



Progression to Profession Executive Summary

The University of Montevallo's Progression to Profession (P2P) Quality Enhancement Plan is a campus-wide initiative allowing the University to harness the benefits of a liberal arts education as a pathway toward professional success. P2P is designed to integrate intentional career planning through classroom enhancements and advising opportunities to engage students in career planning throughout their college experience. Students will develop a career plan early in their college experience and review and revise this plan as they work to develop the skills and qualities valued by graduate programs and employers. P2P supports the University's mission to engage students in personal and intellectual growth in "the pursuit of meaningful employment and responsible, informed citizenship," highlighting the relevance of a liberal arts education in today's workplace.

The goal and student learning outcomes of the plan are focused on students' intentional career planning in order to be prepared for professional pursuits.

Goal: Enhance student career planning and preparedness.

Explore and Plan: Students will demonstrate an ability to describe relevant pathways to their chosen professions. (SLO 1)

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

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

- 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.

P2P is focused on students' career planning and preparation efforts, with an emphasis on those intentional career planning activities that are essential within each academic program. Through a systematic and enhanced partnership with the Career Development Center, advisors, and program faculty, students will identify career aspirations (Explore and Plan), craft and refine their career plans (Engage and Refine) and create professional artifacts to be kept in digital portfolios for use in preparation for graduate school and/or career applications (Create and Implement). Assessment of the plan will be accomplished through the use of both direct and indirect measurements of student achievement to continually evaluate progress toward the accomplishment of the student learning outcomes. P2P emphasizes the importance of early and sustained career planning through a University-wide commitment to improve students' overall career readiness.

Questions regarding the development or implementation of P2P may be directed to Dr. Tiffany Wang, Associate Professor and Director of Progression to Profession, at twang@montevallo.edu.

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