



## New Mexico Consortium of Career Educators & Employers (NMC<sup>2</sup>E<sup>2</sup>)

Meeting

November 22, 2019 10:30AM – 4:00 PM

University of New Mexico

### **In attendance:**

Michael Voegerl, President  
Tristine Hayward, Secretary  
Sarah Millburn, President-Elect  
Mechelle CrazyThunder  
Tawna Harrison  
Patty Armstrong

Jill Bishop, Treasurer  
Alison Fuller, Membership Chair  
Charles Lehman  
Lisa Kalberg  
Janine Sohler  
Jenna Crabb

### **On Zoom:**

Rob Liddell  
Kino Hurtado  
Tallyn Wesner

Danny Pape  
Estelita Young  
Fidel Trujillo

Start Time: 11:03 AM

**Welcome and Introductions:** Michael Voegerl

### **Southern Association of Colleges and Employers (SoACE):**

- New Mexico is in MPACE, but could also be in SoACE. (They are both under NACE at the national level. NACE is great for employer relations. NMCDA is also an organization we can be a part of, with NCDA as the national level. NCDA is great for career counseling and advising.)
- The annual conference is in December in Memphis, TN with 400-600 attendees and over 100 breakout sessions. Also valuable is the informal conversations attendees have and the mentoring opportunities. Members can request to talk to someone with knowledge in a certain area and a time is made to connect and meet up. We are invited to conference and the organization. SoACE can offer dedicated to help to us and support us.
- Danny gained skills and leadership from being in SoACE that he would not have otherwise.
- SoACE also has a virtual summit on a dedicated topic like data analytics or technology. It is member driven and helps sponsor knowledge groups.
- More info at [soace.org](http://soace.org) or [robert-liddell@utc.edu](mailto:robert-liddell@utc.edu)

### **Next Meeting:**

- Hosted by SIPI on Friday, May 29<sup>th</sup>, 2020. UConnect will sponsor the lunch.
- After this we will move the meeting around the state more.

### **Mock Interviewing:**

- SFCC- Created mock interview info with narrated PowerPoint training in Simplicity. Can meet students with short notice of upcoming interview.

- SJC- Create specific questions for each mock interview. Meet students face to face for one hour. Using StandOut to help with time availability.
- UNM- Uses multiple mediums including staff talking to employers and liaisons, meeting students one on one with taped mock interviews (1/2 hour in length and digital copy sent to students afterward), speed interviews, interviews are specific to field. Questions come from employers plus all other resources available. Staff go through interview processes in related fields such as medical, etc. Some students come every semester.
- SIPI- External employers come in to help on campus. Thinking of filming the interview to see back on what the students looked like.
- NMHU- Uses the internet to research questions, as well as alumni. Looks at job descriptions for questions. Has a rubric for mock interview scoring. Unpaid experience is experience.
- USDA Forest Service- Emailed us general themes and typical interview questions that are similar to what has been using to assess applicants'/students' skills in interviews. Interview so many applicants that they are typically structured in 30 minute blocks and the trend has been for phone/skype interviews. Also have conducted mock interviews at NMHU, NMSU, and NNMC in the past and have provided in-class presentations at various universities in the region: New Mexico, Arizona, and Colorado. They are available to partner with advanced notice. Please consider Fidel Trujillo as a resource and ally.
- WNMU- Uses standard questions, but also Googles questions for individual jobs. Has StandOut. Chamber of Commerce is a resource to help with skills training and interviews.
- NMT- Michael believes students believe information more and find it more important if it comes from industry more than from school representatives. Asks students to bring back questions they were asked in in real interview. Keep employers doing interviews onsite to learn more and be available to them.
- When asked behavioral questions, use STAR method and don't forget the results section- often forgotten by end of answer.
- Charles- Salary is the hardest question. The more mock interviews can do the better. Leave on a positive note. Send a thank you note.

#### **StandOut Video Interview Software Presentation:**

- Creator is Jeff Bolton, a VP at CollegeNet (which was originally created for classroom scheduling). Holds two US patents for this technology.
- StandOut is provided at no cost to the university or student.
- It is used by 70 schools including Stanford, all of Utah, and SJC and WNMU in New Mexico.
- People can answer practice questions which are recorded, and then choose to share the videos or keep them private. Questions can be answered as many times as wanted. Career personnel or faculty members can review/critique answers on their own time.
- It will show a comprehension score to show how clearly people answer. The AI used can understand international accents and phrasing.
- Students can initiate question conversations with advising/mentoring by recording questions and sending them. Only one question at a time can be asked until answered.
- Students can gain access to StandOut by .csv file or single sign on by the university.
- Questions are in the system network but can also be created by self or network. Can text search for types of questions or keywords. There are multiple versions of questions using different inflections. All questions are in the video library so can be reused. Can create question group to randomly select several questions from a larger group to keep all questions from being the same for all people taking a particular mock interview. Questions can be restricted to major, passcode, dates, etc.
- Coming soon: subscription model for on campus employment likely to cost \$5 per interview

#### **Business Meeting**

- Approve minutes of June meeting
  - Motion: Jenna
  - Second: Alison
  - Passed unanimously

- Management of website
  - Alison has login information. Members can formally submit something to website, ie. career fair dates, events, etc. Make sure to have links to resources for our constituents, ie. NACE, SoACE, etc. Keep student resources off as a buy in for members. Alison will also update Facebook page- will work with Jenna to gain access.
- Communication among board members
  - Doing a good job. Michael will keep asking questions to inspire future meeting ideas.
- Career fair visits of board members
  - Board members will visit another school's career fair to learn, foster collaboration and share ideas. Upcoming dates: WNMU: December 4, NMT: February 4 NMSU: February 4 and 5, SJC: February 13, UNM: February 15, SFCC: April 16
- Treasurer's report
  - There has been a lot of renewals of memberships. We need to reach out to other entities that support the community like Chambers of Commerce, employment agencies, Good Wills, etc. Michael issues a challenge to schools to bring an employer partner to the next meeting.
  - Approve motion to do a recruitment effort to include envelopes, paper, and stamps of no more than \$200.
    - Motion: Jenna
    - Second: Patty
    - Passed unanimously
  - NACE has package for one year access to webinars. UNM has it and will send us the dollar amount. We will see if this is something we can use.
- Expanded listserv
  - Would something like a Discord server (like Slack or Group Meet) be beneficial where someone can ask a question and anyone can respond within the network. Michael, Jill, and Alison will look into this.
- Other announcements
  - Alison requests formal membership onboarding process to include letter from the president, list of perks, Google Docs resources, and virtual plaque.

Next meeting: May 29<sup>th</sup>, 2020 at SIPI

Motion to end the meeting:

- Motion: Michael
- Second: Jenna
- Passed unanimously

End Time: 3:14 PM