

**RCA Committee Conference Call  
November 1, 2019, 4:00pm PDT  
Notes**

**Agenda**

- Roll call
  - Michael McGreevey '03
  - Scott MacLeod '83/'85
  - John Bates
  - Bryan Hagen
  - Nick Silverman
  - Erica Shannon
  - Darlene Pasieczny
  - Govind Nair
  - Brian Martin
  - Amy Hesse '03
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- Updates on current projects
- Two goals for next year
  - Darlene - work on the Career Coaches in the next year, wasn't able to attend FAR RCA session. We have been informal to date, should work on one-pager for promoting the group. Contact Amy to be added to the Career Coaches listserv.
    - Strategic planning call for Career Coaches - Amy will schedule.
    - Scott - examples of other schools that have flourishing groups like this?
  - Govind - social entrepreneurship. Broadly, not just social, including startups, consultancies, artists in galleries, etc. Beyond academia. This training is really valuable, and we should connect Reedies who have experience in entrepreneurship and connect them with Reedies interested or with talent in this area. How does Reed prepare us for being entrepreneurs? Few of us think of ourselves as entrepreneurs, and that's been a consistent pattern for a long time. Need someone on campus to facilitate the promotion to students, provide online, in-person environments to make it possible. Move beyond CLBR outreach being so Portland-centric, but allowing for wider, virtual, webinar opportunities.
    - Series of virtual/physical dialogues and forums in a small group of Reedie entrepreneurs and Reed students/alumni interested. Webinars, make sure they're recorded.
    - One-to-one program to match alumni to students.
    - Paideia activity in late January? Keep connected to other entrepreneurship activities throughout the year.

- Scott - how could Career Coaches become Reedie alumni employers? Went to two Stanford job fairs? Could we have a Reed job fair during Paideia? (Amy will follow up with Paideia committee on this question). Online virtual job fair? (Scott: are there any 'measurements' of what's happened here with Reed coaches/career counselors so far? - and a possible place to generate this history, eg. in GDocs?)
- Scott - How much is Career Coaches or CLBR oriented towards finding jobs for students and alumni? Michael - it's not discouraged, but not the primary focus. Darlene - it is great if it happens, but we don't promote Career Coaches as a pipeline or process for getting a job.
- Scott - wants to focus on World University - World University & School - opportunities for hiring Reedie students and alumni in this job fair context (Scott: where the 'lightning' - Michael's word - could be extending this after job fair to job fair on the internet, for example).
  - 1) to hire Reedie 10? interns every 4 months (Jan-April, May-August, September-December), beginning in early January and
  - 2) to begin the CA BPPE licensing in January so WUaS can focus the Reedie interns' work, and
  - 3) to start developing the online Ph.D. degrees for Reedies to matriculate in, based on the ~32 departments of CC-4 MIT OpenCourseWare - <http://ocw.mit.edu/>
  - 4) to develop World University and School's website professionally - [worlduniversityandschool.org](http://worlduniversityandschool.org) - potentially with Reedie interns, and especially multi-lingually (where Wikipedia is in ~300 languages)
  - e) How has the RCA approached legal & ethics' questions thus far?
- Nick - he's been communicating with some people and will have some more specific goals soon. (See emails for more on his goals)
- Erica - encouraging women to pursue STEM, Reed has been [in the news](#) about high proportion of PhDs in STEM, but low yield of women PhDs in physics, math, computer science (<10 total women PhDs in each of those fields between 2007 and 2016). How can we better support women at Reed who are interested in these areas (Scott: Could women GEMS' Reed graduates be interested in study for STEM Ph.D.s from home, for example, at MIT OCW-centric WUaS? Non STEM GEMS too?). Erica has worked with STEM GEMS (women and gender minorities) program for students. She would like to have something like this for alumni. Things done that have helped her in other networks she's in - email newsletters keeping track of alumni, FB groups where people talked about things going on in these fields, email lists with multiple generations of participants, running workshops at conferences. Perhaps talk with current STEM GEMS, talk with CLBR about how they support people in these areas now. Reaching out to friends about what would have helped them in a Reed network. Strength of the networks is that they include many generations of women. Talk to people who are

steps ahead, they can pull strings or prepare you for what's to come and what worked for them.

- John - retired and in Portland. Medicine and health. It's a bit of an orphan discipline, not a traditional academic or social pathway. Available to do counseling and be a Career Coach. Possibility of a Coaches table at Paideia for Portland-based? (Scott: John, are you not in the Reed directory for a reason - <https://iris.reed.edu/>?) (Amy to check with Paideia Committee)
  - Brian Martin - daughter graduated two years ago, would love to connect her with Erica; she was at NSF conference recently regarding more ethnic and racial minorities in STEM.
    - Spoke with <name?> Alice Harra? (Associate Dean of Students, Director of CLBR) earlier about modeling work done at Stanford GSB. Visiting scholars program, give lectures to MBA students. Good feeder to students into the industry. Lots of networking.
    - Paideia - large annual healthcare professionals conference in January, as long as he's back in time, he could join in that.
    - Michael Tippee (sp?), JR Lafeur (sp?) good people in healthcare to involve
  - Bryan Hagen - 1991 - new to the group, based in Portland. Early employee at financial tech startup. Working with Alice since FAR to coordinate with current students. He'll speak later this month in front of finance club. Use network of his people in Portland in tech and financial services to offer services. He's tired of counseling and mentoring students from other schools. He gave a lot of guidance to non-Reedie recently, and he wants to be contributing and giving back more to Reedies. He can offer guidance, introductions. He's worked hard to develop network of people to do more for current students and recent grads than what was available when he was a recent grad. He had a meandering, topsy-turvy path to where he is. Wants to help teach some people to fish...
  - Darlene - there are lots of programs Alice is working on, Amy is liaison, but she has a lot of other jobs to do. Try to coordinate through Amy and others at CLBR, they may have already done a lot of the legwork. Don't necessarily have the resources to be in touch frequently or support all initiatives.
  - Govind - seniors working on theses. Helpful to put them in touch with alumni in these areas who have been through the process. Small group of alumni systematize matching with senior thesis students.
- Next steps
    - Schedule call with Alice from CLBR. Makes sense to work with existing programs. Not as much support for alumni who are further out in terms of career.
    - Amy to connect Erica with CLBR Career Counselor responsible for STEM GEMS and these areas
    - Paideia - Amy to find out more about tabling, Career Coaches "booth", provide everyone with Calyx's contact info to discuss Paideia classes

- Working groups for further discussion (Career Coaches call, social entrepreneurship - Amy to put together email lists for these groups, coordinate scheduling these meetings)
- Scheduling next meeting (different day/time?)
  - Coordinate with CLBR to have Alice and possibly other counselors on the call.