A Campus-wide Collaboration: Increasing Employability through International Experience and Reflection

Carolyn Barringer
Meghan Greene
Florida State University
Participants will...

- understand the impact of student engagement on the college experience

- learn about the impact of study abroad and reflection on student employability

- discuss ideas for campus partnerships to encourage job preparation
Agenda

• Reflection Exercise
• Garnet & Gold Scholar Society
• Assessment & Findings
• Discussion
Reflection Exercise

• Something I didn’t expect to happen when I was abroad was ....

• Think about the new things you learned about a culture other than your own, be it something you saw or a person you met. Explain one new discovery you made about that culture.
Group Discussion

• How did you respond to the prompt?

• Did you find this exercise easy or challenging? Why?
Program History

• University mission statement

• University president’s vision
  • student-centered campus
  • engaged campus

• Selection of 3 out of 5 Engagement Areas: Leadership, Internship, Service, International, Research
Program Process

Intent to Participate -> Administrator

Reflection-Area 1 -> Area Approver

Reflection-Area 2 -> Area Approver

Reflection-Area 3 -> Area Approver

Administrator-Final Checks -> Synthesis Reflection
International Area Criteria

• Sustained international experience with approved intercultural communication course

OR

• Global Pathways Certificate with sustained international experience
Induction Ceremony
Program Completions

### NACE Data

Employers rate the importance of candidate skills/qualities

<table>
<thead>
<tr>
<th>Skill/Quality</th>
<th>Weighted Average Rating*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ability to work in a team structure</td>
<td>4.61</td>
</tr>
<tr>
<td>Ability to make decisions and solve problems</td>
<td>4.61</td>
</tr>
<tr>
<td>Ability to verbally communicate with persons inside and outside the organization</td>
<td>4.60</td>
</tr>
<tr>
<td>Ability to plan, organize, and prioritize work</td>
<td>4.59</td>
</tr>
<tr>
<td>Ability to obtain and process information</td>
<td>4.57</td>
</tr>
</tbody>
</table>

*5-point scale, where 1=Not at all important; 2=Not very important; 3=Somewhat important; 4=Very important; and 5=Extremely important

Methods

• 129 synthesis reflections
• Completed students with the international engagement area (2011-2014)
• Key words used from NACE 2015 Job Outlook employer survey
Summary of Reflections

- Teamwork: 72
- Make Decisions/Solve Problems: 46
- Verbal Communication: 73
- Plan/Organize/Prioritize: 50
- Obtain & Process Information: 59
Reflection Examples

• Team/Teamwork/Collaborate

“I was given the unique opportunity to study abroad in Geneva, Switzerland at CERN. From this experience, I learned about the importance of collaboration with an international research team. I was able to interact with and learn from leaders in the field of science.”
Reflection Examples

• Make decisions/solve problems

“My perceptions have changed tremendously through the GGSS program. Specifically, my views on leadership, organizational change, decisions making and international business operations.”
Reflection Examples

• Verbal Communication

“The importance of effective communication is key, and this experience has helped me develop my communication skills as well. Not only has my Italian improved, but I also feel more confident that I can engage in international dialogue and be able to communicate with ‘international English’, or ‘business English’.”
Reflection Examples

• Plan/Prioritize/Organize

“Through this experience, I gained skills that I could use in the competitive job market such as group collaboration, language, effective communication and writing, strategic project planning/implementation and increasing NGO organizational capacity and sustainability.”
Reflection Examples

• Obtain and process information

“I certainly learned that it takes patience in order to correctly gather and process information, especially in a UN setting simply because of the sheer mass of information being transmitted.”
Discussion

• What are some practices your campus has implemented to help prepare students for future employment?

• How is reflection integrated on your campus?

• How could a recognition program fit with your institution’s mission and values?

• Who are your potential campus partners?

• How would you develop support from these partners?
Looking Ahead

• Improve access for international area criteria
• Pre/post survey tools
• Programming for enrolled students
References

• Student Engagement Literature


• Collaborators:
  – James Hunt, Florida State University
  – Jillian Volpe White, Florida State University
Questions?

• Carolyn Barringer, ctbarringer@fsu.edu
  Garnetandgoldscholar.fsu.edu

• Meghan Greene, megreene@fsu.edu
  International.fsu.edu