

Virginia Union University  
Quality Enhancement Plan Summary  
*Tomorrow Starts Today*

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Virginia Union University's (VUU) Quality Enhancement Plan (QEP) titled, *Tomorrow Starts Today*, is a focused, action research and program improvement initiative designed to enhance students' ability to reflect critically on their academic major and career decisions. This action research project uses a five-year longitudinal design to track four cohorts of students from their first-year experience at VUU through progression toward graduation. A fifth year is added to begin collecting post-graduate outcome data.

The central purpose of VUU's QEP is to strengthen students' critical thinking skills as they reflect on available options (today) to plan for their futures (tomorrow). The VUU QEP specifies two student learning outcomes related to critical reflection for major selection and career planning. The primary learning outcome for the VUU QEP is that students will increase their ability to critically self-reflect as they select their major and plan their career. Student critical self-reflection skills will be measured with the Reflective Thinking Questionnaire (RTQ). A second, related learning outcome is that students will increase their metacognitive awareness as learners. Metacognitive awareness skills will be measured with the Metacognitive Awareness Inventory (MAI). Both will serve as short-term (direct) measures of the QEP's impact on VUU students.

Long-term (indirect) QEP impacts will be evident in measures of several of VUU's success indicators including, but not limited to: (a) increased average GPA for graduating students, (b) increased percent of students graduating in four years, (c) increased percent of graduating students with job or graduate school placements, and (d) number and percent of graduates who are satisfied with their careers.

The QEP is implemented by the University College (UC) at VUU through its eight-course Noble Nine Leadership Seminar Series (NNL). The QEP, through the NNL course series, will touch the lives of every student at VUU over the span of four years. To date, the QEP launched Fall of 2020 as we welcomed the first of four student cohorts to VUU. Based on RTQ responses a total of 220 students were identified as Cohort 1 (including Fall 2020 and Spring 2021 new entries). The count for the 2021-22 Cohort 2 is estimated to be 326 based on NNL current enrollees. A final count for Cohort 2 will be available when spring counts are completed and RTQ data for Cohort 2 are received.

RTQ and MAI scores and sub-scores are being collected for the cohorts every year. Additionally, all students in Cohorts 1 and 2 are developing Personal Education Plans (PEP). For data tracking and analysis, all students in the cohorts are identified with unique system IDs in our Student Information System (SIS) to enable matching each student to other success indicators. UC staff continue to enhance our intrusive advising model, including the use of the PEP as a strategy, implemented through the NNL course series.