

## **Quality Enhancement Plan: Pioneer Ready!**

**Tusculum University**

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### **Executive Summary**

Tusculum University, the first higher education institution in Tennessee, has a mission to provide an active and experiential education within a caring Christian environment to inspire civic engagement, enrich personal lives, and equip care-ready professionals. This mission led directly to the development of a QEP process labeled Pioneer Ready.

The goal of Pioneer Ready is to focus on preparing students for successful careers by developing skills that align with the career management (SLO 1), teamwork and collaboration (SLO 2), and employment readiness (SLO's 3 & 4) NACE competencies. Each of these competencies requires personal awareness and development of the positive work habits needed to succeed in today's workforce. Developing these work habits is the goal and focus of the Pioneer I's program objective. Training to develop these work habits provides opportunities to learn, demonstrate, and reflect on these skills. In addition, faculty and staff at the university will participate in the Pioneer I's program to help sharpen their own positive work habits and demonstrate the importance of these behaviors to students.

Pioneer Ready is designed to achieve the four student learning outcomes through a variety of activities and assignments. Career management (SLO 1) requires students to analyze and compare career options in the student orientation course. Teamwork and collaboration (SLO 2) requires students to collaborate with their peers on a discipline specific project in both early and late major courses. Employment readiness (SLO 3) requires students to produce an effective resume' in a course designated by their major. Finally, employment readiness (SLO 4) requires students to learn critical interviewing skills in a course designated by their major.

The Pioneer Ready program is coordinated by the QEP Director. Five other faculty members, one from each college, are QEP liaisons. Together with the QEP Director these liaisons form the QEP Committee. QEP liaisons have multiple roles. First, each liaison is the primary interface between the QEP and their own college. They answer questions, help disseminate information, and communicate with other QEP committee members. Second, each liaison is assigned to a SLO, or the Pioneer I's program objective, and leads a Pioneer Learning Circle (PLC) each semester in their area of responsibility. The goal of the PLC is to assemble faculty members who teach Pioneer Ready courses from across the university and empower them to discuss improvements for the Pioneer Ready plan.

The Pioneer Ready program has been designed to directly impact student learning and preparation for their chosen career. The cumulative effect of this endeavor will have lasting impacts on not only the students, but all members of the university community.