USF's QEP 2024 - 2030 (ExCeL) Overview

Introduction:

In alignment with USF's Strategic Plan, In Pursuit of Excellence, The University of South Florida (USF) is dedicated to improving student success and educational outcomes. Our commitment to academic excellence and continuous improvement is evident in our Quality Enhancement Plan (QEP) entitled ExCeL: Experiential-Centered Learning. The goal of ExCeL is to increase the career readiness of USF graduates by expanding meaningful experiential learning opportunities for all undergraduate students. Specifically, USF has selected internships, cooperative education, student employment, and undergraduate research as the experiential learning opportunities of focus because they provide the retention and engagement benefits of High-Impact Practices (HIPs) and correlate with greater post-graduation success for undergraduate students.

Student Learning Outcomes (SLOs):

SLO 1. Identify and evaluate experiential learning opportunities that align with their unique career goal.
SLO 2. Demonstrate career readiness competencies acquired through courses and experiences.
SLO 3. Communicate effectively the career readiness competencies, skills, and experiences developed in specific courses.
SLO 4. Communicate effectively the career readiness competencies, skills, and experiences developed through experiential learning opportunities.

Student Success Outcomes (SSOs):

SSO 1. An increase in career readiness of USF undergraduate students as demonstrated by improvement of rates of graduates employed or enrolled in continued education within one year of graduation.

SSO 2. Higher rates of engagement in internships, co-ops, undergraduate research, and student employment across all undergraduate students.
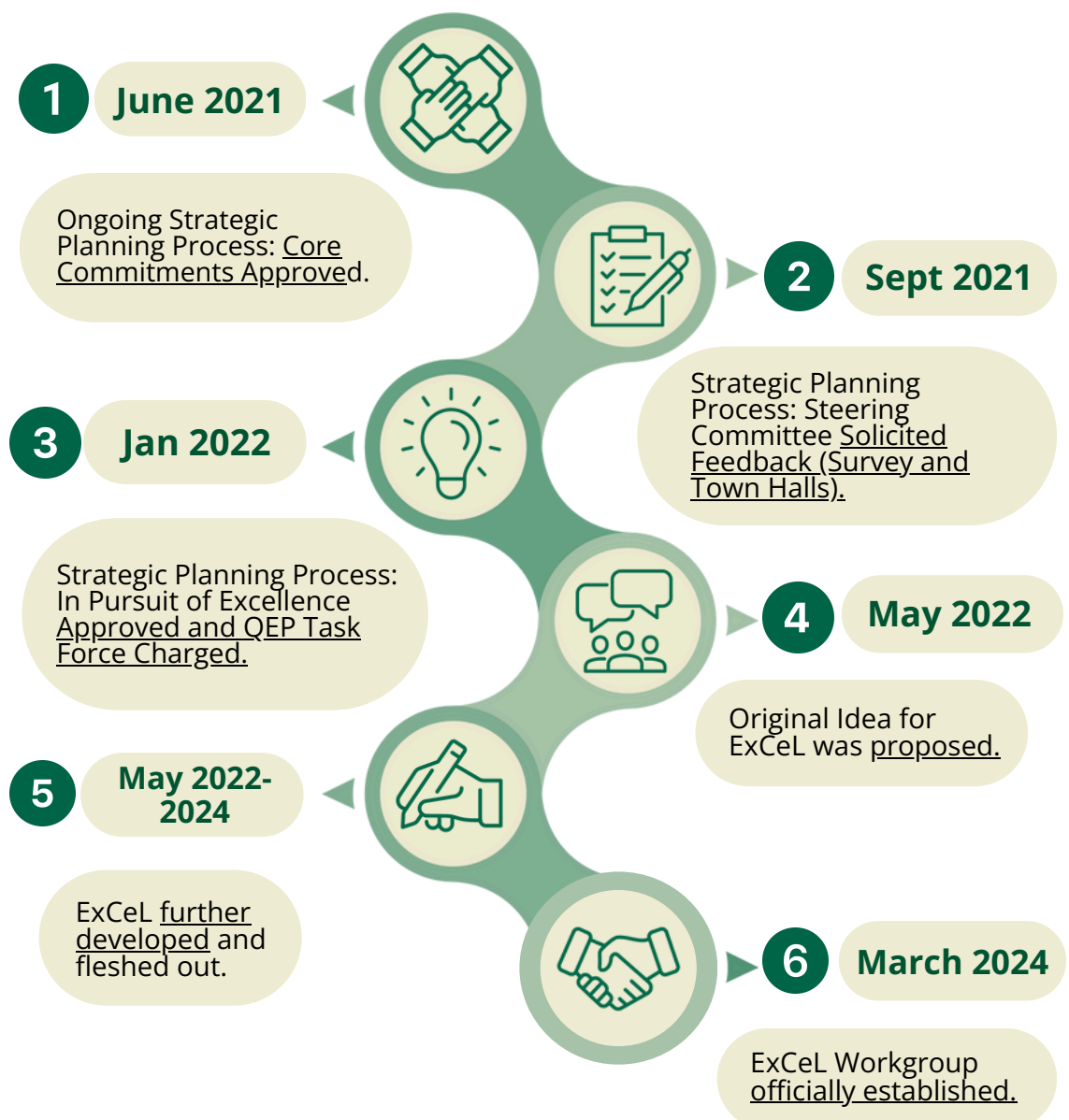
Topic Selection Process:

The development of "In Pursuit of Excellence" Strategic Plan involved extensive engagement with internal and external stakeholders through planning meetings, listening sessions, townhalls and surveys, resulting in broad support for the identified objectives. Upon approval of USF's Strategic Plan, the QEP Task Force was formed to guide the institutional process, which ultimately led to the formation of ExCeL.

University Commitment:

USF has committed financial and human resources to support ExCeL. The College of Arts and Sciences and Center for Career and Professional Development have also earned a $4.8M Mellon Grant to support this project's goals.

Link to Grant Page

Strategies:

1. Leverage a mandatory career readiness module (Career Navigator)
2. Infuse program-specific career modules
3. Establish a Faculty Champion Program
4. Identify funding for experiential opportunities
5. Strengthen experiential opportunities

1 **June 2021**
Ongoing Strategic Planning Process: Core Commitments Approved.

2 **Sept 2021**
Strategic Planning Process: Steering Committee Solicited Feedback (Survey and Town Halls).

3 **Jan 2022**
Strategic Planning Process: In Pursuit of Excellence Approved and QEP Task Force Charged.

4 **May 2022**
Original Idea for ExCeL was proposed.

5 **May 2022-2024**
ExCeL further developed and fleshed out.

6 **March 2024**
ExCeL Workgroup officially established.

Outcomes and Assessment:

Upon completion of their participation in ExCeL students will be able to:

SLO 1. Identify and evaluate experiential learning opportunities that align with their unique career goals.

Evaluated based on student completion of modules in Canvas, such as "Career Navigator" (which is the required module everyone completes when they start at USF), and "Next Steps," a module that some faculty and programs are adding to allow students more time to learn more about their career goals.

SLO 2. Demonstrate career readiness competencies acquired through courses and experiences.

Evaluated in classes, where faculty and participating programs will link class assignments with the career-development competencies defined by the National Association of Colleges and Employers (NACE) in addition to a competency related to AI. Another way this is evaluated is using an AI called Quinncia that helps students improve their resumes.

SLO 3. Communicate effectively the career readiness competencies, skills, and experiences developed in specific courses.

Evaluated in the Canvas Modules (Career Navigator and Next Steps mentioned in SLO 1) as well as classes from participating programs using the Career Readiness Report, which is a survey for students and their faculty to both report on the NACE career-readiness competencies. Will also be evaluated using the Student Experience and Engagement and Graduating Senior Survey where students report their confidence levels in career readiness generally.

SLO 4. Communicate effectively the career readiness competencies, skills, and experiences developed through experiential learning opportunities.

Evaluated in the student internship/co-op courses using the Career Readiness Report, which is a survey for students and their faculty to both report on the NACE career-readiness competencies. Will also be evaluated using the Student Experience and Engagement and Graduating Senior Survey where students report their confidence levels in career readiness generally.

Upon full implementation of ExCeL USF anticipates to achieve:

SSO 1. An increase in career readiness of USF undergraduate students as demonstrated by improvement of rates of graduates employed or enrolled in continued education within one year of graduation.

SSO 2. Higher rates of engagement in internships, co-ops, undergraduate research, and student employment across all undergraduate students.

Career Readiness Competencies:

NACE - Career Readiness Competencies: There are 8 Career Competencies, each of which can be demonstrated in a variety of ways.

- **Career and Self-Development**
- **Communication**
- **Critical Thinking**
- **Equity & Inclusion**
- **Leadership**
- **Professionalism**
- **Teamwork**
- **Technology and AI**

Questions to Consider:

Faculty/Administrators:

- **What was the process for topic selection? Who was involved? What constituents were consulted?**
- **How is the QEP topic related to ongoing planning and evaluation at USF?**
- **What are the learning outcomes/student success outcomes of the QEP?**
- **What is the assessment plan for the QEP?**
- **How will the institution know if the QEP has been successful?**
- **What committees or groups are in place to provide feedback and evaluation of the QEP going forward?**

Students:

- **What has been your experience with internship and other experiential learning opportunities?**
- **Do you consider Experiential Learning opportunities as important for students?**
- **Are you aware of resources available to you to find internships and other work place opportunities (Co-operative education (co-op) Student employment Undergraduate Research)?**
- **Have you heard of the QEP for USF?**
- **What are the available resources?**

Contact:

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QEP Podcast Episode:

AI-Generated Summary Conversation using the USF QEP Report and Google NotebookLM