

**UWT-CTC Partnership Project**  
**Winter Quarter Joint Faculty Meeting**  
**Feb 19, 2010**

**Attendees:**

Beth Whitezel, LESA, UWT Fellow

Dan Achman, Bates

Donald Chinn, UWT

Jeff Weiss, TCC/US District Court

John Staneff, Pierce-Puyallup

Josh Tenenberg, UWT

Julie Jacob, UWT-CTC Partnership Project Liaison to SBCTC

Lorna Patterson, SPSCC

Michael Panitz, Cascadia

Orlando Baiocchi, UWT

Phyllis Topham, Shoreline

Richard Hoagland, SPSCC

Ron Davidson, HCC

Sam Chung, UWT

Steven Kollmansberger, SPSCC

Tina Ostrander, HCC

**Guest Panelist Presentations:**

**Jeremy Kayne, Web Developer**

**[jbkayne@gmail.com](mailto:jbkayne@gmail.com) (425) 390-4343**

How does a job seeker compete with outsourcing? You can't. PhDs are willing to work for less. Jeremy suggested the global workforce and resources allow businesses to outsource technical assistance, making finding employment in computer science difficult. Jobs today require the individual to be a "thinker" (not an "implementer").

Seattle is currently a strong national market paying \$80,000 – there are very few low-end, low paying jobs. Jeremy is inspired by Jack Welch ("Winning") and by Warren Buffet. Jeremy looks for candidates who have integrity, passion, intelligence. He said employers need to know how to handle a "bad hire" – he uses "probation" programs, doesn't ignore problems, documents the problem, and obtains Human Resources support. Jeremy looks for candidates who exhibit creativity (someone who is a hobbyist at heart) and artistic quality.

**Ronald Kim, Technical Sales Specialist for visual Studio and Team Foundation Server Products, Microsoft**

[Ronaldki@microsoft.com](mailto:Ronaldki@microsoft.com) (425) 704-6616

Formerly a programmer, he got bored. Ronald is currently in product sales (state and local government). Microsoft has 40,999 employees in Washington State (56,552 in USA). Microsoft is in high need of software engineers and testers. They look for motivated, top notch, experienced people. It's hard to compete for these jobs, if a candidate is just out of college. Ronald is still hiring and communicates with feeder organizations. Many positions are still open. Positions in upper management require external relationships (even more than product knowledge). Students should start building relationships/networks, making connections to get in the door. Suggestions to institutions: students need more communications courses, psychology courses, and need to learn how to work with people.

**Mary McKenny, IT Director, U.S. District Court**

[Mary\\_mckenny@wawd.uscourts.gov](mailto:Mary_mckenny@wawd.uscourts.gov) (206) 370-8528

Mary McKenny works on desktops, with audio visual, and interfaces with federal systems. Mary looks for people who can fit into a flat organization – there's no clear career path. She also looks for leadership qualities, creativity and innovation. Some applicants get screened out by HR. Recommend students be prepared to talk about technical skills, actual experience in the field. Courts bring together everyone who interacts with candidates, to determine how effectively they interact with a range of staff members. She also wants to see a cover letter with resume, to explain why candidate is interested in job. Also appreciates thank you e-mails. Open to seeing hobbies on resume, because it suggests how candidate might relate to other employees. She looks for flexibility, ability to talk with people. In interview she asks candidate for information about how they accomplished tasks. Other qualities and skills:

Leadership

: Training abilities

: Communication Skills

: Technical Skills

**Rob Oesch, Interim IT Director, Law Enforcement Support Agency (LESA)**

[oeschr@lesa.net](mailto:oeschr@lesa.net) (253) 798-3642

LESA Support: Records management, 911 communications in police cars, and a wide range of support activities. Specialists and coders are being outsourced; LESA wants creative thinkers who know code but also know something else. He noted that problem employees don't communicate with others and/or feel like they need to know the whole system before working on one component. Lack of awareness of budget (time), stay within bounds, control creep and inability to deliver. Does it do what it supposed to do? If yes then it's done. [Allowing less time generally gets better results]. As employer, he looks for candidates with a customer focused attitude. Students need to be prepared for background checks and lie detectors. Looks for confidence, communication skills, flexibility, and creative thinking and also look for people that can separate emotions from critical thinking. Resume should list minimum qualification to make it through HR screening. Resumes/ cover letters should show you know who the organization is and why you want to work there.

**QUESTION & ANSWERS**

**Q: What classroom experience can facilitate creativity and technical skills?**

**A:**

- **Suggestion: Modeling for range of end user in mind**
- **Suggestion: project management plan plus code**
- **Suggestion: put students in team environments (different perspectives)**
- **Suggestion: put students through process initials, reviews, timelines, minimal specs, interact with end user, evaluating.**

**Q: How do you recognize innovation?**

**A:**

**Ron-** Solving problem, having end user in mind. Creativity can be developed by working to solve problems for end user.

**Mary-** Solve issues using innovative ideas that add value to end user. Interview question "If you weren't here what would we lose?"

**Rob-** End goal: "is the Customer satisfied?" (Not "Does it work?"). End product is the deliverable to the customer.

**Q: Will students need to be prepared to interact with end users? Or talk with other team members, who talk with end users?**

**A:**

- Internships can provide range of experiences to prepare students for broader experience.
- Industry trend is moving away from traditional CS degree.
- Moving toward innovation and creativity.
- As a program, students need tech skills. Plus communication skills.
- Panelist message needs to be communicated to student (even in economic terms)
- Students will excel if they focus on their interest area.

**Q: What kind of experience do students need to get a job?**

**A:**

**Rob-** Anything can be listed as experience. Like customer service, team skills, classroom projects, etc. can all contribute.

**Mary-** Students need to understand when they come into an organization, their background skills/foundation skills are starting point.

**Jeremy-** Students need experience in something that's band new, like cloud computing. Nice jobs are available and pay more than other more traditional jobs.

**Ron-** Imagine cup, annual program, is an example of what student can engage in.

**Josh- Industry fellows: Bridging the industry–academic divide**

Industry Fellows model: Pair teacher and industry professional

Video: Industry Fellows: Bringing professional into the classroom.

- Student felt that professional validates the academics
- Professional gains value by learning structure of the classroom instruction and curriculum development.

Activities in industry are very different than in the academic world. Faculty can introduce students to academic world but is less able to connect students with industry. Fellows enable:

- Supervised sandboxes (real simulations)
- Critique student practice and work
- Student can question during engagement in practice

## **[Quantitative evaluation of student responses to Industry Fellows]**

**Students say Industry Fellows integrate theory and practice.**

### **Design Principles:**

- **Josh and Fellow work on curriculum together**
- **Regular interaction**
- **Division of labor that matches strength**
- **Flexible to adapt to different contents/constraints**
- **Sustainable time commitment for faculty member and industry fellow**
- **Intrinsic motivation (not \$)**

This model can apply to courses that are “on the border close to practice” (not CS1).

### **What do you need to get started?**

- How to identify industry fellow?
- What should you think about to consider program?
- What stipend release time is needed?

**SPSCC** - Pays industry for development time and classroom instructor.

### **[Josh will follow up]**

Idea: To get group of colleges together to plan and implement

- Identify courses that would lend itself
- Industry might be willing to support, for access to students.