

# SoCS Council Meeting

July 5, 2016

## 1. Special Guest



Co-operative  
Education &  
Career Services

## SoCS Co-op Program

Trent Lane, Building #54,  
519-824-4120 ext. 52323  
[www.recruitguelph.ca](http://www.recruitguelph.ca)  
[recruit@uoguelph.ca](mailto:recruit@uoguelph.ca)



## Current Academic Work Sequence

| YEAR  | FALL     | WINTER   | SUMMER |
|-------|----------|----------|--------|
| ONE   | Academic | Academic | Off    |
| TWO   | Academic | Academic | Work   |
| THREE | Work     | Academic | Work   |
| FOUR  | Academic | Work     | Work   |
| FIVE  | Academic | Academic |        |



Students must complete one Fall, one Winter and two Summer work terms to receive Co-op Certification when they graduate.



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## Summer 2016 Employment Process

| Student Status          | Total      |
|-------------------------|------------|
| "Up"                    | 149        |
| "Off"                   | 12         |
| "Active"                | 137        |
| "Employed"              | 122        |
| "Unemployed"            | 15         |
|                         |            |
| <b>Percent Employed</b> | <b>89%</b> |



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## Factors Impacting Employment Rates

- Dramatic growth of program
- Current sequence has 3 times as many Summer to Fall/Winter work terms
- Student Engagement/Grades
- Rapid change in skills/experience requested from employers

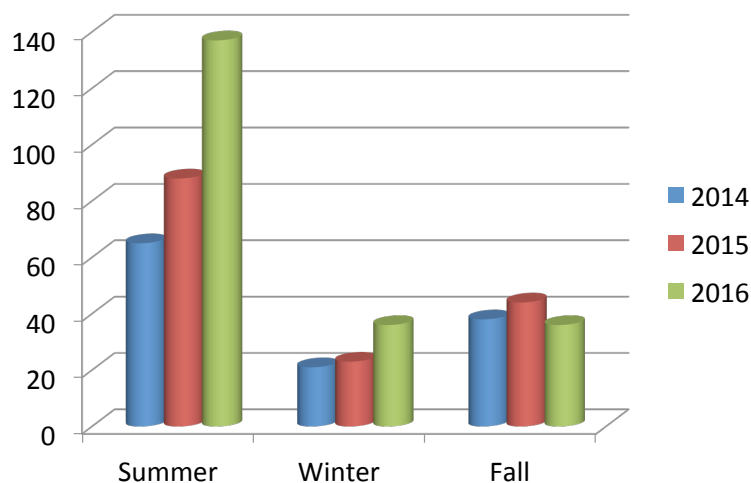


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### 3:1 Work Term – Students Seeking Employment



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## Job Development/Employer Demand

### Success of Job Development

| Work Term     | # of Postings |
|---------------|---------------|
| 2014 - Winter | 176           |
| 2015 - Winter | 226           |
| 2016 - Winter | 260           |
| 2014 - Summer | 188           |
| 2015 - Summer | 307           |
| 2016 - Summer | 341           |
| 2014 - Fall   | 179           |
| 2015 - Fall   | 206           |
| 2016 - Fall   | 204* (open)   |

### Challenge 3:1

- 204 total jobs postings
- 50/204 had greater than 5 applications = 24.5%
- 113/204 had 1-5 applications = 55.4%
- 41/204 had 0 applications = 20.1%

**Comparatively (3% had 0 apps in Summer 16 search)**

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# Student Engagement/Employer Expectations

## Student Factors

- Low GPA
- Low activity (Application Rates)
- Managing a disability (e.g., ASD)
- Refuse to relocate
- Do not develop skills outside of academics
- Over-value their skills and experience

## Employer Factors

- Prefer to hire upper year students/High GPA
- Expect students to have experience in variety of new software (e.g., Bootstrap)
- Dramatically changing needs and roles- Web Dev, Big Data, Security
- Need 8 mos terms/ full - time employees

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## Proposed Academic Work Sequence

| YEAR  | FALL     | WINTER   | SUMMER   |
|-------|----------|----------|----------|
| ONE   | Academic | Academic | Off      |
| TWO   | Academic | Work     | Academic |
| THREE | Academic | Work     | Work     |
| FOUR  | Academic | Academic | Work     |
| FIVE  | Work     | Academic |          |



- +vs** - Winter work term 1; 2:2:1 ratio, 2 – 8 mos options; only 4 mos academic term before graduation and return full-time to employer)
- vs** - \*2750 after work term 1; summer academic and budget implications



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## Co-op and SoCS Working Together

- Encourage students to develop skills outside of classroom (e.g., Hackathons, Meets-Ups)
- Connect any employer contacts with CECS
- Hire Co-op (URSA/URA)
- Provide opportunity for exposure to new technologies
- Continued opportunity for group projects with agile methodology
- Help them to be humble about their abilities😊

## 5. Interim Director's Remarks



## AWAY

Pascal is away from July 11 to July 29  
➔ Gary will be the Acting Interim Director

Michael is away from July ... to August ...  
➔ N/A

Judi is away from July 15 to August 26  
➔ Dave Calvert will be the Acting Associate Director

Joe is away from July 25 to August 16  
➔ N/A

## RENOVATIONS AND EXPANSION



## STAFF HIRING

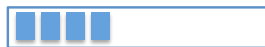
### *Hiring Process*



Office Clerk: Monaliza!



Analyst



Counsellor



Administrative Secretary

## CURRENT FACULTY HIRING

### *Permission to negotiate with 3 candidates*



Offer accepted: Luiza!



Offer letter sent



Negotiation

**Fall 2016**

CIS1500  
CIS2910  
CIS3210  
CIS3250

**Winter 2017**

CIS2500  
CIS2500  
CIS3760

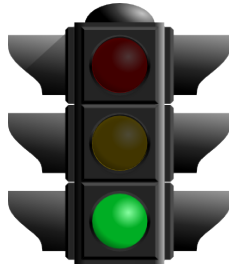
**Summer 2017**

CIS2050  
CIS2130  
CIS2520

*Faculty Search  
Committee  
not needed*

- ☐ Sessionals
- ☐ One-year CL positions

## 6. Discussion on the Addendum to the CPES Guidelines for T&P



ADDENDUM TO THE CPES GUIDELINES FOR T&P

Until a two-thirds majority secret ballot ratifies the College Guidelines and the Addendum, only the CIS Criteria shall apply. After the ratification date, only the College Guidelines and the Addendum shall apply. However:



a faculty member hired on or before the ratification date who applies for Tenure and Promotion to Associate Professor before [\[sunset date for Tenure and Promotion to Associate Professor by the old rules\]](#) can request that the decision on the granting of Tenure and Promotion to Associate Professor be governed by the CIS Criteria instead;



a faculty member hired on or before the ratification date who applies for Promotion to Professor before [\[sunset date for Promotion to Professor by the old rules\]](#) can request that the decision on the granting of Promotion to Professor be governed by the CIS Criteria instead.

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## ADDENDUM TO THE CPES GUIDELINES FOR T&P

Before 2017, only the CIS Criteria shall apply.  
Starting in 2017, only the College Guidelines and the Addendum shall apply.

## 7. Alumni Newsletter & Funding Priorities

# Funding Priorities?

- \*Renovation and new building fund.
- \*Outfitting new labs.
- \*New scholarships.
- \*Funding for the maker space.
- \*Hackathon funding.
- \*Design day funding.
- \*Others?

# Alumni Newsletter

- \*Introduction of our newest faculty member(s).
- \*A story about our new Master's program.
- \*Introduction of our newest staff members.
- \*Our new building plan and renovations.
- \*Story that outlines how SoCS is connected to food.
- \*Others?