



## **Progression to Profession (P2P)**

The University of Montevallo (UM) has selected Professional and Career Development as the topic of the Quality Enhancement Plan (QEP). This QEP, titled Progression to Profession (P2P), is designed to encourage students to develop a career plan early in their college experience and to review and revise this plan as they work to develop the skills and qualities valued by graduate programs and employers. Progression to Profession is a campus-wide initiative, allowing the University to harness the benefits of a liberal arts education as a pathway toward professional success.

### **QEP Goal and Student Learning Outcomes**

The P2P plan delineates one broad goal focused on key elements related to students' intentional career planning in order to be prepared for professional pursuits. The goal includes three student learning outcomes (SLOs) designed to impact as many students as possible.

#### **Goal: Enhance student career planning and preparedness.**

##### **Explore and Plan – Level I**

SLO 1: Students will demonstrate an ability to describe relevant pathways to their chosen professions.

- Students will acquire the knowledge, skills, and abilities to set career goals, identify potential careers, make salary projections, identify educational requirements, and develop strategies to reach their goals.

##### **Engage and Refine – Level II**

SLO 2: Students will demonstrate an ability to revise and refine their career plans in response to relevant information.

- Students will acquire the knowledge, skills, and abilities to reflect on strengths, skills and progress toward goals in order to revise career plans and goal achievement strategies effectively.

##### **Create and Implement – Level III**

SLO 3: Students will demonstrate an ability to create appropriate artifacts for chosen profession.

- Students will acquire the knowledge, skills, and abilities to identify the materials required for the interview process and/or graduate school application process in their disciplines and create materials that positively showcase their attributes.

## **Implementation and Assessment Strategy**

P2P is focused on students' career planning and preparation efforts, with an emphasis on those tasks that are essential within each academic program. Through a systematic and enhanced partnership with the Career Development Center (CDC), advisors, and program faculty, students will identify career aspirations (Explore and Plan – Level I), craft and refine their career plans (Engage and Refine – Level II), and create professional artifacts to be kept in digital portfolios for use in preparation for graduate school and/or career applications (Create and Implement – Level III).

Intentional career planning involves student participation in activities at three levels, corresponding to each SLO. The career planning and preparedness activities at each level are intended to enhance learning for each of the SLOs. These activities may occur within the program and/or in partnership with the CDC. Each program has chosen the activities that are most suited for career planning and preparedness in their discipline. This allows for a customized emphasis on the tasks that are essential within each academic program.

### **Explore and Plan – Level I (Foundational Course/Enhanced Advising)**

- Identify Personality, Interests, Skills, Values
- Research and Identify Potential Careers
- Make Salary Projections
- Identify Educational Requirements
- Identify Professional Qualifications
- Set Career Goals
- Develop Strategies to Reach Career Goals

### **Engage and Refine – Level II (Mid-Program Course/Enhanced Advising)**

- Identify Job Shadowing Activities
- Identify Co-curricular and Community Activities
- Identify Internship Opportunities
- Reflect on Progress
- Revise Plans and Strategy

### **Create and Implement – Level III (Advanced Course)**

- Research and Create Prospect List
- Create Resume and Cover Letter
- Create Professional Profile
- Gather Contact Information for Reference Sheet
- Create Materials that Showcase Attributes (e.g., an artistic portfolio)
- Research Graduate School Application Process
- Complete Graduate School Application and Essay

Assessment of P2P will be accomplished through the use of both direct and indirect measurements of student achievement. These assessments will provide ongoing, formative, and summative data through which student progress will be evaluated. The P2P project incorporates a five-year implementation plan, emphasizing the importance of early and sustained career planning through a University-wide commitment to improve students' overall career readiness.

## Assessment Plan Overview

### Overall Goal: Career Preparedness Essay

- Collected from Freshmen or Sophomores in COMS 101 course
- Collected from Juniors or Seniors in Capstone course
- Scored by the faculty members of the implementation team

### SLO 1 Explore and Plan: Initial Career Plan

- Collected from Freshmen or Sophomores in Level I course and/or via Advising
- Scored by the faculty members of the implementation team

### SLO 2 Engage and Refine: Revised Career Plan

- Collected from Sophomores or Juniors in Level II course and/or via Advising
- Scored by the faculty members of the implementation team

### SLO 3 Create and Implement: Career Artifacts

- Collected from Juniors or Seniors in Level III course
- Scored by the Level III course instructor

### NSSE Data and Student Perception Survey

- Collected from Seniors each spring by IRPA

## P2P Implementation Team

Dr. Tiffany Wang	Director of P2P & Chair of Implementation Team (Communication)
Ms. Rachel Proctor	P2P Career Development Center (CDC) Career Counselor & Co-Chair of P2P Implementation Team
Mr. Michael Lebeau	Director of the CDC
Dr. Jerome Dean	Director of Institutional Research, Planning, and Assessment
Dr. Heather Tinsley	Director of the Malone Center for Excellence in Teaching
Ms. Emily Gill	CFA faculty (Theatre)
Dr. Danielle Deavours	CFA faculty (Communication)
Dr. Cynthia Mwenja	CAS faculty (English and World Languages)
Dr. Jim Day	CAS faculty (Behavioral and Social Sciences)
Dr. Jenifer Williams	CEHD faculty (Teaching, Leadership & Technology)
Dr. Curtis Fennell	CEHD faculty (Health and Human Services)
Dr. Eric Travis	SCOB faculty (Management)
Ms. Sheila Brandt	Carmichael Library faculty
Ms. Amanda Melcher	Carmichael Library faculty
Dr. Qshequilla Mitchell	Director, McNair Scholars
Ms. Audra White	Instructional Designer, Malone Center for Excellence in Teaching
Dr. Kristen Gilbert	Assistant Provost/SACSCOC Liaison (Behavioral and Social Sciences), <i>ex officio</i>