

## New College of Florida Performance Improvement Plan 2014-15

New College of Florida has had a clear vision and mission since its founding in 1960. Though our vision and mission continue, the world around us has changed considerably. In the years since the Great Recession, the social and economic context in which we offer our academic program has shifted, and the place of liberal arts education has required new definition, even as it has acquired a new relevance. Our graduates will hold many jobs in the course of their lives, and they will be called upon to work or social environments that are different from those of their parents.

## I. Connecting Undergraduate Arts and Sciences to the World of Work

Metric 1: Percent of bachelor's graduates employed in Florida and/or continuing their education further 1 year after graduation

Metric 2: Median average full time wages of undergraduates employed in Florida 1 year after graduation

Metric 4: Six year graduation rate full time and part time FTIC

As an honors liberal arts and sciences college, NCF has been very successful in preparing students to pursue advanced degrees, and many students enroll here with that goal in mind: 94% of our entering students report that they plan to go on to graduate or professional school and 70% attend within six years of graduation. Approximately 30% enroll within one year of graduation.

While preparation for graduate study will always be a key function of the New College academic program, we have an obligation to help students consider the widest range of professional options, and to gain the practical experience that will inform their ultimate choice of vocation. The initiatives described below are designed to integrate career planning into our academic program. Long term, these initiatives will improve our students' performance as they begin their careers of full time work with reasonable full time salaries.

### A. Transform Career Preparation Campus Wide (Metrics 1 & 2)

#### 1. By December 2014

our career education program and create an expanded experiential learning program that will increase opportunities for students to gain experience in internships, community services and perspective-changing study away programs.

In addition to launching technologies (employment databases and social media outreach) and monitoring student satisfaction, Career Services will identify faculty and employer liaisons, and develop peer and alumni mentors. We will contact every student in the first year of study, and follow up with them to ensure maximum participation in this important program. Students will be introduced to career education and services at Orientation, and individually encouraged by Career Services staff to investigate possible internships and careers at least once each subsequent semester.

B. Formalize and Strengthen Internships (Metrics 1, 2, & 4)

1. By December 2014 (or earlier) hire an Internship Coordinator, assess current operations, and prepare written recommendations for deployment of specific immediate and longer term initiatives.
2. By May 2015 launch immediate initiatives, and implement a system for tracking and assessment of internships, with attention to student, provider and faculty satisfaction.

Rationale The value of internships to undergraduate student success has been well established. Internships help to clarify career goals and frequently lead to employment opportunities. While many NCF students participate in internships, this participation has often been ad hoc, depending upon

and ultimately to write and defend a Senior Thesis/Project. The freedom afforded by the academic program places a great deal of responsibility on students and elicits outstanding results. However, some students leave because they find the system unclear, confusing, or overly intimidating. We need to change that.

Because we expect so much from our students, they should expect our full support as they pursue their New College degree. This means stronger academic advising and expanded academic support services. The initiatives described below will improve our performance in two key metrics over the next three years.

A. Strengthen Academic Advising (Metrics 4 & 5)

1. By December 2014 (or earlier), launch "Navigating New College," a program that will improve



programs that will serve the needs of today's students. Our students need appropriate support services to succeed in our academically demanding environment. They need to think early about life after New College, developing plans for careers, even as they pursue an arts and sciences education in all its breadth. We have developed specific initiatives to address these needs, and the New College of Florida Performance Improvement Plan will keep us focused on bringing these plans to fruition. These efforts will result in a stronger, more competitive New College and guarantee that our best days as an institution are still to come.

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<sup>i</sup> Humphreys, Debra and Kelly, Patrick J. "How Liberal Arts and Sciences Majors Fare in Employment: A Report on Earnings and Long Term Career Paths." National Center for Higher Education Management Systems

