

The Vector Voice

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Find Us Out and About!

COMING SOON...

June 6-9 2011

*ASSCU 2011 Annual
Convention & Expo
Changing Lives in Chang-
ing Times.*

The Association of Private Sector Colleges and Universities will host their 2011 Annual Convention & Expo this year in the heart of Texas. Vector Careers' President/CEO, Christine Ford, Vice President, Nathalie Mateer and Manager of Recruitment & Training, Tomilyn Richards will be rounding people up at booth #709! Make sure you stop by for your chance to win an iPod Shuffle!

June 15-17 2011

*NWCCF 2011 Annual
Conference
It MATTERS how WE play
the GAME.*

The Northwest Career Colleges Federation will hold their annual conference at the Skamania Lodge in beautiful Stevenson, Washington!

Creating the Faculty Team *Applying High-Performance Principles to Education*

With Don Fraser, Making Your Mark

The most important person to the student is the faculty member because that's who the student is with in the classroom. But far too many faculty members focus their energies and time on content, curriculum and grading. It's really a micro-focus, said motivator-speaker-professor Don Fraser, publisher of the national bestseller *Making Your Mark*. Unfortunately, what the student is missing is the most important thing they need for entering a college – and that is a vision and a belief in the program.

"I can line up all the different credits and modules a student needs to take, but unless the student believes in it and wants it, it's meaningless," said Fraser. "What we're really talking about is how does a student go from walking in, having paid their fees and registering, to joining us and really understanding what they're a part of, so they can then believe it, want it and really commit to high-performance learning. They're not going to do it with a syllabus, textbook and grading system."

Based on his research, 70 percent of teachers start by focusing on content, as opposed to focusing on the strengths of what they can give to a student. And the number one thing a student wants is career vision.

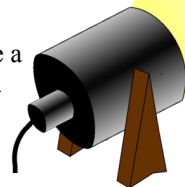
"So they come in with this tremendous expectation of a career vision, and the only group who can deliver it is the faculty—not the recruiter, not the admissions people, not the president or the director of education; It's the faculty," Fraser explained. "And there are really two groups of faculty. There are faculty who are specific to industry and there are faculty who are generalist faculty. But they each have a role in delivering and we need to start delivering right from the moment the students first see us. They need to know who their faculty team is.

[Click here](#) for the full article!



April Talent Spot Light

Our recruiters work hard to find AMAZING people that would be a great fit into many organizations. Here are our picks for April.



Campus President ~ This candidate for April has a proven track record of results. They know how to work strategically with faculty and staff to produce the best team. Their skills are in reducing attrition rates and increasing retention. They have managed up to 45 staff members and worked with school systems of up to 800 students. Their extensive work with accreditation has resulted in a strong desire to work with an organization that stays above board and wants to do things right. If this is someone you need on your team, please contact Chris at 503-430-1655.

Regional Admissions ~ We have an amazing regional admissions executive with a passion for training, motivating and creating high performance teams that is looking for the right opportunity – this person will take a step back in order to rocket forward in the right school system. If your organization needs a leader who has no fear of the changes coming, because they know how to create successful, highly motivated teams, let us set up a meeting for you. Call Elaine at (503) 520-9018 for more information.

For more information on adding these 2 people to your team, please contact us at (877) 832-8672, or on the web at www.vector-careers.com.

You can also check us out on →



The Vector Voice

Hot Jobs in the Market

Director of Education

Director of Education needed for a growing allied health school. This person must have experience managing faculty and retention for a campus of at least 600 students. The campus is located in the beautiful Pacific Northwest! This candidate must have the ability to cultivate strong relationships but also be firm enough to keep faculty on track with campus directives. The campus is currently under construction as they are looking to double in size by the end of 2011! Please call Nathalie today to find out more about this wonderful opportunity – 503-520-9008.

Strategies for Retaining Employees and Minimizing Turnover

by Sarah K. Yazinski, University of Scranton

Employees leave organizations for many reasons; oftentimes these reasons are unknown to their employers. Employers need to listen to employees' needs and implement retention strategies to make employees feel valued and engaged in order to keep them. These retention methods can have a significant and positive impact on an organization's turnover rate. Here we'll take a look at some of these strategies.

According to strategic planning consultant Leigh Branham, SPHR, 88% of employees leave their jobs for reasons other than pay: However, 70% of managers think employees leave mainly for pay-related reasons. Branham says there are seven main reasons why employees leave a company:

1. Employees feel the job or workplace is not what they expected.
2. There is a mismatch between the job and person.
3. There is too little coaching and feedback.
4. There are too few growth and advancement opportunities.
5. Employees feel devalued and unrecognized.
6. Employees feel stress from overwork and have a work/life imbalance.
7. There is a loss of trust and confidence in senior leaders.

Turnover Facts and Figures

Turnover is costly. According to Right Management, a talent and career management consulting firm, it costs nearly three times an employee's salary to replace someone, which includes recruitment, severance, lost productivity, and lost opportunities. Life Work Solutions, a provider of staff retention and consulting services, provides the following turnover facts and rates:

- Over 50 % of people recruited in to an organization will leave within 2 years.
- One in four of new hires will leave within 6 months.
- Nearly 70% of organizations report that staff turnover has a negative financial impact due to the cost of recruiting, hiring, and training a replacement employee and the overtime work of current employees that's required until the organization can fill the vacant position.
- Nearly 70 % of organizations report having difficulties in replacing staff.
- Approximately 50% of organizations experience regular problems with employee retention.

From these statistics it's clear that it's important to develop a retention plan to retain employees and keep turnover low. [Click Here](#) for the rest of this great article.

Vector Careers is proud to introduce a new line of business! Let us help you buy or sell your school today!

Call Christine or Nathalie for more information!

877-VECTOR-2



In the theatre this month!

Hanna

Cast: Saoirse Ronan
Eric Bana
Cate Blanchett
Jason Flemyng
Released: April 8th

[Movie Synopsis \(click\)](#)

Super

Cast: Rainn Wilson
Ellen Page
Liv Tyler
Kevin Bacon
Released: April 8th

[Movie Synopsis \(click\)](#)

Rio

Cast: Jesse Eisenberg
Anne Hathaway
will.i.am
Jamie Fox
Released: April 15th

[Movie Synopsis \(click\)](#)