

## **IDS4930: Careers for Social Impact**

**Fall 2023 – Thursdays, Period 9: 4:05-4:55pm – Matherly Hall 0003**

<b>Instructor</b>	<b>Email</b>	<b>Student Office Hours</b>
Dr. Aimée Bourassa (She/her/hers)	aimeebourassa@ufl.edu	Thursdays, 12-2pm 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%) – September 6
- O\*Net Interest Profiler (5%) – September 6
- Micro-Experience Proposal (5%) – September 13
- Exit Tickets (10%) – September 20-November 15
- Career Fit Reflection (20%) – November 15
- Micro-Experience Report (20%) – November 29
- Position Posting and Developmental Plan (25%) – December 6
- 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 by five points. 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: Thursday, September 14, 5-6pm in Farrior Hall
- Community Foundation Excursion: Friday, November 3, Time TBC
- Campus Walking Tour TBC: Tuesday, November 28, 4:30-6pm

## **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 (Aug. 24): Introduction, Orientation, and Overview**

- Welcome
- Career development in college
- Defining social impact

Assignment:

- Read Mohan (2019) and Knight (2021)

**Week 2 (Aug. 31): 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 (Sep. 7): Assessing Fit**

- Connecting your values and interests to social impact careers
- Micro-experience proposal guidelines and resources

Assignment:

- Micro-experience proposal

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

**Week 4 (Sep. 14): Teaching and Education**

- Guest speaker: Emily Fuller, Teach For America

Assignment:

- Attend mixer after class
- Exit ticket
- Read Mestey (2022)

**Week 5 (Sep. 21): Healthcare**

- *Meet in Farrior Hall 2000*
- Guest speaker: Bobbi Knickerbocker, University of Florida

Assignment:

- Exit ticket
- Watch and read Peaceful Paths' "About Us"; Explore the internship listings

**Week 6 (Sep. 28): Social Service and Advocacy**

- Case study: Peaceful Paths Domestic Abuse Network
- Career overlap in nonprofit, for-profit, and public settings

Assignment:

- Exit ticket

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

- Careers in civil service versus politics

**Assignment:**

- Exit ticket

**Week 8 (Oct. 12): Law**

- Guest speaker: Chelsea Dunn, Southern Legal Counsel

**Assignment:**

- Exit ticket
- Read Goebelbecker and Gupta (2021)

**Week 9 (Oct. 19): Humanitarian Assistance and International Development**

- Domestic versus international work and impact

**Assignment:**

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

**Week 10 (Oct. 26): 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 (Nov. 2): Social and Environmental Entrepreneurship**

- Combining profitability and impact

**Assignment:**

- Exit ticket
- Community Foundation Excursion (Nov. 3)

**Week 12 (Nov. 9): Interconnectedness and Solidarity**

- Group activity

**Assignment:**

- Exit ticket

- Career fit reflection

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

#### **Week 13 (Nov. 16): Micro-Experience**

- Make-up time (No class)

#### **Assignment:**

- Micro-experience report
- Campus Walking Tour TBC (Nov. 28)

#### **Thanksgiving (Nov. 23): No class**

#### **Week 14 (Nov. 30): Conclusion, Next Steps, and Resources**

- Professional skills and materials

#### **Assignment:**

- Position posting and developmental plan