

Quality Enhancement Plan (QEP) Title: Career Readiness Education (CRED)

Institution's Name: University of North Texas at Dallas

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Executive Summary:

The University of North Texas at Dallas (UNT Dallas) is the only four-year public university in the City of Dallas dedicated to being a pathway to social mobility. The core values of the university are resilience, unity, excellence, mentoring, integrity, effectiveness, strategy and diversity. With this mission and these core values in mind, campus-wide task forces and committees helped create Career Readiness Education (CRED). CRED is the focus of the UNT Dallas Quality Enhancement Plan (QEP). This plan aims at preparing students for careers and includes three goals with four student learning outcomes. The student learning outcomes are supported by action plans and the resources necessary to achieve them.

CRED goals include: (1) students assess career options (2) students test career expectations through direct exposure to workplace cultures (3) students evaluate strategies to maintain job-related effectiveness. These goals are accomplished through student learning outcomes in which students (1) define their career interests and goals, needs and abilities (2) analyze career requirements and formulate career expectations (3) analyze discrepancies between their career vision and reality (4) recognize effective aspects of the workplace presentability.

These outcomes will be achieved with the support of multiple campus offices and the redesign of courses tagged as CRED courses. These CRED courses will ensure a broad student base is reached early in students' academic careers.

Specifically, UNT Dallas will offer a CRED Level 1 course that targets freshmen students and allows them to identify their career aspirations early on. This includes interviewing professionals in their field of interest and providing career counseling from Career Services. CRED Level 2 courses target sophomore and junior students and include experiential learning activities that promote exposure to workplaces. CRED Level 3 courses target seniors, with students competing in career readiness-related events such as engaging in mock interviews.

The concept for the UNT Dallas QEP grew from a comprehensive, 18-month planning process. The final Career Readiness Education (CRED) plan benefited from input from faculty, staff, administrators, students, and local employers. Consistent with the university's mission and core values, CRED includes practical goals, learning outcomes and methods for assessing its effectiveness. Specifically, communication with academic departments on the implementation of CRED programs and learning outcomes is important, as is evaluating data collected from CRED courses. The information provided from faculty, students, and key offices on campus will be evaluated by the CRED Council and CRED assessment team to ensure UNT Dallas is meeting its goals and student learning outcomes.