High Impact Education
For Student Career Readiness
What skills are employers & grad schools seeking?

The Skill Seeker © 2.0
Career Readiness for UNCW Students
Think analytically
Be creative/inventive
Organize & pay attention to details
Plan strategically
Obtain, interpret, & apply appropriate knowledge & data
- Articulate thoughts & ideas
- Attend to grammar/spelling/syntax/editing
- Write clearly & effectively
- Listen to others & ask clarifying questions
- Speak to groups to inform or persuade
- Work well with others
- Show tact & empathy
- Demonstrate flexibility/adaptability
- Enlist others for common goals
- Engage with diverse colleagues & others
Develop & communicate shared vision
Organize, prioritize & delegate
Take action/initiative
Be self-confident & authentic
Influence, motivate & develop others
- Incorporate diverse perspectives in planning & decisions
- Understand & appreciate multicultural diversity
- Be open, inclusive & respectful of individual differences
- Value & learn from diverse people
- Critically evaluate information & data for decision making
- Adapt to emerging technologies
- Understand or predict behavior or events using statistics & research
- Leverage technologies to complete tasks or solve problems
Be personally accountable
Pursue professional & personal growth
Practice effective work habits
Exhibit integrity & ethical behavior
Intelligently manage own emotions & emotions of others
Sustain professional work image
Take responsibility for & learn from mistakes
Snapshot of North Carolina Job Postings

- College Graduate
- Entry-Level
- Full Time
- Skill Words

- Critical Thinking: 44.5%
- Problem Solving: 100%
- Orals/Written Communications: 56.6%
- Teamwork/Collaboration: 80.2%
- Leadership: 57.9%
- Global Intercultural Fluency: 26.5%
- Technology/Analysis: 55.1%
- Professionalism/Work Ethic: 56.6%
Curriculum, High Impact Practices, and Undergraduate Student Success at UNCW
Outcomes for Undergraduate Degree Holders

(Sources: Pew, College Board’s Education Pays; Georgetown University’s Center on Education and the Workforce, The College Payoff)

- Much Lower Unemployment Rates
- Much Higher Lifetime Earnings
- Higher Level of Personal and Professional Satisfaction
The Challenge: A Changing World of Work

- Short Skill Shelf-Life
- Growing Competition in the Labor Marketplace
- Growing Skills Gaps
UNCW Learning Goals
University Studies + your major

Global Citizenship

Critical Thinking

Inquiry

Information Literacy

Diversity

Second Language

Thoughtful Expression

Foundational Knowledge
CHAPTER 6  What do you want to do?  133


## DO PHILOSOPHY MAJORS MAKE ANY MONEY?

**Annual Salaries and Salary Growth by Undergraduate Major**  

### Annual Salary

Median salary of mid-career graduates without higher degrees  
Data collected in 2008

<table>
<thead>
<tr>
<th>Major</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economics</td>
<td>$98,600</td>
</tr>
<tr>
<td>Engineering</td>
<td>$93,600</td>
</tr>
<tr>
<td>Mathematics</td>
<td>$92,400</td>
</tr>
<tr>
<td>Philosophy</td>
<td>$81,200</td>
</tr>
<tr>
<td>Chemistry</td>
<td>$79,900</td>
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<tr>
<td>Political Science</td>
<td>$78,200</td>
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<tr>
<td>Business</td>
<td>$72,100</td>
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<tr>
<td>History</td>
<td>$71,000</td>
</tr>
<tr>
<td>Biology</td>
<td>$64,800</td>
</tr>
<tr>
<td>English Literature</td>
<td>$64,700</td>
</tr>
<tr>
<td>Art History</td>
<td>$61,900</td>
</tr>
<tr>
<td>Psychology</td>
<td>$60,400</td>
</tr>
<tr>
<td>Sociology</td>
<td>$58,200</td>
</tr>
</tbody>
</table>

### Salary Growth

Increase from starting to mid-career median salary of graduates without higher degrees  
Data collected in 2008

<table>
<thead>
<tr>
<th>Major</th>
<th>Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Philosophy</td>
<td>103.5%</td>
</tr>
<tr>
<td>Mathematics</td>
<td>103.5%</td>
</tr>
<tr>
<td>Economics</td>
<td>96.8%</td>
</tr>
<tr>
<td>Political Science</td>
<td>91.7%</td>
</tr>
<tr>
<td>Chemistry</td>
<td>87.6%</td>
</tr>
<tr>
<td>Art History</td>
<td>81.3%</td>
</tr>
<tr>
<td>History</td>
<td>81.1%</td>
</tr>
<tr>
<td>English Literature</td>
<td>70.3%</td>
</tr>
<tr>
<td>Engineering</td>
<td>69.1%</td>
</tr>
<tr>
<td>Psychology</td>
<td>68.2%</td>
</tr>
<tr>
<td>Business</td>
<td>67.7%</td>
</tr>
<tr>
<td>Biology</td>
<td>67%</td>
</tr>
<tr>
<td>Sociology</td>
<td>59.5%</td>
</tr>
</tbody>
</table>
Careers

- Students with experience in public and international affairs can pursue a multitude of careers in the United States and internationally.

- UNCW PLS alumni have found employment in a number of fields including:
  - Local, State, and Federal Government including intelligence and military
  - International organizations
  - Non-Profit Organizations
  - Campaigns and Polling Organizations
“High Impact Practices”
(As defined by the AAC&U)

• First Year Seminars and Learning Communities
• Common Intellectual Experience (Strong Core Curriculum)
• Writing-Intensive Courses
• Diversity/Global Learning
• Undergraduate Research
• Education Abroad
• Internships
• Service and Community-Based Learning
• Collaborative Assignments
• ePortfolios
• Capstone Courses
Why High Impact?

• Close mentoring

• “Transfer” and apply learning across settings

• Expect high engagement

• Learning that involves intention and reflection
Getting more students across the finish line also means changing how we teach. UNC Wilmington is leading here in a big way. Your work scaling applied learning throughout the curriculum is having a major impact.

The idea of applied learning — enabling students to learn through experience and not confining an education to books and lectures — is fairly simple in theory.

But implementing it is hard, and UNC Wilmington has done it well. And that means students retention is up, graduation rates are up, and students are leaving with skills and knowledge that serve them well in the workforce.

--UNC President Margaret Spellings, March 2018
Education Abroad
@ UNCW
Education Abroad at UNCW

- 1,036 participants in 2016-17
- Ranked 6\textsuperscript{th} nationally among Masters serving institutions
- Accessible
  - Opportunities available for all majors
  - Doesn’t delay graduation
  - Financial aid, grants & scholarship available
  - Variety of programs
    - Duration: dual degree, academic year, semester, summer, short-term
    - Type: coursework, international internships, service-learning, research
"Through an internship available at James Cook University (Australia), I was able to partake in field research catching wild sea turtles for tagging and monitoring turtle populations. I was able to interview and film the Indigenous Rangers that partnered with JCU which allowed me to combine both of my majors of Film Studies and Oceanography. Studying abroad allowed me to expand my education, and experience undergraduate and post-graduate research outside of UNCW."

-Walter Lynch
"My study abroad program allowed me to travel to the Czech Republic and work directly with a foreign company to gain valuable business experience. During meetings with foreign companies in my field of study, I was able to ask questions to their lead executives. My favorite experience studying abroad was presenting our final project to the company’s top executives. It was exciting to hear the company's feedback on the research I did with my classmates/new lifelong friends."

-Dana Tomkalski
Benefits & Transferrable Skills Gained through Education Abroad

- Flexibility & adaptability
- Engage with diverse colleagues & others
- Takes initiative
- Problem solving
- Critical thinking
- Global intercultural fluency

Workshops are held each semester to help students identify and articulate the skills they gained abroad.
Undergraduate Research @ UNCW
“If we knew what it was we were doing, it would not be called research, would it?”

-Albert Einstein
Undergraduate Research at UNCW

Course-based Research

Directed Independent Study (DIS)

Honors Thesis

More Structured

Less Structured
Undergraduate Research at UNCW

Experiencing Transformative Education Through Applied Learning (ETEAL)

- Course Development Support
- Spring/Summer Undergraduate Research and Creativity Awards (SURCA)

Center for the Support of Undergraduate Research and Fellowships (CSURF)

- HON 191
- CSURF Supply Grants
- CSURF Travel Awards
- CSURF Fellowship Competition
- Workshops
- Poster Printing

Departmental Resources

- Discipline-specific Research Courses (e.g., PSY 355, CHM 350)
- Research Fellowships (e.g., Wentworth, Neal/McCaffray)
Applied Learning @ UNCW
Applied Learning/Internships
Fall 2015 – Spring 2018
UNCW Applied Learning Curriculum

- Applied Service Learning
- Class with Applied Learning and/or Travel Component
- Clinical Practicum
- Community-Based Research Project
- Cornerstone/Capstone Seminar
- Creative Production Project
- Directed Independent Study
- Education Abroad
- Field Practicum

- Field Study
- Honors Project
- Individual Music Instruction
- Internship
- Laboratory Research
- Literary & Cultural International Tour
- Practicum
- Public Performance
- Social Entrepreneurship Project
- Undergraduate Research
Applied Learning Curriculum: Cameron School of Business

Ercan Celik, Information Systems, TransAtlantic Business Schools Alliance (TABSA) program, internship at Porsche USA, Atlanta

Michael Rogers, Finance, Brookstone Securities, Wall Street, NY, NY
Applied Learning Curriculum: Cameron School of Business

Kyu-Hyun Zander Lim, Marketing, N2 Publishing Data Analyst

David Bruce, Finance, UBS Financial Services
Applied Learning Curriculum:
College of Arts & Sciences

Kirsten Ford, English, Henderson Daily Dispatch

Alexa Sterling, Biology, UG Hollings Scholar and Honors student, now PhD Student at U. Rhode Island
Applied Learning Curriculum:
College of Arts & Sciences

Music Students’ Jazz Ensemble

Elizabeth Thompson, Communication Studies,
Cypress Pointe Rehabilitation Center
Applied Learning Curriculum: College of Arts & Sciences

Biology Herpetology Lab

Travis Merchant, student presenter, VISIONS Film Festival
Applied Learning Curriculum: College of Health & Human Services

Morgan Clark, Nursing & Spanish, Clinic in Guatemala

Providing Public Health Information, 2017
Applied Learning Curriculum:
Watson College of Education

Dan Faulkenberry, Secondary Education/Social Studies

Lisa Wagner, Secondary Education/Mathematics, San Pedro High School, Belize
Non-credit internship program established Spring 2013
ETEAL supported initiative
Approved for transcript notation as “Explorations Beyond the Classroom”
Ave. 25 students each Fall and Spring Semesters; 50+ each Summer
UNCW ROI: Student Outcomes

Employed

- 2010-2011
- 2011-2012
- 2012-2013
- 2013-2014
- 2014-2015
- 2015-2016
- 2016-2017

Seeking Employment

Attending Grad School
By six months after graduation, an average of 94% of UNCW graduates are employed or attending graduate school!
Where Are Our Recent Graduates?

- DC: 0.6%
- Outside US: 2.1%
- 80.6%
- Other states: 1.2%, 1.2%, 0.7%, 0.7%