

# IDS4930: Careers for Social Impact

Spring 2023 – Tuesdays, Period 8: 3:00-3:50pm – Matherly Hall 0003

Instructor	Email	Student Office Hours
Dr. Aimée Bourassa (She/her/hers)	aimeebourassa@ufl.edu	Thursdays, 2-4pm in Farrior 1027 or on Zoom, and by appointment

## Course Description

This course is designed for Liberal Arts and Sciences undergraduate students who want to use their careers to create positive change. It provides a comprehensive introduction to high-impact careers and industries spanning for-profit, nonprofit, and governmental settings (e.g., social and environmental entrepreneurship, healthcare, law, education, public service, social service and advocacy, international development, etc.). Students will not only learn about these career paths, but also start articulating whether and how they might intersect with their own unique strengths, values, and goals. Through in-depth discussions, lectures, conversations with guest speakers, and micro-experiences, this course aims to equip students with the tools to identify and start building sustainable, meaningful, and impactful careers. By the end of this course, students will be able to:

- Define careers for social impact and understand important careers and industries in this area
- Assess the general rewards and challenges of different careers for social impact
- Articulate their own values and interests vis-à-vis potential careers for social impact
- Explore and prepare for professional experiences in this area

## Course Materials

Course materials will be provided either in hard-copy or electronically by the instructor.

## Course Assignments

- Values Exercise (5%) – January 24
- O\*Net Interest Profiler (5%) – January 24
- Micro-Experience Proposal (5%) – January 31
- Exit Tickets (10%) – February 7-April 18
- Career Fit Reflection (20%) – April 11
- Micro-Experience Report (20%) – April 25
- Position Posting and Developmental Plan (25%) – May 2
- Attendance and Participation (10%) – All semester

## **Attendance**

This class meets once a week and requires fruitful engagement, so attendance is mandatory. However, life happens. Everyone will be granted one “no questions asked” absence during the semester. Use it wisely. After that, each missed class will decrease your final grade 1/3 of a letter grade (so an A- becomes a B+, and so forth). Absences due to medical reasons or other extenuating circumstances are considered excused with proper documentation. If multiple absences become necessary, please speak to me. Students in need of additional services and support are encouraged to consult the Dean of Students Office (<https://dso.ufl.edu/>).

## **Required Event Attendance**

While every attempt is made to schedule conversations with guest speakers and micro-experiences during the class meeting time, that is not always possible. Attendance to these events is required. If you have a recurring course conflict, unmissable obligation or other condition that prevents attendance, you must contact the instructor to discuss alternative activities or accommodations.

- Teach for America Mixer: Tuesday, January 31, 4-5pm in Farrior Hall
- Meet and Greet with Mayor Ward: Monday, February 6, 12-1pm in Farrior Hall
- Local Excursion: To Be Announced

## **Lateness**

This course is about professional development, so lateness is unacceptable. You will be considered “late” if you arrive after the scheduled start time for the course. Three instances of lateness will be considered equivalent to an absence and impact your final grade accordingly.

## **Late Assignments**

The goal of this course is for you to learn, and that development is more important than deadlines or grades. However, submitting work by the posted deadline is critical. Late work will be accepted up to ONE WEEK after the deadline, but will automatically be assessed one full letter grade deduction. As always, please speak to me if extenuating circumstances impact your ability to submit your work in a timely fashion.

## **Diversity, Equity, and Inclusion**

This course intends that students from diverse backgrounds and perspectives be well-served and that the diversity that students bring be viewed as a resource, strength, and benefit. The University of Florida further provides high-quality services to students with disabilities. If you have a documented medical, physical, psychological, and learning disability or other difference that might require accommodations or modification of the course procedures, please contact the Disability Resource

Center (352-392-8565, <https://disability.ufl.edu/contact-us/>) to register. Students will receive an accommodation letter that must be presented to the instructor when discussing accommodations. Please follow this procedure as early as possible in the semester.

## **Grading Policies and Grade Points**

Academic honesty and integrity are fundamental values of the university community. Students should make sure that they understand the UF Student Honor Code and Student Conduct Code (<https://sccr.dso.ufl.edu/>). On all work submitted for credit by students at the university, the following pledge is either required or implied: "On my honor, I have neither given nor received unauthorized aid in doing this assignment." Please refer to the UF Catalog for information on grading and GPA (<https://catalog.ufl.edu/UGRD/academic-regulations/grades-grading-policies/>).

### **Grading Scale:**

<b>A</b>	<b>100-94%</b>
<b>A-</b>	<b>93-90%</b>
<b>B+</b>	<b>89-87%</b>
<b>B</b>	<b>86-84%</b>
<b>B-</b>	<b>83-80%</b>
<b>C+</b>	<b>79-77%</b>
<b>C</b>	<b>76-74%</b>
<b>C-</b>	<b>73-70%</b>
<b>D+</b>	<b>69-67%</b>
<b>D</b>	<b>66-64%</b>
<b>D-</b>	<b>63-60%</b>
<b>E</b>	<b>59—0%</b>

## **Course Evaluations**

Students are expected to provide feedback on the quality of instruction in this course by completing online evaluations at <http://evaluations.ufl.edu>. Evaluations are typically open during the last two or three weeks of the semester, but students will be given specific times when they are open. Summary results of these assessments are available to students at <https://evaluations.ufl.edu/results/>.

## **Course Schedule**

### **Part 1: Finding and Leveraging your Career for Social Impact**

#### **Week 1 (Jan. 10): Introduction, Orientation, and Overview**

- Welcome
- Career development in college
- Defining social impact

Assignment:

- Read Mohan (2019) and Knight (2021)

**Week 2 (Jan. 17): Careers for Social Impact – Why and How?**

- Discuss Mohan (2019) and Knight (2021)
- Social impact careers

Assignment:

- Values exercise
- O\*Net Interest Profiler

**Week 3 (Jan. 24): Assessing Fit**

- Connecting your values and interests to social impact careers

Assignment:

- Micro-experience proposal

**Part 2: Exploring High-Impact Careers and Industries**

**Week 4 (Jan. 31): Teaching and Education**

- Guest speaker: Alison Kreher, Teach for America

Assignment:

- Attend mixer after class
- Exit ticket
- Attend Meet and Greet with Mayor Ward (Feb. 6, 12-1pm, Farrior Hall)

**Week 5 (Feb. 7): Public Service and Politics**

- Discuss Meet and Greet
- Careers in public service versus politics

Assignment:

- Exit ticket
- Read Mestey (2022)

**Week 6 (Feb. 14): Healthcare**

- Guest speaker: Bobbi Knickerbocker, University of Florida

Assignment:

- Exit ticket
- Watch and read Peaceful Paths' "About Us"

**Week 7 (Feb. 21): Social Service and Advocacy**

- Case study: Peaceful Paths Domestic Abuse Network

- Career overlap in nonprofit, for-profit, and public settings

Assignment:

- Exit ticket

**Week 8 (Feb. 28): Law**

- Guest speaker: To be confirmed

Assignment:

- Exit ticket
- Read Goebelbecker and Gupta (2021)

**Week 9 (March 7): Humanitarian Assistance and International Development**

- Domestic versus international work and impact

Assignment:

- Exit ticket
- Read Donia (2020), Dooley (2022) and Leighton (2019)

**Spring Break (March 14): No class**

**Week 10 (March 21): Corporate Impact**

- ESG, CSR, and consulting
- Impact investing
- DEI roles
- Corporate washing, skepticism, and alternative business models

Assignment:

- Exit ticket
- Read Bullock (2019)
- Listen to Raz (2022)

**Week 11 (March 28): Social and Environmental Entrepreneurship**

- Combining profitability and impact

Assignment:

- Exit ticket

**Week 12 (April 4): Interconnectedness and Solidarity**

- Group activity

Assignment:

- Exit ticket
- Career fit reflection

### **Part 3: Preparing your Career for Social Impact**

#### **Week 13 (April 11): Local Excursion**

- To be announced

#### **Assignment:**

- Exit ticket

#### **Week 14 (April 18): Micro-Experience**

- Makeup time

#### **Assignment:**

- Micro-experience report

#### **Week 15 (April 25): Conclusion, Next Steps, and Resources**

- Professional skills and materials

#### **Assignment:**

- Position posting and developmental plan