional conferences. She holds a bachelor's degree and an MBA from Texas Woman's University and a doctoral degree from the University of North Texas.



## ABSTRACT

The future of work is evolving rapidly. While a college degree remains valuable, graduates often face a competitive job market unprepared for the skills and experiences employers seek. This keynote explores the critical need for higher education institutions to integrate career preparedness into their curriculum and in all co-curricular activities. Higher education promises a path to social mobility, yet unequal access to career preparedness resources perpetuates existing inequalities. Students from disadvantaged backgrounds often lack the social capital, professional networks, and career guidance readily available to their peers. This creates a significant barrier to career exploration, skill development, and ultimately, successful post-graduation outcomes. Integrating career readiness into higher education is not just beneficial, but an equity imperative.

# DAY 1: MAY 29, 2024

Time:	Location:	Session:
8:30am-9:00am	CBA 162-1001	Check-in & Breakfast
9:00am-10:00 am	CBA 162-1001	Keynote: Jeremy Podany
10:00am-10:45am	CBA 162-1001	Icebreaker
10:45am-11:00am		Break
11:00am-12:00pm	CBA 162-1001	Keynote: Matthew Brink
12:00pm-1:00pm		Lunch
1:00pm-2:00pm	CBA 163-1005	Track 1: Curriculum - Session 1: Scaffolding Career Preparedness into the Curriculum - an Overview
	CBA 162-1001	Track 2: Campus Employment - Session 1: Unpacking the NACE Career Readiness Competencies



# DAY 1: MAY 29, 2024

Time:	Location:	Session:
2:00pm-3:00pm	CBA 163-1005	Track 1: Curriculum - Session 2: Career Preparedness in the Curriculum - Impact on Students
	CBA 162-1001	Track 2: Campus Employment - Session 2: Unpacking the NACE Career Readiness Competencies (continuation)
3:00pm-3:15pm		Break
3:15pm-4:15pm	CBA 163-1005	Track 1: Curriculum - Session 3: Highlighting and implementing career preparedness in your course(s)
	CBA 162-1001	Track 2: Campus Employment - Session 3: Competencies in Action
4:15pm-4:45pm	CBA 162-1001	Wrap Up
5:00pm-6:30pm	Innovation Brew Works	Networking Social

# DAY 2: MAY 30, 2024

Time:	Location:	Session:
8:30am-9:00am	CBA 162-1001	Check-in & Breakfast
9:00am-10:00am	CBA 162-1001	Keynote: Dr. Olukemi Sawyerr
10:00am-10:15am		Break
10:15am-11:15am	CBA 163-1005	Track 1: Curriculum - Session 4: Career readiness in different disciplines
	CBA 162-1001	Track 2: Campus Employment - Session 4: The Iowa GROW Experience
11:15am-12:15pm	CBA 163-1005	Track 1: Curriculum - Session 5: Resources for incorporating career preparedness in your courses and curriculum
	CBA 162-1001	Track 2: Campus Employment - Session 5: The Iowa GROW Experience (continuation)

# DAY 2: MAY 30, 2024

Time:	Location:	Session:
12:15pm-1:15pm		Lunch
1:15pm-2:15pm	CBA 163-1005	Track 1: Curriculum - Session 6: Alumni Panel
	CBA 162-1001	Track 2: Campus Employment - Session 6: Tools for Managers
2:15pm-3:15pm	CBA 163-1005	Track 1: Curriculum - Session 7: Collaboration with the Career Center
	CBA 162-1001	Track 2: Campus Employment - Session 7: Tools for Managers (continued)
3:15pm-4:15pm	CBA 163-1005	Track 1: Curriculum - Session 8: Highlighting and implementing career preparedness in your course(s) or program
	CBA 162-1001	Track 2: Campus Employment - Session 8: Tools for Managers (continued)
4:15pm-4:45pm	CBA 162-1001	Wrap Up

# DAY 3: MAY 31, 2024

Time:	Location:	Session:
8:30am-9:00am	CBA 162-1001	Check-in & Breakfast
9:00am-9:45am	CBA 162-1001	Discover your strengths
9:45am-10:30am	CBA 162-1001	Strengths and Industry Panelists
10:30am-10:45am		Break
10:45am-11:45am	CBA 162-1001	Joint Session: Student Panel
11:45am-12:30pm	CBA 162-1001	Collective Reflection Survey
12:30pm		Lunch To-Go

# CURRICULUM TRACK

## SESSION 1: SCAFFOLDING CAREER PREPAREDNESS INTO THE CURRICULUM – AN OVERVIEW

ALISON HOLMES AND LOREN COLLINS

Career Preparedness is not simply about job prospects or professional trajectory. A meaningful career curriculum is about self-actualization and self-efficacy. Here at Cal Poly Humboldt a group of faculty in the College of Arts, Humanities and Social Sciences and key members of staff believed that students are more likely to succeed in their studies when they know what it's 'for' and so created a long-term collaboration in the area of career curriculum. The goal was to address what we saw as both the practical and the equity 'gaps' between the co-curricular efforts of the Career Center and the classroom. This session will recount the progress, note the missteps, and offer some lessons on the care and nurturing of staff/faculty relationships that look beyond 'student success', towards 'life success' through the self-exploration process we call career preparedness.



## SESSION 2: CAREER PREPAREDNESS IN THE CURRICULUM – IMPACT ON STUDENTS

ALISON HOLMES, LOREN COLLINS, AND SARA LANGFORD

This session builds on Session One by offering a discussion of assessment-aware design for career integration in the curriculum. The session includes the CPP context for assessment while offering specific examples of career curricula at both the course and programmatic levels. Examples include rubrics, exercises, and modules that can be dropped into any course with different course modalities and formats in mind. This discussion serves as preparation for the working sessions on syllabi and program outcomes.



## SESSION 3: WORKING SESSION

Bring your syllabi or your curriculum map. Our team will support you while you highlight and implement career preparedness in your course(s).

# CURRICULUM TRACK

## SESSION 4: CAREER READINESS IN DIFFERENT DISCIPLINES

ALISON HOLMES AND LOREN COLLINS

Making a major a home happens on many levels. Helping students recognize and embrace their scholarly area of study and professional intentions has vital roots in their major of choice. Asking an engineer to help with an art portfolio or an English professor to help with jobs in Wildlife makes no sense, yet we expect career centers to cover the entire spectrum of options and underutilize the expertise housed in each department. Many career products are standard but given estimates that 85% of jobs are achieved through some kind of networking, connections in the specific field are vital to success. This session will look at some of those similarities and differences and how faculty and staff can be more complementary as they guide students to the options found in their major, college, or campus.



## SESSION 5: RESOURCES FOR INCORPORATING CAREER PREPAREDNESS IN YOUR COURSES AND CURRICULUM

DR. WINNY DONG, JESUS BERMUDEZ, AND KATHRYN MCCULLOCH,

How do you know whether your students feel prepared for a career after graduation? What educational practices do students correlate to career preparedness? And what are some resources on your campus to help with integrating career preparedness into your courses and/or curriculum? This session will introduce available data sources to better understand the career status of our students and alumni, along with resources that can help with designing and updating your course content.



# CURRICULUM TRACK

## SESSION 6: ALUMNI PANEL

FACILITATOR: DR. PREETI WADHWA

JULIA ABREGO, STEPHANIE (VALLELUNGA) AGRAWAL, JYOTI MANCHANDA, PMP, JASE NOSAL, AND STEPHANY SORIA, MBA

Hear from an alumni panel about the career preparedness they expect in recent graduates and how it connects to the courses students take. Get valuable insights on aligning education with employer expectations to enhance students' career prospects.



## SESSION 7: COLLABORATION WITH THE CAREER CENTER

LOREN COLLINS AND THE CPP CAREER CENTER STAFF, FACILITATED BY ALISON HOLMES

What resources are available to faculty members from their campus' career centers? What are some impactful ways to integrate career center resources into your curriculum? Career center professionals from Cal Poly Pomona and Cal Poly Humboldt will discuss their experiences integrating career preparedness into the classroom and offer insights on challenges and successes.

## SESSION 8: WORKING SESSION

Bring your syllabi or your curriculum map. Our team will support you while you highlight and implement career preparedness in your course(s) or program.

# EMPLOYMENT TRACK

## SESSION 1 AND 2: UNPACKING THE NACE CAREER READINESS COMPETENCIES

GINNY TEMPLETON, ASI

In today's dynamic job market, equipping students with essential career readiness competencies is paramount. This two-part session aims to help faculty and staff integrate the NACE Career Readiness competencies work into student employment experiences. Participants will delve into the intricacies of communication, critical thinking, teamwork, digital literacy, leadership, professionalism, and career management, gaining a deep understanding of each competency. Through interactive discussions, activities, and practical examples, attendees will recognize where and how these competencies manifest in the daily work of student employees.



## SESSION 3: COMPETENCIES IN ACTION

GINNY TEMPLETON, ASI

Expanding on the foundational understanding established in the first session, this session delves into the behaviors associated with communication, critical thinking, teamwork, digital literacy, leadership, professionalism, and career management. Equipped with an understanding of these behaviors and skill-building tools, managers can learn to integrate competency development into the daily tasks of student employees. Given the time constraints managers face due to many daily responsibilities, this session's main objective is to facilitate tool sharing and provide practice opportunities through interactive activities. This approach enables managers to immediately apply the strategies learned.





# EMPLOYMENT TRACK

## SESSION 4 AND 5: THE IOWA GROW® EXPERIENCE

TERI SCHNELLE

Iowa GROW® (Guided Reflection on Work) uses brief, structured conversations between student employees and their supervisors to help students connect the skills and knowledge they are gaining in the classroom with the work they are doing and vice versa. Iowa GROW® is focused on making student employment a "high-impact activity," one that requires students to reflect on their learning and connect their learning within and beyond the classroom. During this presentation, we will discuss how student employment can enhance student success, provide an overview of the Iowa GROW® initiative and outcomes, outline how you can implement GROW® with your student employees, and share other strategies beyond GROW that can help organizations build a learning-centric student employment experience.



## SESSIONS 6, 7, 8: INTEGRATING REFLECTION IN THE STUDENT EXPERIENCE – TOOLS

TERI SCHNELLE AND GINNY TEMPLETON

This session focuses on leveraging guided reflection into the regular workday with student employees. The primary goal is to equip managers with practical tools and strategies that they can immediately implement.

Through interactive exercises and discussions, participants will engage in hands-on practice to facilitate reflection within their management practices. By the end of the session, managers will have gained a deeper understanding of reflection practices and will be equipped with the necessary skills and tools to cultivate reflective practices among student employees, ultimately enhancing their competency awareness, development, workplace performance, and future readiness.



# JOINT SESSIONS

## DAY 3: DISCOVER YOUR STRENGTHS

CHERRIE PETERS  
JASON LU



This session empowers individuals to identify and leverage their unique strengths. This journey of self-discovery will provide tools and strategies to enhance personal and professional development. By understanding and harnessing their innate abilities, participants can foster a more productive, collaborative, and positive environment within Cal Poly Pomona. Join us to embark on this journey to unlock your potential and transform your approach to work and life.

## DAY 3: STRENGTHS AND INDUSTRY

RENITA J. WOJTUSZEWSKI, SOUTHLAND DATA PROCESSING  
LESLIE LEGUERN, MEMORIAL CARE  
LUKE HANSEN, GALLUP



Join us for an enlightening panel discussion with esteemed industry partners as they delve into the practical application of strengths in their respective workplaces. Gain insights into how these organizations foster talent, enhance productivity, and drive innovation by leveraging the unique strengths of their teams. This session is a must-attend for college faculty staff aiming to equip students with the skills and understanding necessary to thrive in today's dynamic professional landscape

# JOINT SESSIONS

## DAY 3: STUDENT PANEL

FACILITATORS: XIOMARA TAPIA AND DR. GINNY TEMPLETON

DAVID DUNN, CAITLYN MULHOLLAND, ANTHONY VILLA, AND ELIZABETH CASTRO

This panel aims to shed light on the multifaceted experiences of student employment on campus. The panelists will share their insights, challenges, and successes on their experience with campus employment. Through their narratives, attendees will gain valuable perspectives on balancing academic commitments, gaining practical skills, and navigating the transition from student life to the workforce.



## DAY 3: COLLECTIVE REFLECTION

DR. WINNY DONG

This session offers a platform for participants to collectively review topics explored in each track. Through facilitated dialogue, participants will share perspectives, best practices, and innovative approaches, fostering a collaborative environment for addressing common challenges and opportunities. The session will culminate in a post-survey to capture reflections and distill key takeaways.



# ACKNOWLEDGEMENTS

We are immensely thankful to every attendee and speaker of the 2024 Academic Innovation Summer Conference for their engaging participation, enlightening input, and invaluable attendance, which significantly enhanced the quality of the event. The vibrant exchange of ideas, dynamic discussions, and opportunities for networking have contributed to our collective wisdom and fostered a stimulating environment for learning and advancement at Cal Poly Pomona.

Our sincere gratitude also extends to the organizing committee, support staff, and sponsors for their relentless commitment and effort in ensuring the conference's overwhelming success. Your involvement in this extraordinary event is highly appreciated, and we eagerly anticipate future opportunities for collaboration and ongoing involvement in our mutual quest for knowledge and progress.



**CalPolyPomona**  
Academic Innovation



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