INTEGRATING PROFESSIONAL/CAREER DEVELOPMENT INTO COURSEWORK

Course learning outcomes

Students are gaining valuable skills when completing BSOS major-specific coursework, but they don't always see the connection. As a faculty member, would you be willing to make that connection clearer by adding a professional competency/skill statement to your course syllabus?

One effective way to bridge in-class learning with real-world application is to include a section in your learning outcomes that emphasizes how the skills and competencies developed in the course can be applied beyond the classroom.

1. Identify which of the BSOS Career Ready Competencies students will develop after successfully completing the course.
2. Next, highlight these skills in the course syllabus and/or corresponding project/assignment.

EXAMPLES: CAREER READINESS LEARNING OUTCOMES

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This course will provide you with the development of the following essential skills: [insert relevant skill(s)].

These are valuable skills that you may use in your future career endeavor, including internships, jobs, graduate school and more. Learn more about gaining and articulating your skills by visiting the Feller Center for Advising & Career Planning, BSOS: https://fellercenter.umd.edu/

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Learning Outcomes:

This course is designated as a *BSOS Career Ready* course. Beyond mastering anthropological theory, students will develop and demonstrate four core professional competencies essential for the modern workforce:

1. Critical Thinking: Analyzing complex environmental data to propose feasible adaptation solutions.
2. Teamwork: Collaborating in policy simulations and group problem-solving to address community risks.
3. Technology: Utilizing digital mapping and data audit tools to assess regional vulnerabilities.
4. Equity & Inclusion: Evaluating how systemic factors influence community resilience to ensure inclusive adaptation strategies.

MAP EXISTING LESSONS/ASSIGNMENTS TO PROFESSIONAL COMPETENCIES

The activities below are examples of the corresponding competencies. If your course includes these activities, students are strengthening the essential skills employers are currently seeking.

Communication: Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside an organization.

- Writing papers (research, professional, narrative, etc.)
- Presenting & developing slide material (i.e., to peers, guests, or clients)
- Peer-to-peer small group discussion on course topics
- Developing a brainstorming map to organize thoughts/ideas
- Class discussion to further understanding
- Peer review of projects/papers- employs active listening and giving effective feedback (oral or written form)
- Storytelling to communicate a point

Critical Thinking: Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information.

- Solving a hypothetical or actual problem presented by the instructor
- Case study: analyzing scenarios to formulate a solution
- Projects or research papers that require gathering, analyzing, summarizing and/or interpreting data
- Debating concepts within a course
- Participating in project-based service-learning activities

Teamwork: Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities.

- Leading or participating in group projects
- Conducting lab work in a small group or with a partner
- Crafting a group presentation or writing a group paper
- Providing feedback on peer's work, verbally, written form in Canva, etc.

Leadership: Recognize and capitalize on personal and team strengths to achieve organizational goals.

- Planning and completing projects, independently
- Creativity solving hypothetical problems
- Group work: building mutual trust with peers, organizing group tasks, etc.
- Providing an evaluation of peers' work
- Motivating others under a shared vision/goal

Professionalism: Knowing work environments differ greatly, understanding and demonstrating effective work habits, and acting in the interest of the larger community and workplace.

- In class discussions, honoring differences and holding others accountable to the established code of conduct
- Adhering to deadlines for assignments and attending class on time
- Assignments are free from errors and display effort
- Group work: Holding self and members accountable to timelines

MAP EXISTING LESSONS/ASSIGNMENTS TO NACE PROFESSIONAL COMPETENCIES

Technology: Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals.

- Using virtual tools to enhance visual presentation materials
- Learning and utilizing new technologies (i.e., R Studio, ArcGIS)
- Interpreting data using technical tools (i.e., Excel)
- Research: Using online databases to pull stats to explore
- Peer-to- Peer: teaching others a new tool

Equity & Inclusion: Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures.

- In-class discussions exploring opposing viewpoints
- Engaging in cross-cultural interactions and experiences
- Group work: Seeking feedback from multiple perspectives
- Adapting to diverse environments

Career & Self Development: Proactively develop oneself and one's career through continual personal and professional learning, awareness of one's strengths and weaknesses, navigation of career opportunities, and networking to build relationships within and without one's organization.

- Identify areas of strength and growth related to course content and write a self-reflection paper
- Reflection paper on an industry specific presenter's visit or a Feller Center's event the student attended
- Develop and practice an elevator pitch that includes areas learned from the course
- Explore career options, connect with alumni and other industry professionals, create and manage professional documents (resume/CV, cover letter, personal statement, etc.)

Review additional resources and download Career Readiness icons.

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