

February 2021



Hello CDPI Community,

In 2020, we all faced reinventing how we work, including new obstacles we never anticipated. As a board, we had to do the same. Throughout fall 2020, we offered various opportunities to provide us with feedback and interests you have for CDPI. We received insightful responses and were able to take action.

With 2020 behind us, I am excited to spend 2021 focusing on building our community. To start this effort, we recently launched a [discussion platform](#) for our members. We felt this platform was central to our

purpose. In one of the previously mentioned sessions, a member said it best: the CDPI advantage is the focus on Indiana. When you pose a question or explain a challenge you are facing to our discussion platform, your response will come from someone else who understands the resources and needs of Indiana.

I encourage you to keep an eye on our [events](#). We have a number of opportunities coming up, [including "Talk to the Recruiter" on January 27](#). We have also partnered with [Midwest ACE \(MWACE\)](#) to expand events available to you. You can now use a promo code to register for MWACE events at member prices, which include many free opportunities.

I continue to be grateful for the members of CDPI and your commitment to the support and growth of Indiana. Thank you for being part of our community!

Best regards,

Kristine Schuster

president@cdpi.org

Midwest ACE (MWACE) Partnership

CDPI is excited to announce our new partnership with MWACE. This partnership allows CDPI members to take advantage of MWACE offerings with their CDPI membership. Discover more resources including workshops and webinars.

CDPI members should enter the code **stateACE20-21** when registering for events.

[MWACE Events](#)

Employer Connections: Talk to the Recruiter

January 27, 2021
12:00-1:00pm EST

Join us for a webinar where we will feature four different Indiana employers as we ask them your questions about recruitment in the era of COVID-19.

Send Us Your Questions

The panel includes:

Kelly Denman

Talent Acquisition Consultant, IU Health

Emily Fugate

Senior University Recruitment Specialist, Covance

Jamie Mazepa

Human Resources Recruiter, Centier Bank

Mickey Raynoha

Human Resources Manager, Mack Tool & Engineering

This event is free for all CDPI members, and \$15 for non-members.

*This kick-off webinar is a part of a series of three virtual events called "Employer Connections."

Register Here

CDPI Calendar



New Discussion Platform!

CDPI is ringing in the new year with a way to promote networking and collaboration among our members. CDPI has created a discussion platform that allows members to use the space to connect with other professionals. You can also share ideas and best practices.

Members must log in to view and add content to the discussion board. This new feature is under the member tab.

Check it out!

[Discussion Platform](#)



Know of any colleagues or employers who have a strong commitment to Diversity, Equity and Inclusion (DEI)? CDPI is seeking panelists for an event on **April 16** where we will host employers, career services

professionals and students to discuss best DEI practices.
Specifically, we are seeking:

- Employers who have created an inclusive and equitable environment for their employees
- Career services professionals who demonstrate advocacy for justice and equity in their work with students
- Recent graduates who specifically pursued employment opportunities that aligned with their values of diversity, equity and inclusion

If you have specific recommendations for panelists or wish to volunteer yourself, please contact Andrea White at past-president@cdpi.org.

Apply for the CDPI Board of Directors!

Are you, or do you know, a dedicated and passionate career development professional who would be a great fit for the CDPI Board of Directors? Are you willing to offer your time and energy for a great professional development opportunity?

The Career Development Professionals of Indiana (CDPI) board is a volunteer, non-profit, working and governing body whose purpose is to implement the mission and goals of CDPI. Terms begin July 1, 2021. You can review positions of each board position at: <http://cdpi.org/Board-Positions>

We are currently seeking applications for the roles of:

- President-Elect (1 year term)
- Treasurer (2 year term)
- Professional Development Coordinator (2 year term)

APPLY HERE: [Board Application Form](#)

DEADLINE: March 26, 2021

Please direct questions about the board to Andrea White, Chair of the Board Application Committee, at past-president@cdpi.org.

Featured Presentation

"Converting Career Centers from Ground to Online"

by David Cross

In career-education, Career Services serves as the standard for schools to remain operational. If students are not getting jobs in their career field, the school will ultimately close.

Recently, I presented on a topic of converting traditional ground-based career services departments to online career services departments. In this presentation, I discussed how three key areas were affected by the mandatory conversion to online; student programming, employer relationships, and understanding employment trends.

In this regard, the most changes occurred with how we conduct student programming and workshops, since the vast majority of interactions are now done in a digital format. Although there are challenges with this format, the situation can be advantageous for encouraging student participation. The key to successful student programming is going directly to the students, rather than having them come to you. It is easy for career services personnel to appear in Zoom classes, or attend virtual lab sessions, and doing so encourages students to utilize the services available within your department. Doing so shows that you are taking an active part in helping your students pursue their career, and encourages positive rapport on campus.

This can be reiterated for developing employer relationships as well. Employers are often eager to participate in these sessions if there is a guaranteed audience, so having employers join you

on a virtual session adds an extra degree of legitimacy in the minds of the students, more enthusiasm on the part of the employer, and leads to higher rates of interviews and hires. We have found these practices to be very successful, and it led our campus to the best year we ever had for career placement.

Regarding the notion of the “new normal”, and how this effects the landscape of career services in higher education, the core message is relatively unchanged. In fact, I would argue that this situation has only changed two things. It changed the method of communication that we use to reach graduates and employers, and the level of importance of career services in higher education. The majority of colleges have gone from ground-based schools to online delivery, and students want to understand the value of their investment. The more clearly that career services personnel can illustrate how the education their institution offers students leads to direct employment benefits, the better it is for the school. Thus the responsibility of us as career services professionals is to adapt quickly and lead the charge to better employment opportunities and services for our students and graduates. It’s more important than ever.

David Cross

Director of Career Services



CDPI 2020-2021 Content Sharing

Don't forget that the CDPI Board of Directors is looking to feature content from members in our newsletter. We would truly appreciate you taking the time to share something exciting that is happening with your organizations and institutions, highlight a fellow colleague and member for their great work, or submit an article about research or presentation material that would benefit membership!

Please complete the form below to have your content published in the next newsletter.

Thank you for sharing and for your membership with CDPI!

[*Fill Out Form*](#)

If you would like to add your events or contribute to our newsletter, send an email to Mariana Glover at PRCommunications@cdpi.org

Connect with Us

