Gaining Momentum Through Reflection

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Is it possible? Can we gain momentum through reflection?
Reflection

re·flec·tion
noun: reflection

Serious thought or consideration.
Synonyms: thought, thinking, consideration, contemplation, deliberation, pondering

Momentum

mo·men·tum
noun: momentum

The strength or force that something has when it is moving
Synonyms: boost, encouragement, goad, impetus, incentive, incitation, motivation
Let’s start from the beginning

- Newly developed program, Co-op Ambassadors
- Rush start, little direction
- Established eligibility of applicants, application process, need for orientation/training, line of communication with faculty and employers
- ONE year of making decisions as situations develop – the what, where, when, why, and how????

Ever Feel Like This?
Ambassadors 2012-2013

Reflection Time - 2012-2013
Year in Review/Future Planning

- Research programs
- Survey Ambassadors about experiences
- Brainstorm with students on additional opportunities
- Increase number of Ambassadors
- Consider officers/by-laws
Survey says…..

1. How would you rate your overall experience, during 2012-2013, serving as an Ambassador?

2. Would you recommend the Co-op Ambassador Program to other eligible students?

3. Do you feel that you received adequate training to present successfully to students, as well as, serve as a Co-op Ambassador?

4. Are you in favor of implementing an officer program for Ambassadors?

5. Need your ideas! What other ways can we utilize Ambassadors across campus and in the College of Engineering to serve as a voice for Cooperative Education?

6. Do you have any other recommendations to improve the experience of serving as an

Ambassadors Reflect

• Rated their experience positive

• Would recommend the program to other eligible students

• Agreed adequate training was provided
For the Future

- Supportive of implementing an officer program (president, secretary)
- Desire more interaction with employers, professional development opportunities
- Suggested presence at University Days, Engineering Day, etc.
- Consider more direct communication with student applicants/possible mentors

Internal Reflection Process

- What did we do well?
- What didn’t work?
- What was our overall goal in the beginning? Did we reach our goal?
- Where can we go from here? How can we utilize these students to best meet their needs for leadership and growth opportunities?
### Comparison of Recruitment Process

**Year 1**
- Eligibility of Applicants
  - 3.0 GPA
  - Completion of 2 work semesters
  - Available Fall/Spring Consecutively
- Application Process
  - Application, Essay, Resume (verification of eligibility)
  - Stage One - Review w/Outside Reviewers
  - Stage Two - Interviews
- Total of 6 Ambassadors

**Year 2**
- Eligibility of Applicants
  - Established that students must be available to work fall and spring if serving second year
- Application Process
  - Implemented an essay portion
  - Recruited an outside reviewer/interviewer
  - Developed 2 stage process, presentation component
- Total of 8 Ambassadors

### New Year, New Additions
- Larger group/more training. Developed training manual, with expectations.
- Informed employers of ambassador selections.
- More classroom presentations/better communications with faculty
- Connections with student organization - Ambassador Liaison.
- Direct communication with student applicants
Ambassadors 2013-2014

Debrief

- How many of you debrief after a major event? A new program implementation?

- How often do you make grand plans to implement new things to only get caught up and forget!
Inspiration for Continual Change

- Constant reflection
- Willingness to learn from others/Ask for feedback
- Be intentional – Plan to succeed
- Use historical knowledge for power

Thoughts to ponder

- Write down your thoughts – have an idea pad
- Use stickers/Highlight Notes
- Send yourself emails and/or texts