

“Advising for Exploratory Student Success”

2019 Student Success Summit
Monday, April 15, 2019

Marianne R. L. Young, Ph.D.
Matthew Deffendall, M.A.



SESSION OVERVIEW

- Why were Major Exploratory Associate positions created?
- What do they do?
- Who do they serve?
- How does this model work?
- How can you implement this on your campus?

see blue.

CONTEXT

- 2016 – Divisions of Academic Affairs and Student Affairs merged into new Division of Student and Academic Life
- 2017 - Exploratory Advising transitioned from a stand-alone unit to the colleges
- Summer 2017 – Major Exploratory Associate (MEA) positions created

**How do we make sure our
exploratory students know
where to seek career
exploration while being
housed in a college?**



Could we create a position to provide an additional support feature for students and advisors?

Perhaps that kind of position already existed...



Higher Education Job Descriptions, 2017

- Academic & Career Advisor, **University of Wisconsin – Stevens Point**
- Career Counseling and Placement, **University of Wisconsin – Stevens Point**
- Academic & Career Advisor * and II, **Portland State University**
- Career & Academic Coach, **Northeastern University**
- Career Counseling & Placement and Academic Advising, **University of Pittsburgh**
- Academic Advising & Career Counseling and Placement, **College of Southern Maryland**
- Transition Coach, First Year Studies, **University of Tennessee-Knoxville**



Career Counseling and Placement, Marshall University

“Provide major exploration and career consultation that engages students toward career majors that align with their interest, values and academic skills....The emphasis will be on freshman and sophomores that are struggling to matriculate into a major, are at danger of dropping/stopping out or are not sure of their career path. Collaborate with college advising offices at all times.”

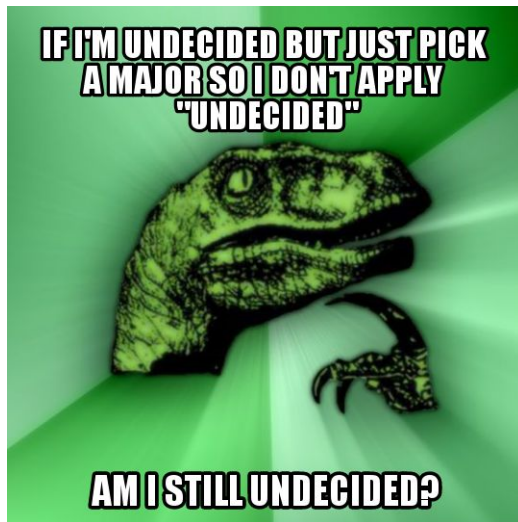
see blue.

Career Counseling and Placement, Aims Community College

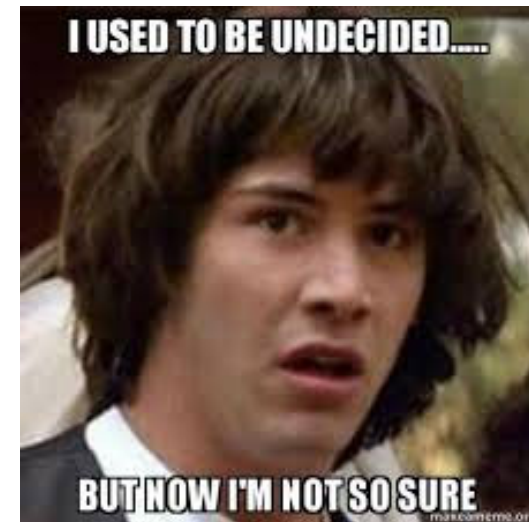
“Provide academic advising, initial career planning and retention services designed to keep students enrolled in college and help them achieve their educational goals.”

see blue.

What is a MEA?



Major
Exploratory
Associate



MEAs are embedded in the Stuckert Career Center to serve as a bridge between academic and career advising.

What is a MEA?

- Academic advising background
- Knowledge of majors and curriculum
- Work closely with career advisors
- Build relationships with all colleges on campus



Christine Blank and Matthew Deffendall
MAJOR EXPLORATORY ASSOCIATES

No two students are alike!



Types of Exploratory Students

- **Exploration** – Unsure about a major or a career
- **Vacillation** – Deciding between two or more majors
- **Destination** - Have a career goal, but have not chosen a major to get there
- **Obstruction** – Students who were thwarted in their initial major choice

Donald Super's Theory of Career Development

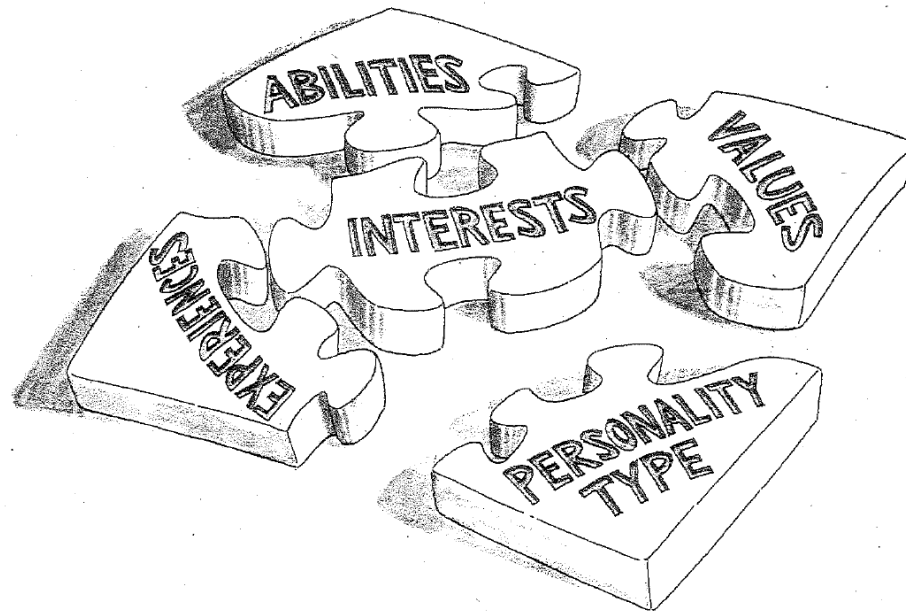
- Growth
- Exploration
- Establishment
- Maintenance
- Disengagement



(Luzzo & Severy, 2009)



Donald Super's Theory of Career Development



(Luzzo & Severy,
2009)



How does this benefit students?



Impact on Students

- Make meaning of their curricular and co-curricular activities
 - Can they articulate what that “better job” is?
- Relationship already cultivated in academic advising
 - Regular schedule to see academic advising
 - Career advising is not mandatory
- Narrowing down opportunities
 - Guidance on what a “career” means
 - What are all of the options? (even for students with declared majors)

(McCalla-Wriggins, 2009)



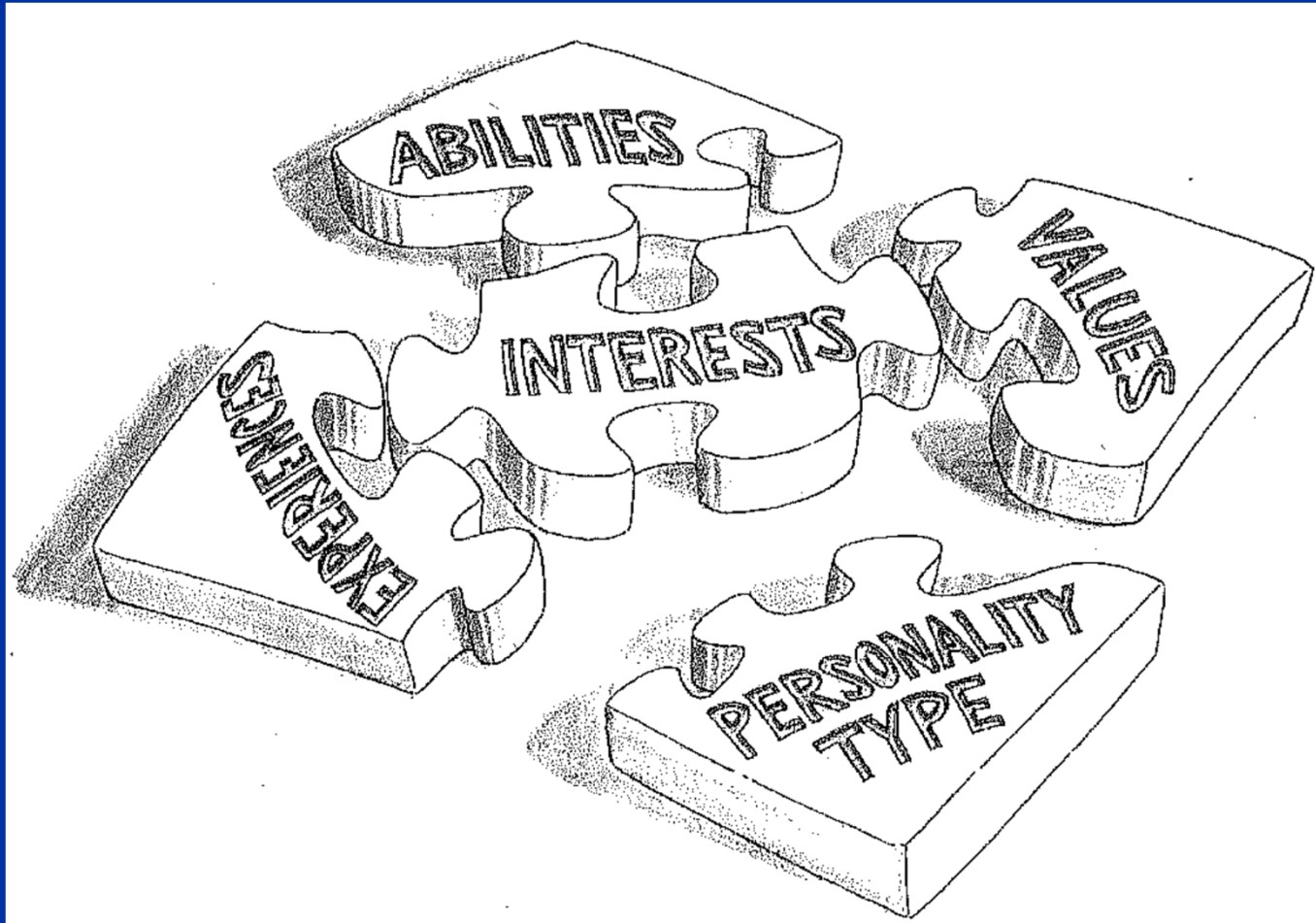
How does this model work?



How does this model work?

- Begin with “What brings you in today?”
- Get to know the student and let them drive the conversation
- Review advising notes and transcript
- If exploratory, ask about their high school experiences and occupational interests
- If considering a major change, ask why they chose their current major

Career Decision Making Process



How does this model work?

- Academic Exploration Tool
- myUKGPS – “what if audit”
- Connect them with a career advisor
- Career Assessments if needed
- Shadowing or informational interviews
- Connect them with a college advisor
- Schedule a follow-up appointment

see blue.

Key Factors

- Partnerships with academic advisors
- Referrals from academic advisors
- Integration of career assessment and major selection
- Transitions are key



References

Luzzo, D. A., & Severy, L.E. (2009). *Making Career Decisions that Count: A Practical Guide* (3rd ed.). Upper Saddle River, New Jersey: Pearson Education, Inc.

McCalla-Wriggins, B. (2009). Integrating Career and Academic Advising: Mastering the Challenge. Retrieved from *NACADA Clearinghouse of Academic Advising Resources*

<http://www.nacada.ksu.edu/Resources/Clearinghouse/View-Articles/Integrating-career-and-academic-advising.aspx>



Contact Information

Marianne Young
m.young@uky.edu
859-257-4040

Matthew Deffendall
matthew.deffendall@uky.edu
859-257-1925

