



The California State University
OFFICE OF THE CHANCELLOR

CHANCELLOR'S OFFICE 2023 JOB SHADOW PROGRAM

COMPLETION CEREMONY

June 27, 2023



Audit & Advisory Services | Business & Information Technology | Financing & Investments | Human Resources

Job Shadow Program Participation

2023 PROGRAM

- *Six students*
- *Audit & Advisory Services, Business & Information Technology , Financing & Investments, Human Resources*

2022 PROGRAM

- *Five students*
- *Audit & Advisory Services, Business Programs, Human Resources and Sponsored Programs*

2021 PROGRAM

- *Seven students*
- *Financing & Investments, Human Resources and IT Services*

2020 PILOT PROGRAM

- *Three students*
- *Human Resources*



Job Shadow Program Requirements

- Pre-Program Assessment
- Board of Trustee Meetings
- Meet and Greet with Divisional Executive
- Chancellor's Office Tour
- Job Shadowing Assessments
- Group Check-ins
- Program Wrap-Up
- Post-Program Assessment

2023 Results

- Meetings with professionals from the Chancellor's Office
- Completed more than 97 hours
- Students expressed they valued their experience and were pleased with their participation





Special Messages

LEORA FREEDMAN | INTERIM CHANCELLOR JOLENE KOESTER

JOB SHADOW PROGRAM SPECIAL AWARD



AUDIT & ADVISORY SERVICES | BUSINESS & INFORMATION TECHNOLOGY |
FINANCING & INVESTMENTS | HUMAN RESOURCES

Most Job Shadow Hours

PRESENTED JUNE, 2023

Marcelo Cowo

Joan Torné

Assistant Vice Chancellor
and Chief of Staff

Leora Freedman

Vice Chancellor for Human Resources

Interim Chancellor Koester Q/A

- What component of your current job do you regard as your favorite? What is the most challenging?

Interim Chancellor Koester Q/A

- You have worked with a wide range of cultures and people of different backgrounds. What have you learned about inspiring diverse workforces and getting everyone to row in the same direction?

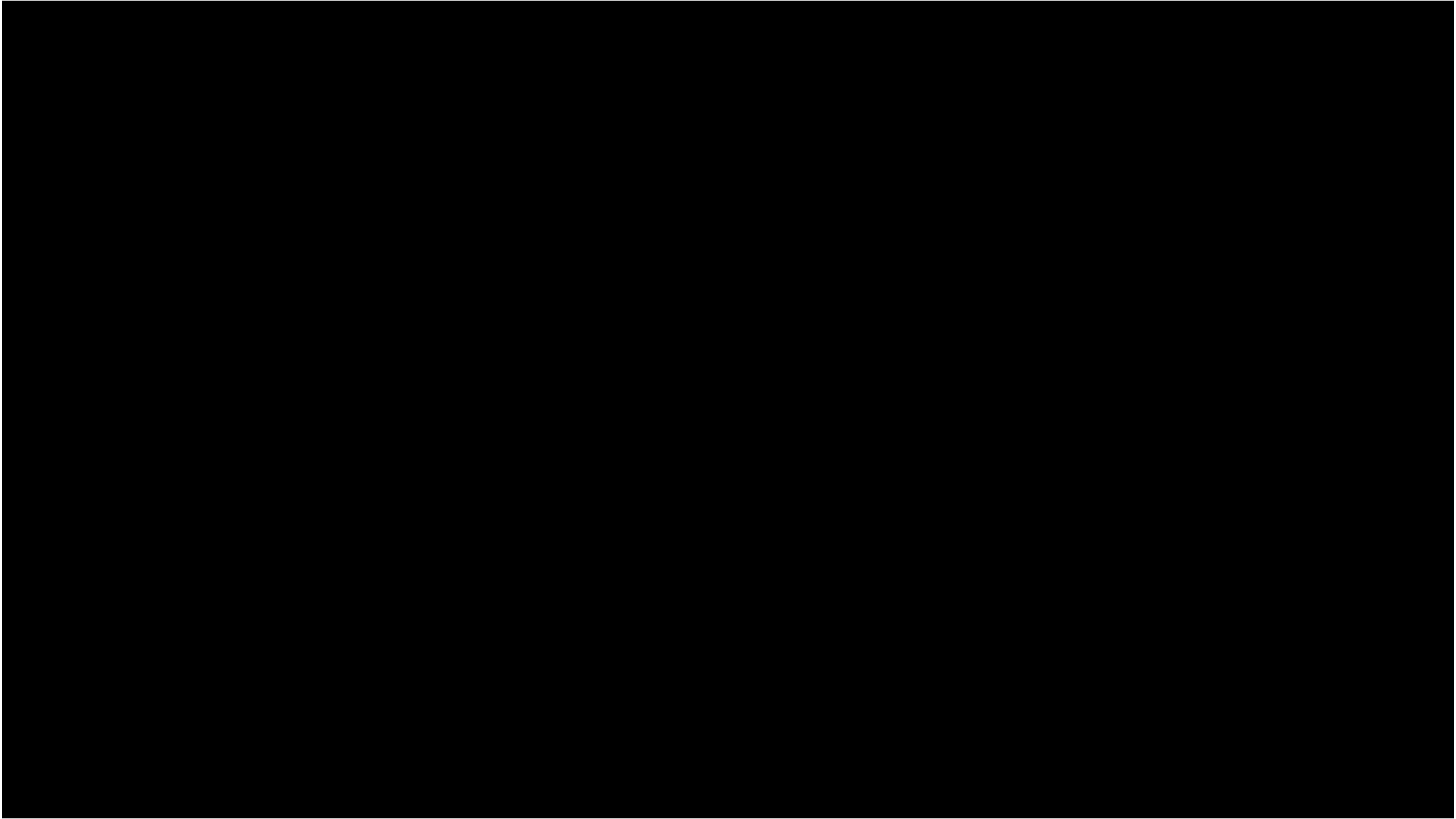
Interim Chancellor Koester Q/A

- What are some of the changes or innovations you hope will happen in the future for CSU students?



Host & Faculty Reflections

THOMAS NORMAN | KRYSTAL MIGUEL RAWLS | DEBBIE MARCUSSON





Student Reflections



Past Job Shadow Student Reflections

KRISTA D'ANGELO | LUCERO VELAZCO | AMY RISNER



Completion Certificates Presentation

CERTIFICATE OF COMPLETION



AUDIT & ADVISORY SERVICES | BUSINESS & INFORMATION TECHNOLOGY |
FINANCING & INVESTMENTS | HUMAN RESOURCES

Job Shadow Program

PRESENTED JUNE, 2023

Kamille Branscomb

Joan Torné

Assistant Vice Chancellor
and Chief of Staff

Leora Freedman

Vice Chancellor for Human Resources

CERTIFICATE OF COMPLETION



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Job Shadow Program

PRESENTED JUNE, 2023

Mike Long

Joan Torné

Assistant Vice Chancellor
and Chief of Staff

Leora Freedman

Vice Chancellor for Human Resources

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PRESENTED JUNE, 2023

Kasey Gutierrez

Joan Torné

Assistant Vice Chancellor
and Chief of Staff

Leora Freedman

Vice Chancellor for Human Resources

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Job Shadow Program

PRESENTED JUNE, 2023

Chloe Wong

Joan Torné

Assistant Vice Chancellor
and Chief of Staff

Leora Freedman

Vice Chancellor for Human Resources

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PRESENTED JUNE, 2023

Marcelo Cowo

Joan Torné

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Job Shadow Program

PRESENTED JUNE, 2023

Benjamin Lui

Joan Torné

Assistant Vice Chancellor
and Chief of Staff

Leora Freedman

Vice Chancellor for Human Resources



Congratulations Job Shadow Students!