

# Assessment Plan

2020-21

## Career & Academic Planning (CAP) Center

**University Mission:** George Fox University, a Christ-centered community, prepares students spiritually, academically, and professionally to think with clarity, act with integrity, and serve with passion.

**Program Mission:** The IDEA Center coaches students to ensure completion of graduation requirements and prepare students for successful life outcomes, including career evaluation and job and internship search and preparation.

**Alignment With GFU Mission:** Aligns with preparing students spiritually, academically, and professionally and to "empower students to achieve strategic life outcomes."

**Assessment Lead:** Logan Walton

### Outcome: Academic Coaching

Students working with CAP coaches will report higher confidence in their academic plan, and that if they follow the plan they will graduate in a timely fashion.

**Outcome Status:** Active

**Outcome Type:** Wellness - Mental, Emotional, Relational

**Start Date:** 08/27/2014

### Assessment Tools

**Survey** - IDEA Center Student Survey (Active)

**Target:** 90% of students state that their appointment(s) with a CAP Coach for graduation requirements or academic planning was Valuable, Very Valuable, or Extremely Valuable.

**Schedule for Data Collection:** March of every year with graduating seniors

**Schedule for Data Analysis & Reporting:** annual

### Related Goals

GFU Mission Fulfillment

Think With Clarity

Career & Academic Planning (CAP) Center

**Departmental - Students:** Increase student contact with CAP coaches and Career Coaches for transformational coaching to improve retention, persistence, graduation completion and job and internship success.

**Departmental - Campus Culture:** Create a university-wide culture for all students, parents, campus partners, and external constituents that embraces the importance of experiential education at George Fox.

### Outcome: Career Coaching

Students attending IDEA Center events and coaching sessions are better equipped for internship and job search success.

**Outcome Status:** Active

**Outcome Type:** Wellness - Mental, Emotional, Relational

**Start Date:** 08/27/2014

# Career & Academic Planning (CAP) Center

## Assessment Tools

**Survey** - IDEA Center Student Survey (Active)

**Target:** 80% of students attending IDEA center events or career coaching sessions report being better equipped for obtaining internships and the job search process.

**Schedule for Data Collection:** April

**Schedule for Data Analysis & Reporting:** April 2015

## Related Goals

GFU Mission Fulfillment

Serve With Passion

Career & Academic Planning (CAP) Center

**Departmental - Faculty:** Partner with faculty to identify career readiness champions who foster professional competencies in students by integrating professional readiness in curriculum and student experiences, in order to adequately prepare George Fox students to thrive in unpredictable and disruptive future markets.

**Departmental - Students:** Increase student contact with CAP coaches and Career Coaches for transformational coaching to improve retention, persistence, graduation completion and job and internship success.

**Departmental - Campus Culture:** Create a university-wide culture for all students, parents, campus partners, and external constituents that embraces the importance of experiential education at George Fox.

## Outcome: Internships

Increase the quality and quantity of internships that develop technical and global competencies and help secure employment in a global economy.

**Outcome Status:** Active

**Outcome Type:** Core Theme #2: Professional Preparation

**Start Date:** 08/31/2020

## Assessment Tools

**Survey** - NSSE item 11a: "Have participated, or plan to participate, in an internship, co-op, field experience, student teaching, or clinical placement" (Active)

**Target:** First Year: 80% plan to do

Seniors: 60% done/in progress

**Schedule for Data Collection:** May 15 after results reports are delivered

**Schedule for Data Analysis & Reporting:** September 15 after results reports are delivered

## Related Goals

GFU Mission Fulfillment

Act With Integrity

Career & Academic Planning (CAP) Center

**Departmental - Faculty:** Partner with faculty to identify career readiness champions who foster professional competencies in students by integrating professional readiness in curriculum and student experiences, in order to adequately prepare George Fox students to thrive in unpredictable and disruptive future markets.

**Departmental - Students:** Increase student contact with CAP coaches and Career Coaches for transformational coaching to

# Career & Academic Planning (CAP) Center

improve retention, persistence, graduation completion and job and internship success.

**Departmental** - Campus Culture: Create a university-wide culture for all students, parents, campus partners, and external constituents that embraces the importance of experiential education at George Fox.

**Departmental** - Employers: Strengthen and expand existing employer relationships

**Departmental** - Alumni: Involve Alumni in assisting student discovery of where God is calling them, and expanding student knowledge of how majors translate to employment opportunities and industry clusters.

## Outcome: Employer Relations

Develop university-wide employer relationship database and expand the number of employer relationships.

**Outcome Status:** Active

**Outcome Type:** Core Theme #4: Local & Global Engagement, Wellness - Mental, Emotional, Relational

### Assessment Tools

Bruin Careers Analytics (Active)

**Target:** Increase job postings in Bruin Careers by 10%

Increase student use of Bruin Careers by 50%

**Schedule for Data Collection:** annually

**Schedule for Data Analysis & Reporting:** May 2015

### Related Goals

Career & Academic Planning (CAP) Center

**Departmental** - Campus Culture: Create a university-wide culture for all students, parents, campus partners, and external constituents that embraces the importance of experiential education at George Fox.

**Departmental** - Employers: Strengthen and expand existing employer relationships

## Outcome: Faculty collaboration

Partner with faculty to identify career readiness champions who foster professional competencies in students by integrating professional readiness in curriculum and student experiences, in order to adequately prepare George Fox students to thrive in unpredictable and disruptive future markets.

**Outcome Status:** Active

**Outcome Type:** Wellness - Mental, Emotional, Relational

**Start Date:** 08/31/2020

### Assessment Tools

**Survey** - Annual survey of academic departments with data compiled in "The Grid" spreadsheet.

(Active)

**Target:** Embed career curriculum in 25% of majors by fall 2015 (report on subject/tool: LinkedIn, Internships, Resumes, Skills Extraction on Syllabi, IDEA classroom presentation and others)

25% of majors report required student attendance at an IDEA sponsored activity/event- co-curricular activities threshold

**Schedule for Data Collection:** end of academic year

**Schedule for Data Analysis & Reporting:** Annual

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## Related Goals

GFU Mission Fulfillment

Act With Integrity

Career & Academic Planning (CAP) Center

**Departmental - Faculty:** Partner with faculty to identify career readiness champions who foster professional competencies in students by integrating professional readiness in curriculum and student experiences, in order to adequately prepare George Fox students to thrive in unpredictable and disruptive future markets.

**Departmental - Students:** Increase student contact with CAP coaches and Career Coaches for transformational coaching to improve retention, persistence, graduation completion and job and internship success.

**Departmental - Campus Culture:** Create a university-wide culture for all students, parents, campus partners, and external constituents that embraces the importance of experiential education at George Fox.

## Outcome: Undeclared students

Undeclared students will declare a major by the end of their Freshman year.

**Outcome Status:** Active

## Assessment Tools

**Survey - PeopleSoft data analysis (Active)**

**Target:** 85% of incoming undeclared students will have a major by the end of their Freshman year

**Schedule for Data Collection:** by semester

**Schedule for Data Analysis & Reporting:** annual

## Related Goals

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**Departmental - Students:** Increase student contact with CAP coaches and Career Coaches for transformational coaching to improve retention, persistence, graduation completion and job and internship success.

## Outcome: Alumni connections

Connect alumni with students for professional mentoring, networking, internships and job opportunities.

**Outcome Status:** Active

## Assessment Tools

**Survey - Google tracking sheet (Active)**

**Target:** 10% annual increase in alumni participation at UG professional mentoring, networking, internships and job opportunities events.

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**Schedule for Data Collection:** end of academic year 2015

**Schedule for Data Analysis & Reporting:** annual

## *Related Goals*

GFU Mission Fulfillment

Serve With Passion

Career & Academic Planning (CAP) Center

**Departmental - Alumni:** Involve Alumni in assisting student discovery of where God is calling them, and expanding student knowledge of how majors translate to employment opportunities and industry clusters.

## **Outcome: Student Success**

Contribute to the retention and persistence of students through one-on-one transformational coaching.

**Outcome Status:** Active

**Outcome Type:** Core Theme #2: Professional Preparation

**Start Date:** 10/15/2020

## *Related Goals*

GFU Mission Fulfillment

Act With Integrity