

**KANSAS BOARD OF REGENTS
SYSTEM COUNCIL OF CHIEF ACADEMIC OFFICERS**

**VIRTUAL MEETING AGENDA
Wednesday, December 15, 2021
8:30 – 9:00 a.m.**

The System Council of Chief Academic Officers (SCOCAO) will meet virtually via Zoom. Meeting information will be sent to participants via email, or you may contact arobinson@ksbor.org.

- | | | |
|--|---------------------------------|-------|
| I. Call to Order | Mickey McCloud, Co-Chair | |
| A. Roll Call and Introductions | | |
| B. Approval of Minutes from November 17, 2021 | | p. 3 |
|
II. Transfer and Articulation Council (TAAC) Update | Tiffany Bohm | |
|
III. Other Matters | | |
| A. Kansas Micro-Internships (KMI) Program Update | Tim Peterson | p. 6 |
| B. Kansas State College Advising Corp | Tara Lebar & Meaghan
Higgins | p. 28 |
|
IV. Next SCOCAO Meeting – January 19, 2022 | | |
| A. 2022 Kansas OER Summit Information | | |
|
V. Adjournment | | |

SYSTEM COUNCIL OF CHIEF ACADEMIC OFFICERS

The System Council of Chief Academic Officers (SCOCAO), established in 2002, is composed of the six chief academic officers of the state universities, four chief academic officers selected by the nineteen community colleges, one chief academic officer selected by the six technical colleges, and the chief academic officer of Washburn University. The Board’s Vice-President for Academic Affairs serves as an ex officio member. The Committee meets the morning of the first day of the monthly Board meeting. Membership includes:

Mickey McCloud, Co-Chair	JCCC
Jill Arensdorf, Co-Chair	FHSU
Aron Potter	Coffeyville CC
Michelle Schoon	Cowley CC
George Arasimowicz	ESU
Jerry Pope	KCKCC
Charles Taber	K-State
Barbara Bichelmeyer	KU
Corey Isbell	NCK Tech
Howard Smith	PSU
JuliAnn Mazachek	Washburn
Shirley Lefever	WSU
Daniel Archer	KBOR

System Council of Chief Academic Officers AY 2022 Meeting Schedule

<i>SCOCAO Academic Year 2021- 2022 Meeting Dates</i>		
Meeting Dates	Location	Institution Materials Due
September 15, 2021	Virtual Meeting	August 25, 2021
No meeting in October		
November 17, 2021	Virtual	October 27, 2021
December 15, 2021	Virtual	November 24, 2021
January 19, 2022	TBD	December 29, 2021
February 16, 2022	TBD	January 26, 2022
March 16, 2022	TBD	February 23, 2022
April 20, 2022	TBD	March 30, 2022
May 18, 2022	TBD	April 27, 2022
June 15, 2022	TBD	May 25, 2022

*SCOCAO meets at 8:30 a.m. unless otherwise noted.

**System Council of Chief Academic Officers
MINUTES**

Wednesday, November 17, 2021

The November 17, 2021 meeting of the System Council of Chief Academic Officers was called to order by Co-Chair Mickey McCloud at 8:30 a.m. The meeting was held through Zoom.

In Attendance:

Members:	Mickey McCloud, JCCC Jill Arensdorf, FHSU Chuck Taber, K-State Shirley Lefever, WSU Michelle Schoon, Cowley CC	Aron Potter, Coffeyville CC Jerry Pope, KCKCC Corey Isbell, NCK Tech George Arasimowicz, ESU	Barbara Bichelmeyer, KU Mary Carol Pomatto, PSU JuliAnn Mazachek, Washburn Daniel Archer, KBOR
Staff:	Karla Wiscombe Tara Lebar Marti Leisinger	Amy Robinson Cindy Farrier Lisa Beck	Sam Christy-Dangermond April Henry Hector Martinez
Others:	Adam Borth, Fort Scott CC Elaine Simmons, Barton CC Janet Stramel, FHSU Jennifer Ball, Washburn Kim Krull, Butler CC Linnea GlenMaye, WSU Robert Klein, KUMC Scott Lucas, WSU Tech Stanton Gartin, SATC Tom Nevill, Butler CC Prasad Kulkarni, KU Sarah Robb, Neosho County CC	Alysia Johnson, Fort Scott CC Gary Wyatt, ESU Jason Sharp, Labette CC Jennifer Roberts, KU Kim Morse, Washburn Luke Dowell, SCCC Monette DePew, Pratt CC Sharon Kibbe, Highland CC Tanya Gonzalez, KU Kay Monk-Morgan, WSU Stuart Day, KU	Cindy Hoss, Hutchinson CC Jane Holwerda, Dodge City CC Jean Redeker, KU JoLanna Kord, ESU Kim Zant, Cloud County CC Mark Watkins, Labette CC Remy Lequesne, KU Shelly Gehrke, ESU Tiffany Bohm, KCKCC Michelle Carney, KU Taylor Crawshaw, Highland CC

Co-Chair Mickey McCloud welcomed everyone. Roll call was taken for members and presenters.

Approval of Minutes

JuliAnn Mazachek moved to approve the September 15, 2021 meeting minutes, and Aron Potter seconded the motion. With no corrections, the motion passed.

Transfer and Articulation Council (TAAC) and 2021 Kansas Core Outcomes Group (KCOG) Conference Update

Tiffany Bohm provided the update. TAAC recently held the 2021 KCOG Conference and conducted a review of the event. TAAC members discussed the following changes for future KCOG conferences:

- Continue the virtual format
- Continue to allow faculty to participate in multiple courses but look at improving the registration process to clarify the maximum number of groups allowed for one person
- Continue review courses meeting through Zoom and avoid email reviews if possible

Groups reviewed 13 current Systemwide Transfer (SWT) courses and generated outcomes for six new SWT courses. TAAC approved the updated outcomes for 13 review courses and recommended six new courses for inclusion in SWT. These courses will be presented to the Board for approval in December. In January, the Chief

Academic Officers (CAOs) will be asked to certify their course information in Course Inventory.

TAAC is looking for a host for the upcoming 2022 and 2023 KCOG conferences.

Kansas Council of Instructional Administrators (KCIA) Update

Mickey McCloud provided the update. KCIA last met on October 21. They discussed upcoming Systemwide Transfer courses, Excel in CTE funding details, Performance Reports, Open Educational Resource initiatives, and the Council addressed questions to the potential updates to General Education requirements. KCIA will next meet in Spring 2022.

Updated Placement/Assessment Guidelines

Sam Christy-Dangermond provided a summary of updates to the Kansas Placement/Assessment Guidelines. The Placement Assessment Committee annually reviews and updates the guidelines, which can be found at https://www.kansasregents.org/resources/PDF/2021_Placement_Assessment_Guidelines_Final.pdf.

Updates include:

- ACCUPLACER pricing on page 4,
- Adding high school grades and high school cumulative GPA to items that assist in helping assess reading, writing, and math skills of high school students on page 5,
- Emphasizing the use of high school GPA as an additional placement measure on page 6,
- Adding a new section on corequisite remediation on page 7; and
- Adding more research articles to the list of references.

Updated Credit for Prior Learning (CPL) Guidelines

Tara Lebar provided a summary of updates to the CPL Guidelines. The CPL Taskforce met earlier in the year to review the guidelines, which can be found at

https://www.kansasregents.org/resources/August_2021_Kansas_Credit_for_Prior_Learning_Guidelines.pdf.

This task force is charged with updating and revising the guidelines as needed. Only minor language and formatting changes were updated for clarification purposes.

Updates include:

- Adding additions and clarifications to the definition list,
- Listing CPL Taskforce members; and
- CPL resources.

The CPL Taskforce still has room for five more community college representatives and one more technical college representative. You can reach out to Tara to submit a representative for consideration by November 19, 2021.

OER Update and 2022 OER Summit Information

Tara Lebar provided the Open Educational Resources (OER) update. Six OER faculty workshops with 82 participants were held this fall semester. This brings the total faculty participation to 191 since last March. In each workshop participants learned about the impact that OER has on education and reducing costs to students. Following the workshop, faculty were invited to review an open textbook. Any participants submitting an online text review by the deadline would be eligible to receive a \$150 stipend payment. Tara noted there is now the option to provide the OER workshop in-person or virtually at institutions, and we have several experienced and qualified trainers willing to help facilitate. The stipends will continue to be offered with the workshops until funds are no longer available. Reach out to Tara if you would like more information on how to bring this workshop to your faculty.

The first annual Kansas OER Summit will be held on February 16-17, 2022. The conference is virtual, registration is free of charge, and it is open to everyone in higher education and K-12. Tara noted that on February 17th, there would be a session specifically for higher education administrators, and she encouraged those on the call to attend if possible. Registration is open and can be found at https://www.kansasregents.org/academic_affairs/open-educational-resources/oer-conference. Tara also asked for assistance in disseminating this information to anyone that may be interested.

Next Meeting

The next SCOCAO meeting is scheduled virtually for December 15, 2021, at 8:30 a.m.

Adjournment

Michelle Schoon moved to adjourn the meeting, and Jill Arensdorf seconded the motion. With no further discussion, the motion passed. The meeting adjourned at 8:58 a.m.



Kansas Micro-Internships Pilot Program Update

December 1, 2021

A new statewide Kansas Micro-Internship (KMI) pilot program was launched in February of 2021 to support the Kansas Board of Regents' "[Building a Future](#)" strategic plan and the [Kansas Department of Commerce's](#) goal to "connect businesses, job seekers, educational institutions and training providers to ensure the state's workforce is equipped to meet industry needs and to help create economic success for Kansas."

Overview

Micro-Internships are short-term, paid, professional assignments in sales, marketing, finance, human resources, technology, and many other areas. These projects can be completed remotely year-round and typically range from 10 to 40 hours of work. The projects are usually completed within a month and are preceded by students completing the [Agile Work Profiler](#) created by the [DeBruce Foundation](#) in Kansas City.

The KMI program is facilitated via the [Parker Dewey](#) online platform making it easy for employers, postsecondary institutions, and college students to participate without administrative burdens. A total of \$35,000 in funding for the pilot program was provided by the DeBruce Foundation and the Kansas Department of Commerce that includes micro-grants for Kansas businesses, non-profit organizations, and entrepreneurs.

The 50% matching requirement for the KMI employer micro-grants was eliminated on December 1. They can now post their initial micro-internship work projects valued up to \$500 at no cost.

Program Promotion

The program has been promoted since it was launched via multiple venues including webinars for both students and employers, email campaigns, LinkedIn and the Cox Media digital ads, and career center staff. A partial list of the promotional venues since the last update includes the activities listed below.

- ✓ April 17 – DeBruce Foundation vShips workshop for students
- ✓ May 25 – Overland Park Chamber of Commerce/KUEC webinar
- ✓ June 15 - Kansas Bankers Association meeting presentation
- ✓ June 18 - Flint Hills Regional Council meeting presentation
- ✓ June 18 - Groover Labs in Wichita presentation
- ✓ June 18 – DeBruce Foundation presentation to the KUEC Bioscience Workforce Education Board
- ✓ June 28 - Information sent to seven major employers in Topeka
- ✓ July 6 – Follow-up email sent to the Wichita Regional Chamber of Commerce
- ✓ July 6 - Parker Dewey *Hire Learnings* newsletter featuring Lily Abadir micro-internships
- ✓ July 9 - Parker Dewey "*Get Work off Your Plate*" email
- ✓ July 21 - Kansas Association of Colleges and Employers conference presentation
- ✓ July 21 – Follow-up email to the KACE conference registrants
- ✓ July 27 – DeBruce Foundation newsletter
- ✓ July 30 - Summer Institute on Distance Learning and Instructional Technology presentation
- ✓ Aug. 10 - Follow-up email to Koch Industries
- ✓ Aug. 25 - Kansas Chamber of Commerce Workforce Development panel in Wichita
- ✓ Sept. 8 – Webinar for college and university staff
- ✓ Sept. 22 – Digital geofence ad for the annual Kansas SHRM conference in Overland Park
- ✓ Oct. 4 – Workforce Innovation Conference presentation in Wichita
- ✓ Oct. 8 – Video lunch meeting with students at the DeBruce Foundation vShips workshop
- ✓ Oct. 13 – Video conference with the Lead for Kansas staff

- ✓ Oct. 19 – Presentation to the Kansas Small Business Development Center staff
- ✓ Nov. 2 – presentation to the KANSASWORKS State Board
- ✓ Nov. 9 – Video conference with Devon Teran on the K-12 Hispanic education pipeline
- ✓ Nov. 17 – Email to the Kansas Economic Development Association Officers and Directors
- ✓ Nov. 18 – Information sent to the Workforce Alliance of South Central Kansas
- ✓ Dec. 1 - Parker Dewey *Hire Learnings* newsletter highlighting the KMI program

Additional upcoming activities include visits to the Manhattan Area Technical College and the Salina Area Technical College on December 8, a presentation to the Western Kansas Rural Economic Development Alliance conference on December 9 Russell, an update to the System Council of Chief Academic Officers on December 15, and a presentation to the Southwest Kansas SHRM Chapter in Garden City in January, 2022.

Another LinkedIn ad for selected Kansas companies will run from January 18-30 along with other promotional presentations, email campaigns, and paid advertising throughout the 2022-2023 academic year to increase the participation of both students and employers.

Program Results

Two key goals of the pilot program are to register at least some students from all 32 Kansas public colleges and universities, and that 100 or more Kansas employers including private companies, non-profits, public organizations, start-up businesses, and entrepreneurs will post projects that will help them build a better future.

As shown in the table below, traffic on the KMI employer website increased significantly in September and October, and the number of registrations is expected to rise quickly in December and early next year due to the elimination of the 50% employer matching requirement for the \$500 micro-grants.

	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Total
KMI Student Registrations	196	72	52	57	40	34	67	20	20	32	590
KMI Employer Registrations	18	19	1	1	4	0	0	0	2	6	51
KMI Projects Posted	19	20	3	3	5	4	2	2	1	2	61
KMI Projects Completed	2	2	7	2	5	5	1	1	0	0	25
KMI Projects Canceled or Not Completed	0	0	7	0	0	2	1	2	3	0	15
KMI Students Selected for Projects	7	10	2	0	2	2	1	1	0	0	25
KMI Student Website Traffic	819	235	275	568	703	705	334	157	131	118	4045
KMI Employer Website Traffic	1193	248	152	426	224	113	92	1021	1210	117	4796



Enhancing the Talent Pipeline via the New Kansas Micro-Internships Program



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**On-Demand
Project Support**



**Test Drive
Entry-Level Talent**



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Kansas Micro-Internship Program Overview

- Program provides all students enrolled in Kansas public colleges/universities opportunities to work on short-term, paid, and professional projects (Micro-Internships) with Kansas-based organizations
- **Kansas-based organizations that select an eligible student can post their initial project up to \$500 for free**
- Eligible organizations include for-profit and not-for-profit organizations
- Funding for the program is provided by the DeBruce Foundation
- All opportunities are posted on the Parker Dewey Micro-Internship platform

Public Colleges and Universities in Kansas

Kansas-based companies and nonprofits are eligible for the Kansas Micro-Internship Program mini-grants if they choose students enrolled in any of the following:

- Allen Community College
- Barton Community College
- Butler Community College
- Cloud County Community College
- Coffeyville Community College
- Colby Community College
- Cowley Community College
- Dodge City Community College
- Emporia State University
- Flint Hills Technical College
- Fort Hays State University
- Fort Scott Community College
- Garden City Community College
- Highland Community College
- Hutchinson Community College
- Independence Community College
- Johnson County Community College
- Kansas City Kansas Community College
- Kansas State University
- Kansas State University Polytechnic Campus
- Kansas State University Olathe
- Labette Community College
- Manhattan Area Technical College
- Neosho County Community College
- North Central Kansas Technical College
- Northwest Kansas Technical College
- Pittsburg State University
- Pratt Community College
- Salina Area Technical College
- Seward County Community College
- University of Kansas
- University of Kansas Medical Center
- Washburn University
- Washburn University Institute of Technology
- Wichita State University
- Wichita State University Campus of Applied Sciences and Technology



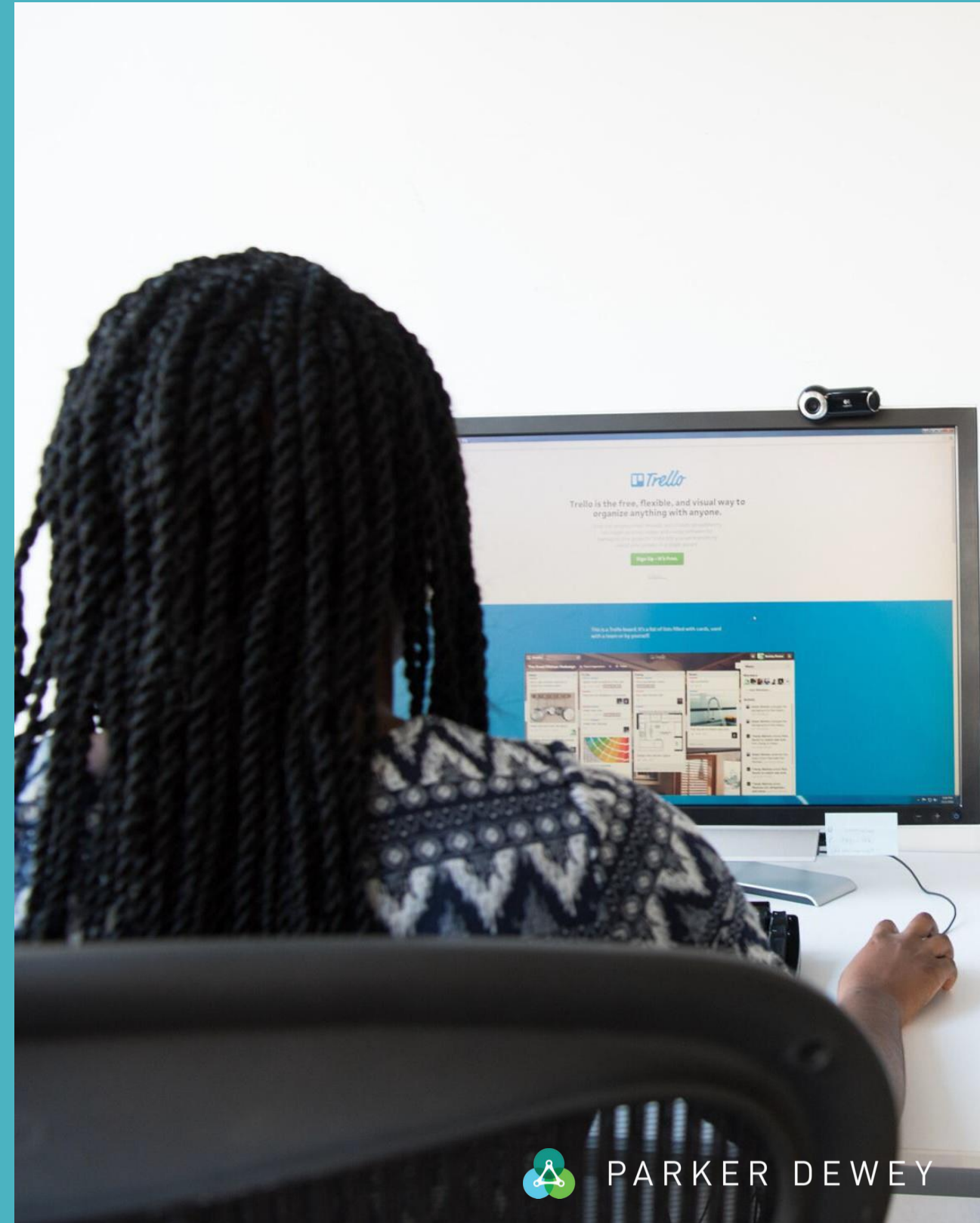
About Parker Dewey

Parker Dewey is a mission-oriented organization that helps connect great Career Launchers with great companies.

Parker Dewey offers the largest network of highly motivated college students and recent graduates who are excited to complete short-term, professional assignments.

While executing these Micro-Internships, Career Launchers demonstrate their skills and grit, and exceed expectations as they seek the right full-time role or internship.

Not only do professionals get immediate support, Micro-Internships also help companies identify and evaluate prospective job candidates for internships or full-time needs when they arise. As a result, organizations improve hiring effectiveness, enhance diversity, and drive retention.



What is a Micro-Internship

- **Short-term:** Projects typically range from 10-40 hours in duration.
- **Paid:** The average cost to a company is \$400 (fixed fee, implying \$20/hour).
- **Professional:** Assignments are similar to those given to interns or new hires.
- **Comprehensive:** Projects are used in all industries, across all departments (sales, marketing, HR, finance, etc.), and can take place year-round.
- **Valued:** Micro-Internships provide busy professionals with additional resources (“We should...” or “I shouldn’t...” tasks).
- **Flexible:** Available year-round as needed, and typically done remote.

Not a replacement for summer internships, co-ops, or full-time hiring.

Simple to Post Projects

Micro-Internships can be posted on-demand, as needed by professionals.

We suggest posting a Micro-Internship 24 to 48 hours before the manager wants the project to begin.



Featured Projects

You can have any of these projects completed by a student enrolled in a 2 or 4-year public college or university in Kansas. Clicking the project name will take you over to the Parker Dewey platform and allow you to make edits before posting your project request. You can also use the form above to connect with the Parker Dewey team about a custom request or to ask any questions.



Lead Generation

Identify 25 companies/contacts in a defined market that fall under our ideal customer profile. Once identified, provide the company name and contact information (name, position, phone, and verified email) for key decision makers.



Prospect Research

Research and segment lead generation lists (approximately 100 individuals) based upon past interaction on our website and email engagement. Deliverables include name, company, role, and contact information.



Market Research

Create a market analysis for a specific industry. As part of this, determine and provide details on existing companies in the space. In addition, determine trends associated with the growth of the space and key drivers of success or failure.



Data Cleansing

Provide a student with a dataset and have them remove duplicates, update outdated records, and ensure there is consistent formatting. Students can work to ensure data quality by verifying its integrity and making sure it is complete.



Social Media Content Calendar

Create a social media content



Sourcing Candidates

Provide a student with a job



Diversity Best Practices

Assist in the development of a



Content Creation

Research and draft a 1,200-1,600

Projects Showcase Key Job Skills

Outside B2B Sales Representative

BACK

APPLY NOW

Function: Outside Sales

Location: United States-Oregon Portland, OR US

Date posted: 9/25/2020 5:48:36 PM

Type: Full-time

Permanent / Contract: Regular

Job number: 1136036_Portland, OR

The safety and security of our associates and applicants are our top priorities as we navigate the spread of the Coronavirus (COVID-19) and its impact on our work and personal lives. Consistent with public health guidance, we are promoting social distancing, and following all recommended precautions in our buildings to keep our people healthy including enhanced and more frequent cleaning measures at all our locations. Please note: all of our interviews are being conducted virtually during this time.

Description

At Staples, we know what drives you: **People, ideas, and solutions**. You're passionate about making your workplace the best it can be. We're passionate about helping you get there. Staples is hiring an **Outside B2B Sales Representative**. Let us tell you a little more about our people...

- Are you competitive, hungry, and passionate?
- Are you dedicated to putting the customer first, working collaboratively, and staying curious?
- Are you interested in a challenging opportunity that guarantees career mobility and financial success?

If so, then you may fit right in! Interested in learning more? Keep reading!

Staples is evolving as a business. We aren't the traditional office superstore that everyone is familiar with. We are so much more than that. We now provide solutions for **everyone**. Go behind the scenes and see how we Unveiled The New Staples.

Our mission is simple. We want to make our customers more successful today than they were yesterday. By providing products and solutions that match the way our customers are actually working, we can do just that.

As an **Outside B2B Sales Representative**, you will work within your own territory, win new business, close sales, and turn prospects into loyal customers. Want to know more? Check out Anna's Day In The Life as a B2B Sales Rep.

This is just the beginning. At Staples, we love to see our employees develop their careers and grow. Once you join our team and learn sales from the ground up, we have opportunities all across the organization. Take a look at Career Mobility at Staples.

If this is the opportunity you have been searching for, why wait any longer? **Apply now!** It really can be that easy!

Conduct Competitive Research

Develop Sales Content

Identify Key Prospect Categories

Evaluate Campaign Performance



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Students Apply if Interested



Kansas Micro-Internship Program

Connecting Kansas businesses and nonprofits with highly-motivated Kansas college students who are ready to gain experience to launch their careers.

[APPLY FOR A MICRO-INTERNSHIP](#) [POST A MICRO-INTERNSHIP](#)

[FOR CAREER LAUNCHERS](#) [LEARN MORE ABOUT YOUR AGILITIES](#) [FOR BUSY PROFESSIONALS](#)



When you are launching your career, Micro-Internships provide a tremendous opportunity. Not only can you explore different careers through paid hands-on experience, you can also demonstrate your abilities to potential employers while building your professional portfolio and network.

To be eligible for this program you must:

1. Be enrolled in a two or four-year public college or university in Kansas.
2. Complete the [Agile Work Profile](#) and upload a PDF of your results into the Documents section of your Parker Dewey profile.
3. [Create your account on Parker Dewey](#). Be sure to add **Kansas Micro-Internship Program** to your profile in the Affiliations section.
4. Apply to all projects that interest you.

ON-SITE/REMOTE

Remote

PAYMENT

\$270.00

The American diversified multinational conglomerate is owned and chaired by Bruce Wayne, the son of Thomas and Martha Wayne. Wayne Enterprises is a green company based out of Gotham City and headquartered in Wayne Tower.

[APPLY FOR THIS PROJECT](#)

Creation | Gotham, IL

Wayne Enterprises

DEPARTMENT: Marketing

DESCRIPTION

Looking for somebody to research and draft a 1,200-1,600 word article/blog on a specific topic we need. The article should be consistent with existing articles posted on our website and other channels. Reference at least two outside sources in the article to backup your claims

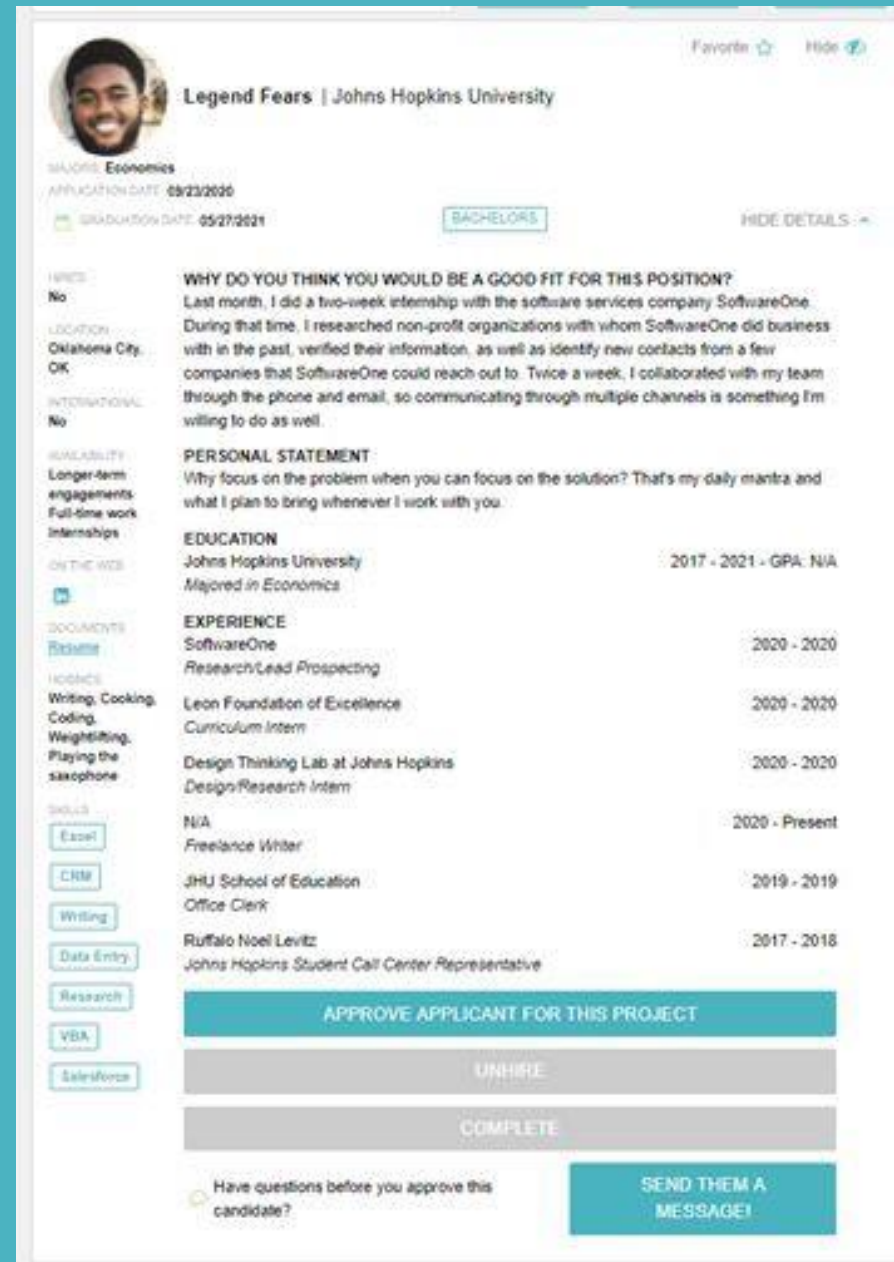
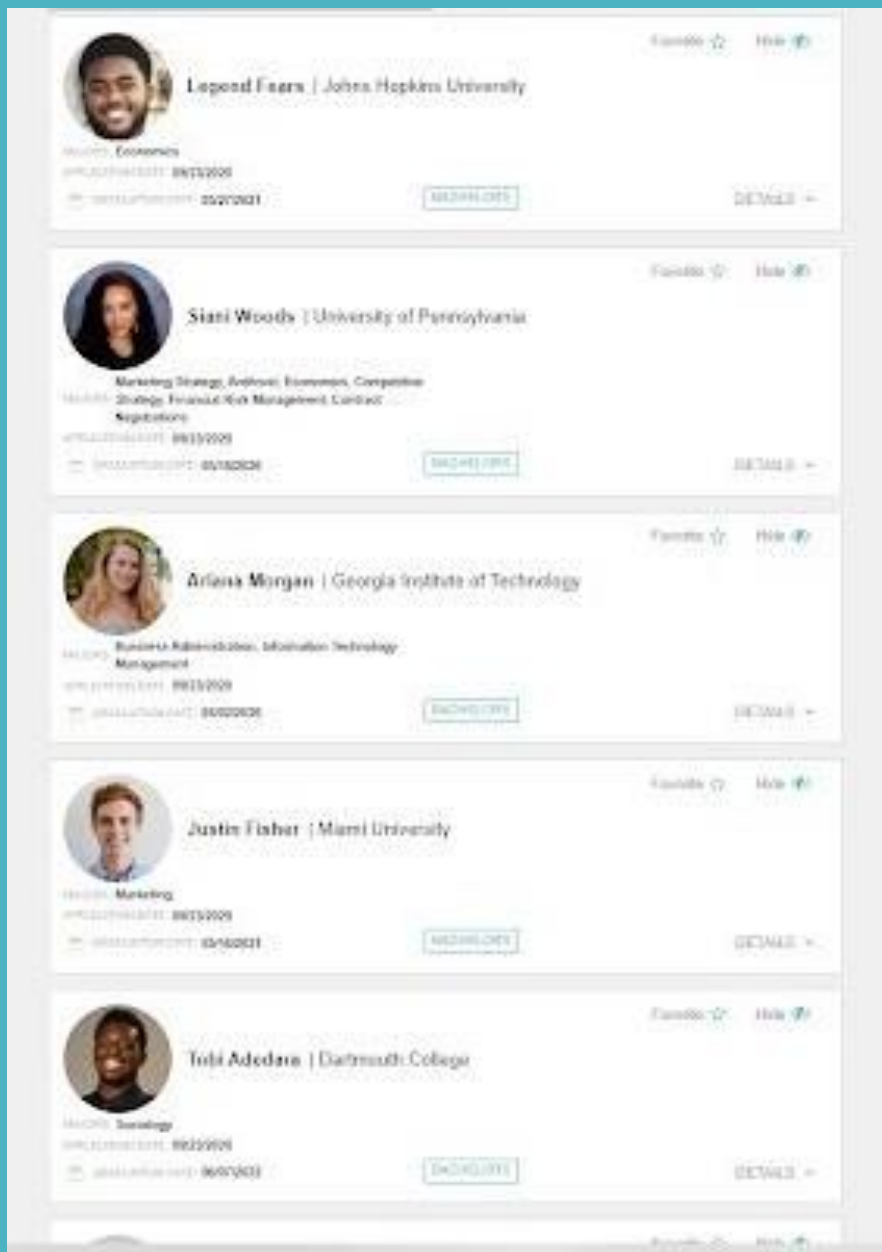
ABOUT DESCRIPTION

CONNECT ONLINE



PARKER DEWEY

Select the Micro-Intern



You see only those students who applied

Filter by school or use the “Kansas Micro-Internship Program” Affiliation

Short-answer questions help you quickly identify the “right” Micro-Intern

WHY DO YOU THINK YOU WOULD BE A GOOD FIT FOR THIS POSITION?
Having Graduated from an Ivy League Institution, I have developed a keen sense and understanding on thoroughly refined Research as well as Data Analysis.

WHY DO YOU THINK YOU WOULD BE A GOOD FIT FOR THIS POSITION?
The reason being that is something that involves research and time I have a lot of time and give everything in order.

Check Out Students' Agilities

Students are encouraged to complete the DeBruce Foundation's Agile Work Profiler tool.

Knowing their Agilities helps students identify projects that fit their strengths and interests.

Check out students' Agilities in the Documents section of their Parker Dewey profile.

Your Current Agilities:



Innovating

- Find unique ways to solve problems
- Create new applications or repurpose existing solutions
- Develop novel strategies to implement and execute plans

Read More ►

Developing Others

- Mentor, coach, teach and evaluate

Kristin The Ohio State University

MAJORS: Human Resources, Marketing, Higher Education and Student Affairs

GRADUATION DATE: 06/13/2010

MASTERS

PERSONAL STATEMENT

I am passionate about helping individuals obtain their professional goals and companies to connect with great talent

DEMOGRAPHICS

Race: White

Gender: Female

First-generation college student or graduate: No

Veteran Status: Non-Veteran

AFFILIATIONS

TheDream.US, Honors Student, Student-Athlete

[Resume](#)

[Agile Work Profile](#)

[r - Schrader, K.pdf](#)

The Ohio State University

Majored in Higher Education and Student Affairs

EXPERIENCE

Denison University

Career Advisor

Nestle

Human Resources Generalist

University of Maryland Global Campus

Adjunct Assistant Professor



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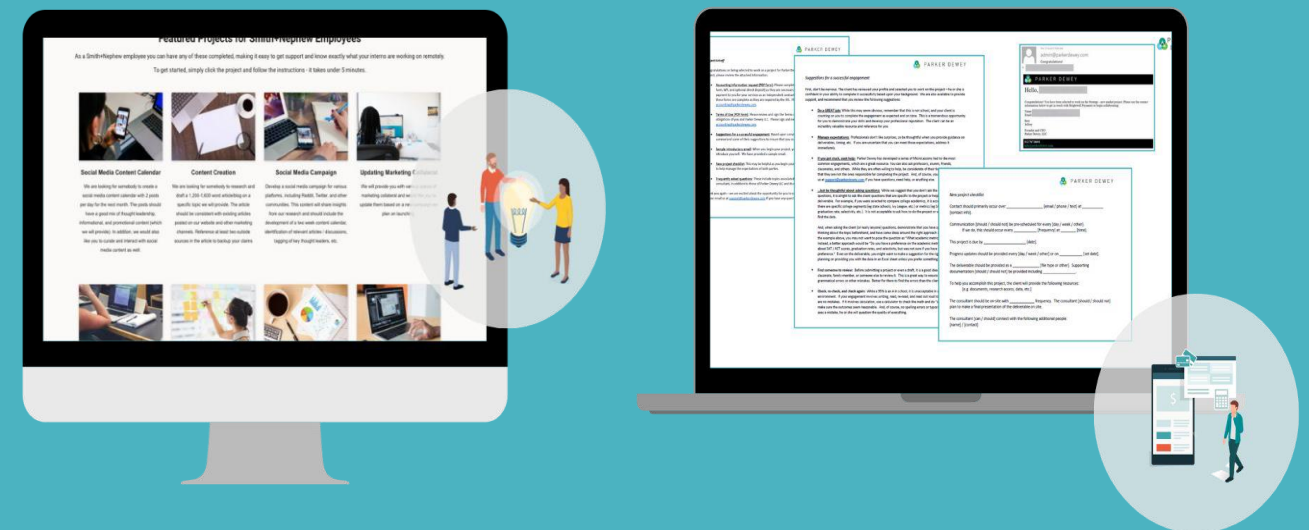
Your Role

- **Post the project:** what you need, when you need it, price, and any other requests (we can help)
- **Select the student:** pick who you want, or we can select for you
- **Provide any necessary information:** templates, examples, data, etc. so the student can complete the assignment
- **Engage how you want:** no obligations or additional work for you
- **Additional opportunities:** not necessary, but can make yourself available for additional engagement, mentoring, etc.

Micro-Interns are focused on taking work off your plate, not adding to your workload

Parker Dewey's Role

- **Assist in posting projects:** library of thousands of completed Micro-Internships and can craft for you
- **Assist in student selection:** we can choose for you
- **Student onboarding and oversight:** we are engaged with the students to make sure you have a great experience
- **On-demand support:** available to help as needed



Why Experiential Recruiting Works

(It's a Win-Win-Win)

Hiring managers value the opportunity

- High quality, on-demand support
- Opportunity to give back (e.g. alma mater, ERGs, etc.)

Students value the experience

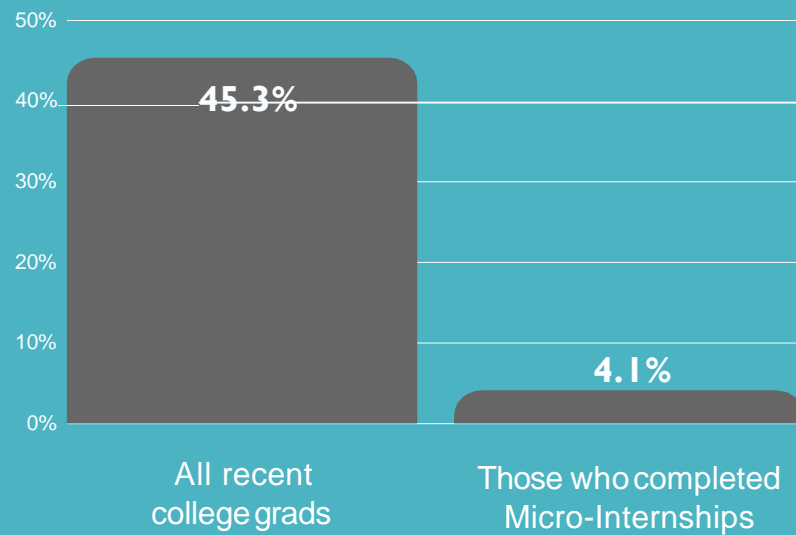
- Access and opportunity to demonstrate skills
- Explore career paths
- Expand professional network

University recruiters value the outcomes

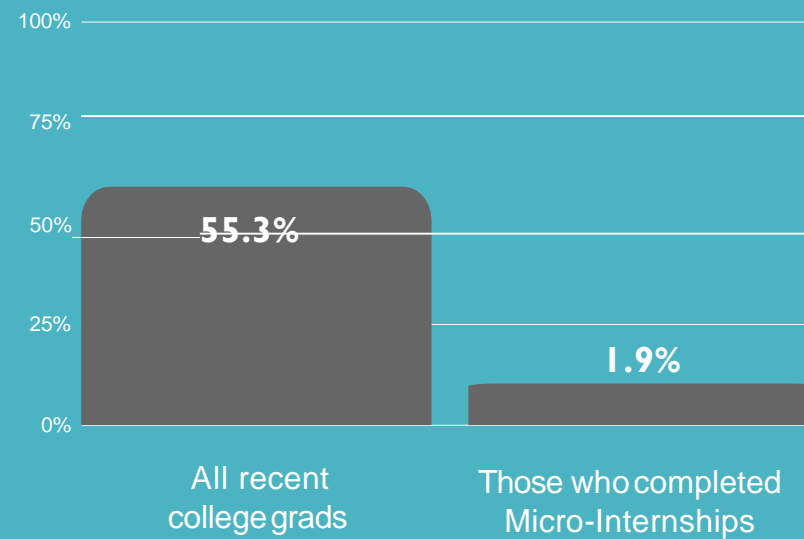
- Early and broad access
- Time and cost effective
- Better outcomes including conversion, DEI, and retention



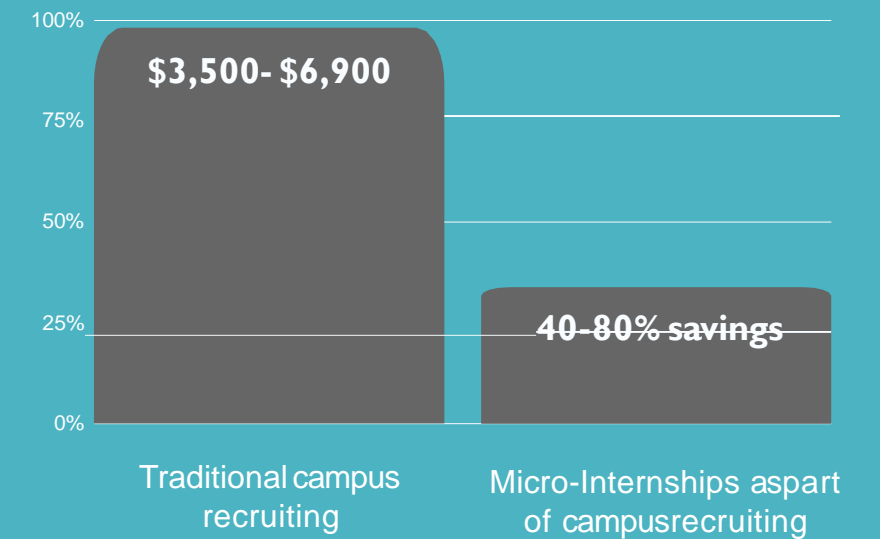
UNDER & UNEMPLOYMENT OF RECENT COLLEGE GRADS



ATTRITION OF RECENT COLLEGE GRADS



COST PER HIRE FOR CAMPUS RECRUITING



Access to **over 11 million college students and recent graduates** who want to work on Micro-Internships.



Over **80%** of Micro-Internships completed by students from **underrepresented populations**.



55% of college grads **leave their job** within first year, while **98%** of grads who complete Micro-Internships **remain at same company**.



Over **97%** of clients report the **Micro-Interns exceeded their expectations** when completing the project.

How the Payment Process Works After the Free Initial Project

- 1 POST A PROJECT**
You determine the scope of work and amount you are willing to pay. There is no obligation to move forward until you officially select one or more candidates.
- 2 SELECT A STUDENT, PAY INVOICE**
After the Career Launcher has submitted all documentation (NDAs, etc.), Parker Dewey sends an invoice.
- 3 PAYMENT HELD IN ESCROW**
The money is held in escrow until the employer has verified that the project is completed.
- 4 WHEN THE PROJECT IS COMPLETE**
Parker Dewey pays the student. (Note: 90% of company's payment goes to the student.)

FAQs

- **Over 98% success rate:** students are inherently motivated to exceed expectations (and if they don't, you can select a different student or receive a refund)
- **You define the project:** define what you need and when you need it (typically a few days to a few weeks out), and can use our templates to help
- **You set the price for each project:** typically \$200-\$600 (of which 90% goes to the student), and there are no obligations or other fees even if it turns into an internship or full-time role
- **Not your employees, interns, or contractors:** Micro-Interns are employees or contractors of Parker Dewey for the duration of the project
- **You select the Micro-Intern you want:** our platform reaches students and recent grads at every college across the US, and you can make the selection based upon your goals
- **NDA and assignment:** all Micro-Interns are under NDA, as is Parker Dewey itself



Small Experience, Big Impact

New role created for a first generation college student



International STEM student identified and selected for an internship



Underemployed grad hired for a full-time accounting role

Created pathways for students unable to participate in internships



Kansas is Setting the Standard

The screenshot shows the website for the Kansas Board of Regents, specifically the page for Kansas Micro-Internships Project Grants. The page features a navigation bar with links for ABOUT, ACADEMIC AFFAIRS, DATA, STUDENTS, UNIVERSITIES & COLLEGES, and WORKFORCE DEVELOPMENT. The main content area is titled "KANSAS MICRO-INTERNSHIPS PROJECT GRANTS" and includes a search bar, a breadcrumb trail (Home > Workforce Development > Kansas Micro-Internships), and a list of project grant request criteria. The criteria include being a Kansas-based employer, providing clear expectations, selecting eligible interns, and setting a project fee equal to an average salary of \$15 or above per hour. The page also mentions that employers register for the program via the Parker Dewey online platform and that the project fee is paid to Parker Dewey, which pays 90% of the fee to the intern who completes the project.



THE JOB
Priming the pump
Paul Fain
April 29, 2021

Micro-Internships in Kansas

Parker Dewey is a pioneer in the growing field of micro-internships. It offers short-term professional assignments (10-40 hours of work) to college students and graduates, which pay \$12-\$25 per hour, with interns getting 90 percent of payments. Companies can use what students produce (market research, financial analyses, communications material) for their business as well as to hire interns.

The Chicago-based firm seeks to expand hiring pools and to offer opportunities to students who don't attend highly selective colleges. More than 400 colleges and universities now partner with Parker Dewey, including a growing number of community colleges.

Earlier this year, the Kansas Board of Regents and the state's Department of Commerce announced a project to tap Parker Dewey's micro-internships for students who attend the state's 32 community colleges or public, four-year institutions.

Using funding from the DeBruce Foundation, the program seeks to prime the pump for short-term earn-and-learn opportunities. Participating Kansas-based companies and nonprofits can get a 50-percent matching small grant of up to \$250 per project completed by a college student.

The Kicker:

Moss says these programs show solutions exist within current systems for improving connections between college and careers:

"We're showing that we can solve the problems without blowing up college. The students are job ready. We just have a matching problem."

Meet

Lily...

- Kansas State student
 - **Major:** Strategic Communications
 - **Minors:** Leadership Studies and Nonprofit Management
- **Why apply for Micro-Internships:** "I could see what I learned in class pay off in the real world, and that was one of the first times that actually happened."
- **Advice to companies:** Explain how the opportunity will impact the local community. When people "know they can have a ripple effect somewhere else, they're a lot more eager to do it because they can see the results of what they're doing."
- **Advice to students:** "Find something that's appealing to you. Don't do it just to do it."



Selected for 8
Micro-Internships in less
than 4 months (3 through
the KMIP program)!

What Now for Students?

1. Create an account.
2. Complete your profile.
3. Login regularly.
4. Apply to projects that interest you.

Kansas Micro-Internship Program
Connecting Kansas businesses and nonprofits with highly-motivated Kansas college students who are ready to gain experience to launch their careers.

APPLY FOR A MICRO-INTERNSHIP | POST A MICRO-INTERNSHIP

FOR CAREER LAUNCHERS | LEARN MORE ABOUT YOUR AGILITIES | FOR BUSY PROFESSIONALS

When you are launching your career, Micro-Internships provide a tremendous opportunity. Not only can you explore different careers through paid hands-on experience, you can also demonstrate your abilities to potential employers while building your professional portfolio and network.

To be eligible for this program you must:

1. Be enrolled in a two or four-year public college or university in Kansas.
2. Complete the [Agile Work Profiler](#) and upload a PDF of your results into the Documents section of your Parker Dewey profile.
3. [Create your account on Parker Dewey](#). Be sure to add **Kansas Micro-Internship Program** to your profile in the Affiliations section.
4. Apply to all projects that interest you.

<https://info.parkerdewey.com/kansasmicrointerns>

What Now for Companies?

1. Think about those “We should...” or “I shouldn’t...” projects.

2. Post your project!

Kansas Micro-Internship Program

This program is part of the Kansas Board of Regents’ **“Building a Future”** strategic plan and the **Kansas Department of Commerce’s** aim to “connect businesses, job seekers, educational institutions and training providers to ensure the state’s workforce is equipped to meet industry needs and to help create economic success for Kansas residents and businesses.

Through this program, **Kansas-based companies and nonprofit organizations that select a student who is currently enrolled in a Kansas public two-year college or four-year university is eligible to receive a 50% matching micro-grant up to \$250 per project (for a maximum of two projects).** For more information about this program, **click here.**

These Micro-Internship projects serve as a bridge to future employment opportunities and may help your organization find its next great hire! Companies who do not meet this criteria or are not interested in the funding are still encouraged to post a project to connect with highly-motivated students nationwide.

Browse recommended projects below or **complete the form on this page** to learn more about this program.

Form fields:
First Name: Kristin
Last Name: Schrader
Email: kristin@parkerdewey.com
Phone number: 619-786-7604
Company Name: Parker Dewey
Job Title: Director of University Eng.
Additional details or custom project request: An extra set of hands...
Submit

<https://info.parkerdewey.com/kansasemployers>



KANSAS STATE

College Advising Corps



AmeriCorps

ABOUT US

KSCAC hires recent college graduates to serve as college advisers full-time in select high schools. The college adviser assists by providing guidance and encouragement needed for students to navigate the college admissions and financial aid processes.

The need stems from the demands of a shifting economic and workforce development landscape.

- In the last 10 years, 40 percent of new jobs created in the Kansas City region required a bachelor's degree.
- 1 in 10 low-income students graduate with a bachelor's degree.
- The state of Kansas averages one counselor to every 430 students.
- The fastest growing jobs through 2026 will require postsecondary education.
- COVID-19 exacerbates barriers to higher education, further widening the economic opportunity gap

WHAT WE DO

Best-Fit Postsecondary Planning

Advisers help students explore all college and career opportunities, providing individualized support to ensure the student is prepared and intentional about postsecondary plans. *KSCAC advisers work to find the best fit institution and are not K-State admissions representatives.*

Student and Family Engagement

Advisers create a college-going culture by conducting college and financial aid workshops, facilitating campus tours, and connecting families to resources.

Removing Barriers

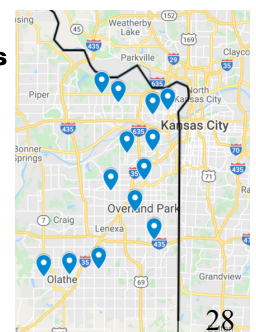
Advisers break down complicated admissions and financial aid processes by walking students through applications, the FAFSA, as well as other scholarship opportunities.

WE BELIEVE THAT EVERY STUDENT DESERVES THE OPPORTUNITY TO ENTER AND COMPLETE HIGHER EDUCATION

The Kansas State College Advising Corps aims to increase the number of low-income, first-generation, and underrepresented high school students who pursue and achieve postsecondary credentials.

Serving Kansas City high schools since KSCAC's launch in 2016

Kansas City
Olathe
Shawnee Mission
Turner



IMPACT

Accomplishments
by KSCAC advisers
since 2016...

43,951

one-on-one advising
sessions held with 21,998
seniors.

41,735

college applications were
submitted with adviser help
for 14,571 seniors.

\$273M+

was accessed for seniors in
institutional aid and
scholarship dollars with our
advisers' help.

12,145

seniors supported in the
completion of the FAFSA.

Meaghan Higgins, Director
kscac@ksu.edu
linktr.ee/kscac



EXPANDING ACROSS THE STATE

Using the established KSCAC program and placing advisers in areas of greatest need, KSDE & KBOR will begin improving our state college-going rate impacted by the COVID-19 pandemic.

The KBOR/KSDE collaboration allows KSCAC to expand from 13 schools to 51 schools in 24 areas to support Kansas students over the next three academic years.

SELECTION CRITERIA

All schools listed:

- 40% or lower FAFSA Completion*
- 30% or greater Free/Reduced Lunch*
- Senior Class larger than 100*

YEAR 1 2021-2022

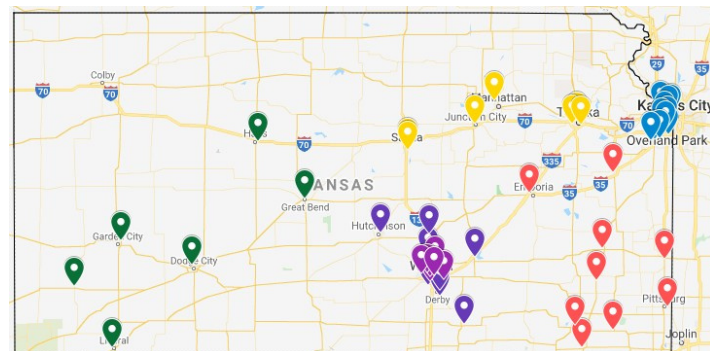
- 20** Advisers & 2 New staff supervisors
Dodge City, Garden City,
Liberal HS*, Ulysses
Campus HS, Valley Center,
Mulvane*
*still looking for an adviser

YEAR 3 2023-2024

- 51** Advisers & 1 New staff supervisor
Iola, Emporia, Chanute, Ottawa,
Field Kindley HS, Fort Scott,
Pittsburg, Independence,
Labette County HS
Wichita USD #259

YEAR 2 2022-2023

- 34** Advisers
Salina Central, Salina South,
Topeka HS, Topeka West,
Manhattan, Highland Park HS,
Junction City
Great Bend, Hays HS
El Dorado HS, Newton, Derby
Winfield HS, Hutchinson



KANSAS STATE

College Advising Corps