

Building Advisory Council Meeting
November 27, 2018

Participants: Dave Blumberg - chair, Chuck Ogden, Art Jarvis, Cindy Daumeyer, Craig Murnan, David Knapp, Michael Craig, Jana Beal, Lynette Viox, Peggy Johnson, Andrea Conner, Dr. Amy Crouse. Guest: Dr. Dong-Gil Ko, Associate Professor and Lindner Research Fellow in the College of Business, UC

- A. Conner reviewed Career Readiness Competencies Perception Information
- L. Viox described use with students especially around student level of comfort and preparedness including presentations. Employer vs. Student Perception of Proficiency in Career Readiness Competencies. L. Viox introduced Dr. Dong-Gil Ko.
 - Topics: Qualities that undergraduate students must possess to enter the Lindner School of Business
 - How might high schools better prepare students who wish to enter the business field?
 - “Soft” skills that K-12 schools need to help students develop
- Dr. Ko - research on what skills students have that make them successful in career
 - Experience with P&G - 9 competency profile that all applicants must have
 - UC research utilized all student data including student survey
 - Handout #1: UC Admissions Office
 - Handout #2: UC Lindner College of Business Admissions Criteria
 - Quantitative skills no matter what the major
 - Predominately in mathematics
 - Believe can be trained
 - Earlier the better - lead to long term success
 - Difference between job offer and job compensation
 - Quality: Depth and Breadth coursework
 - Business GPA relative to University GPA
 - Matters the most in job offer
 - Knowledge of general education
 - Experiential learning - CO-OP (Best predictor of job offer)
 - Credit hours do not matter - stay focused and go in depth
 - Matters most in job compensation
 - Quantity of coursework
 - Even if low GPA, go for experiential learning
 - CO-OP and internships

- Potential and Demonstrated (employers are ready to put you to work; what projects have you previously completed.)
- High School and lower - experiential learning
 - Projects
 - Communication
 - Collaboration
 - Conflict resolution
 - Convince parents that this important
 - Passion in teachers
 - Drive and curiosity in students
- Experiential learning: CO-OP, internships, community service, study abroad etc.

Q. Dr. Crouse asked what two things are they least prepared for ...

A. **Getting started.** Methodology independent of project itself. Process, overview picture of what needs to happen. Teach the methodology. Also, **conflict resolution.** Inequity of work distribution. Cross learning to match strength to student who needs to grow in that area.

Q. Mr. Ogden - what three to five soft skills that we can start with in middle school

A. **Communication** - listening is profoundly overlooked. Encoding and decoding skills. Framing what you are saying in light of your audience. Demeanor.
Critical thinking/problem solving.
Getting along with others. Team based work.

Q. J Beal shared.

A. Accept how to receive and process feedback.

Q. C. Murnan - Encouraged students to double major if business major.

Skill driven major and another not specific.

A. Not great at University in assisting this process. Hybrid employee important. Cannot compete if only one area of expertise without another area of skill.

- Dr. Ko explained “Hour Glass” Shaped Graphic:
 Managerial industry-specific knowledge process-oriented/technical task-specific knowledge methodology-oriented
 - Build foundation with technical skills across domains
 - Then build industry specific knowledge
- Andrea Conner: discussed work to be done by council
 - Check your biography and turn in to Susanne Quigley

- Michael Craig speaking next meeting
- Homework: Read *Connecting High Schoolers to Apprenticeships*