

MINUTES

MEETING OF THE CAREER ADVISORY BOARD, SCHOOL OF PHYSICS AND ASTRONOMY, UNIVERSITY OF MINNESOTA; VIA VIDEO CONFERENCE HELD APRIL 16, 2021

PURSUANT TO NOTICE DULY GIVEN, a meeting of the Career Advisor Board (CAB) was held on April 16, 2021, via video conference.

Board members in attendance: Paula Heron, Matt Abroe, Ethan Bock, Dan Bruzzone, Dan Friker, Brad Givot, Paul Kelley, Lisa Lust, Mark Madland, Donna Norberg, Mohac Tekmen, Paul Way, Addis Woldesenbet, Dale Jackson

The meeting was called to order at 12:00 p.m. (CST). The following actions were taken by the Board:

School of Physics and Astronomy Career Education Progress

The Career Advisory Board commends the significant progress made on execution of the career education roadmap elements over the past year. In particular, the board recognizes that during the challenging environment of the past year, significant progress has been made in:

- Career preparedness roadmap visualization and communication to students
- New structure in support of career education activities (Career Education Committee)
- Career bio preparation and communication
- Initial work towards internship integration
- Obtaining and interpreting career data through the career center
- Website usage

CAB recommends that the SPA and newly formed Career Education Committee continue to pursue roadmap elements and recommendations from prior CAB interactions.

COVID-19 Status

The board recognizes the impact that the COVID-19 pandemic has had on the global career landscape. Namely, the geographic scope of employer recruiting efforts has broadened significantly. Employers are now recruiting for positions with a “live anywhere” mindset and are providing increased flexibility in location for existing employees. If Physics and Astronomy graduates are not likewise broadening their geographic search scope, there is a risk that graduates will see increased competition for local jobs without benefiting from an increased national or global pool of opportunities.

In addition, the board recognizes that a return to in-person recruiting efforts is unpredictable. It is expected that social media-based recruiting will continue to play a prominent role in career matching for some time.

Based on these considerations, CAB recommends:

- Including social media education in career preparedness efforts, such as communication or education pertaining to: specific media platforms, job seeker profile creation, and broadening geographic scope.

- Utilizing social media to develop self-functioning alumni groups for career connections and mentorship opportunities.
- Recognizing that COVID-19 may result in atypical student challenges, requiring more frequent communication and career education support.

Career Education Committee

The board recommends that the newly formed Career Education Committee (CEC) be empowered to take responsibility for career education planning and accountability. CAB would continue to provide industry perspective, recommendations and feedback on CEC plans. As part of this shift, CAB recommends CEC considers at least the following areas:

- CEC governance and structure.
- Timing and frequency of CAB meetings in support of CEC efforts.
- Additional survey approaches and data that might be collected from students or graduates by either SPA or the Career Center.
- 50/50 funded internship offering.

Internships

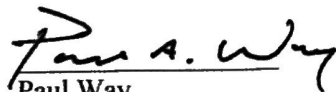
CAB views internships favorably as a means for students to gauge career interest and employers to develop a vetted talent stream. It is recognized that there are many varieties of internships available for undergraduate and graduate students. Each company may have its own rules for student work hours, publishing, and work-research alignment.

The board members agree that improving access to internships should remain a priority. SPA-developed internship guidelines should be actively communicated to students. Internship outcomes should be communicated to students and faculty. Internships that are funded or partially funded by SPA may not have a favorable cost-benefit, given the modest costs that a company incurs for an intern and the relatively high cost to SPA.

Computing Curriculum

The board maintains no preference on computing languages. Computing instruction should be maintained and the emphasis should be on gaining experience with standard algorithms and coding structures. Students should be advised to emphasize computing experience in a resume or CV.

There being no further business, the meeting adjourned. The next regular meeting will be scheduled and communicated within 12 months.


Paul Way
Board Chair