

Advancing Social and Economic Mobility  
through Career Development for ALL  
MSU Denver Students:  
*Classroom to Career Hub Student Fee Proposal*  
Spring 2022



## Executive Summary

The Classroom to Career Hub (C2 Hub) prepares MSU Denver students for the 21<sup>st</sup> century workforce through meaningful and impactful career development programs and activities embedded throughout the entire Roadrunner student experience, transforming students' career aspirations into achievable career milestones. Three years into development, the Classroom to Career Hub represents a significant reorganization of three formerly separate units into one comprehensive office better aligned to move MSU Denver into the next era of intentional career development.

The C2 Hub seeks to launch and implement a student fee that will strengthen a sustainable, campus-wide infrastructure ensuring each and every MSU Denver student not only has access to but is proactively engaged in career planning aligned to Colorado's evolving workforce and talent pipeline demands. The C2 Hub, fundamentally grounded in and built from an equity framework, is at the precipice of becoming a transformational career development center nurturing the synergistic relationship between the university's academic enterprise and industry and workforce demands. The C2HFee will propel career development activities that will allow MSU Denver to scale high impact practices throughout the entire campus community. This sustainable funding model will revolutionize how MSU Denver prepares and connects students to career opportunities throughout the entire curricular and co-curricular student experience.

The proposed fee will be gradual and scaled over a three year period.

Year 1: \$3/credit hour = \$1,200,711

Expenditure	Total	Note
Earn & Learn	\$150,000.00	Pay directly to students for internships and experiential learning.
Earn & Learn staff	\$65,000.00	Staff for program management. Currently one-time funded.
Career Equity Specialist	\$71,500.00	Currently grant funded; manages career pathways and mentorship program
DEI Program Manager	\$71,500.00	Currently grant-funded; manages recruitment activities for employers seeking diverse talent.
Professional Mentorship Program	\$50,000.00	Currently grant-funded with high student interest. 70 students applied within the first week of recruitment.
Experiential Learning, Associate Director	\$78,000.00	Staff to expand paid and credit-bearing experiential learning opportunities for students.
Graduate School Pathways support	\$75,000.00	Funding directly to students; covers the cost of graduate entrance exams, travel for graduate school exploration, and licensure and/or certifications support.

Graduate Student Career Support	\$65,000.00	Staff to support graduate students' career aspirations
Career Specialist by Academic Program (4)	\$260,000.00	Career liaisons working with faculty, staff, and students to <a href="#">strengthen</a> career support embedded within academic units.
Industry Navigators (2)	\$156,000.00	New industry navigators to strengthen opportunities for internships, jobs connected to career aspirations, and on-campus recruitment activities.
Peer Mentor Specialist	\$65,000.00	Adding to Peer Mentoring staff to support career infusion into program
Student Employment Coordinator	\$65,000.00	Staff to support professional development for on- and off-campus student employment.
Student Staff hourly pay	\$28,000.00	Funding directly to students for employment within C2 Hub.
\$1,200,000.00		

Year 2: \$5/credit hour = an additional \$800,474

Expenditure	Total	Note
Earn & Learn	\$50,000.00	Increase Earn & Learn pay + expand number of students
Student Staff hourly pay	\$75,000.00	Funding directly to students for on-campus employment. Positions include: Digital Marketing and Communication, Front Desk, Event Interns, Operations support
Industry Navigators (2)	\$156,000.00	New industry navigators to strengthen opportunities for internships, jobs connected to career aspirations, and on-campus recruitment activities.
Faculty Fellows	\$73,620.00	Faculty fellows to support bolstering career development assignments and activities embedded within the curriculum.
Exploratory Career Support	\$10,000.00	Career exploration for students who have not yet chosen a major. Critical program to support students who are most likely to stop out.
Stop-Out Prevention Coordinator	\$58,500.00	Support staff to reduce the number of students who stop out, providing tailored resources that aide persistence.
Scholarship Coordinator	\$58,500.00	Support staff to enhance career development activities within scholarship recipients.
Peer Mentoring Specialist	\$65,000.00	Adding to Peer Mentoring staff to support career infusion into program

Office Manager	\$71,500.00	Support move to Tivoli (if applicable)
Industry Events	\$50,000.00	Campus recruitment and industry engagement activities
Academic Experiential Learning	\$130,000.00	2 new staff to support expansion of paid and credit-bearing experiential learning for students.

\$798,120.00

Year 3: \$8/credit hour = an additional \$1,200,711

Expenditure	Total	Note
Earn & Learn	\$200,000.00	Increase Earn & Learn pay + expand number of students
Student Staff hourly pay	\$100,000.00	Funding directly to students for on-campus employment to support cross-campus student employment
Career Engagement programs	\$60,000.00	Senior transition program, peer career advising, student employment and equity programs.
Faculty Career Champions	\$50,000.00	Support and mini grants for faculty who embed career development into their pedagogy.
Industry Navigators (2)	\$156,000.00	New industry navigators to strengthen opportunities for internships, jobs connected to career aspirations, and on-campus recruitment activities.
Student Career Programs	\$20,000.00	Programs tailored for specific majors and career aspirations
Academic Experiential Learning	\$195,000.00	3 new staff to support expansion of paid and credit-bearing experiential learning for students.
Career Outcomes Data Staff	\$100,000.00	New staff to drive career outcomes data efforts
Career Outcomes Campaign	\$50,000.00	Strengthening our traditions and expectations related to students/alumni career outcomes.
Community and Civic Engagement Programs	\$50,000.00	Programs to strengthen connection to local, small business, parents, and community leaders.

\$981,000.00

At full scale, the typical MSU Denver student will pay \$55 semesterly based on average credit hour production. The University will maintain our commitment to fully fund tuition and fees for 30% of our student body, meaning that our lowest income students will not feel the impact of this increase. The C2HF will allow MSU Denver to build a programmatic and staffing infrastructure to truly make our campus and student experience more permeable for industry partnerships as well as embed career engagement throughout the entire campus. The fee will be used to strengthen our programmatic and staffing infrastructure and will *not* contribute to any physical plant improvements, including a possible new home for the C2 Hub in the Tivoli Student Union.

## Fee Utilization

### Expanding PAID internships through Earn & Learn and Experiential Learning

The fee will provide *paid* internships for MSU Denver students so they can strengthen their skills, gain important career experiences, and build their professional network to seamlessly transition into career opportunities. As a three year pilot, Earn & Learn has become a signature program at MSU Denver with 233 MSU Denver student participants to date.

Internships and other experiential learning activities are undoubtedly experiences that lead to measurable career outcomes. However, the majority of MSU Denver students work full or part time, making unpaid internships not only difficult but impossible for students who do not have the financial means to take time away from paid obligations, which further intensifies inequitable career outcomes. National data shows that paid internship opportunities lead students to find full time jobs faster and with higher starting salaries.

The fee will fund new staff that increase both paid and credit-bearing experiential learning.

- \$200,000 toward paid experiential learning; 50 paid internships each semester
- New FTE to manage Earn & Learn program in a cohort model
- Academic liaisons to support expansion of paid and credit-bearing experiential learning

### Supporting the Road to Graduate School

The C2 Hub will expand support programs for students who aspire to pursue advanced degrees. This program will include an opportunity for students to visit graduate schools, by leveraging the student travel program. Additionally, the program will help cover the cost of graduate school entrance exams including the LSAT, GRE, GMAT, and MCAT. The cost of such exams can further intensify the barrier between undergraduate and graduate school for MSU Denver students.

- \$70,000 toward graduate school pathways including travel funds and entrance exams including LSAT, GMAT, GRE, MCAT.
- New staff to advise students on graduate school and support entrance materials.
- New Career Specialists assigned to each academic college/school.

### Embedding Career Progression into Student Employment

The strategic focus on the professional development opportunities embedded within on and off campus student employment will reach thousands of students as well as leverage university core operations and community partnerships. There are pockets throughout the University that demonstrate impactful career progression within student employment experiences. Yet, there is

no coordinated and measured program that supports the recruitment, retention, and development of student employees. The Student Employment & Professional Development Program will transform the current student employee experience to one that is consistent and impactful with measurable development and learning outcomes.

- Employing 20 new student staff within the C2 Hub
- New staff to launch community-based student employment and strengthen professional development for on-campus student employment

### Student Success and Career Exploration

Exploratory Advising will create more intentional career development programs for students who have not yet chosen a major. We know this student group is more likely to stop out of their academic pursuit and by illuminating the light at the end of the tunnel through a career exploration model, students will be connected to the right resources and network to help them articulate their career goals and choose a major that fits into those aspirations.

- \$10,000 to support programming for exploratory students
- New staff to enhance support programs for students who are likely to stop out

### Industry Partnerships

Colorado continues to be an attractive site for companies. The [2021 Talent Pipeline Report](#) led by the Colorado Workforce Development Council identifies the areas of growing demand and opportunities. The Industry Partnerships team is aligned to Colorado's growth industries and MSU Denver's academic majors.

The addition of industry navigators would allow each navigator to build partnerships more strategically with industry leaders within their respective areas of focus. Expanding internship opportunities for students is a key outcome that will lead to employment opportunities for students. Additionally, each navigator will build a robust professional network within their respective industries to connect students with networking and mentorship opportunities. The team is structured according to forecasted economic growth areas within Colorado and will strengthen career opportunities for the fourteen identified critical sectors in the state.

- Four new staff serving as industry navigators aligned to Colorado's growth industries.
- Student-facing industry programs so students can learn directly from industry leaders while building their networking skills and professional network overall.

### Technology + Database

Ensuring students have streamlined access to employment, internship, and volunteer opportunities is a high priority for the University. Additionally, in order to scale career development, we must invest in technology that allows students to access programs virtually and at all hours, such as 24/7 access to resume review and building technology. Three platforms have been funded with one-time funds and we must sustain these products to leverage opportunity for students and to make navigating our campus community easy for employer partners.

- \$140,000 to maintain and secure new technology to support career development for students including artificial intelligence resume review, career exploration, and career services management database.