



## Passage Executive Summary

The mission of Freed-Hardeman University (FHU) is to help students develop their God-given talents for His glory by empowering them with an education that integrates Christian faith, scholarship, and service. That mission entails student exploration and honing of those talents during the University experience and also carrying those talents into the world after graduation. According to institutional data, 86 percent of FHU's students secure employment after graduation. However, internal research found that students self-report high anxiety, high uncertainty, and low self-efficacy associated with the path to employment. In response, the University sought ways to improve career preparation, perception, practice, and outcomes for students. Ultimately, the QEP Topic Development Committee considered how the University could help students recognize greater self-awareness, develop greater self-confidence in career exploration, and maximize the opportunities provided through their undergraduate experiences. This led to the development of the Passage QEP, which was designed to be a transformative journey in professional preparation.

Specifically, Passage helps students address the following questions: "What can I do?"; "How do I grow?"; and "Where can I go?" The following outcomes have been established for students as they undertake career exploration intentionally and confidently in their first four semesters:

1. Students will demonstrate self-awareness of personal traits that can positively inform decisions regarding career goals.
2. Students will demonstrate effective interpersonal communication skills to facilitate career exploration.
3. Students will express confidence in their ability to pursue their career goals.

Students will be assessed for perceived changes in each outcome to measure their growth, development, and any changes in self-efficacy and anxiety. Yearly analyses will also be conducted to identify progress in institutional program outcomes. Interactions with the QEP Director, the QEP Coordinator, and Career Influencers will guide students to complete the above outcomes. Internal and External Career Influencers, recruited from faculty, staff, administrators, alumni, and friends of the University, will help students form an early-career network and explore career options. QEP programming will be delivered in a hybrid format with multiple digital and in-person touchpoints.

The recommended budget includes funding for new staff positions; the acquisition of information technology resources; the development of marketing, assessment, and training materials; and compensation for the time and involvement of FHU's faculty and staff who serve as Internal Career Influencers.

In summary, the program is designed to empower students with the knowledge, skills, values, beliefs, and habits-of-mind that will enable them to pursue a professional career with a sense of purpose and confidence.

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