EPIC Advantage Internship Program

2022 H. Kent Weldon Conference for Higher Education

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Tuesday, April 12, 2022

REACHING HIGHER IN A STATE OF CHANGE

Completion

Completion has remained a foundational goal for the Indiana Commission for Higher Education for the past decade.

Equity

Educational equity means that life circumstances or obstacles should not dictate opportunity to succeed.

Talent

Learners need the skills and competencies to be successful on the job today and tomorrow.

KEY METRICS

The Commission will track success for *Reaching Higher in a State of Change* key metrics:

- **Educational Attainment –** Progress toward at least 60% of Hoosiers having a quality credential beyond a high school diploma
- **Career Relevance & Preparation –** Progress toward 100% of postsecondary programs requiring an internship, work-based learning, research project or other student engagement experience that has career relevance ★
- **Economic Impact –**Progress toward Indiana becoming a leading Midwest state for median household income

CAREER RELEVANCE METRIC

CAREER RELEVANCE IN COLLEGE

61% of alumni reported having an internship or work-based learning experience as part of their program of study (2020 Gallup-Indiana Survey)

REQUIRED EXPERIENCE

78 PERCENT

of Indiana's public associate and baccalaureate degrees require a career relevant experience

CAREER EXPERIENCES

Career relevant experiences give graduates what they need:

- Critical thinking
- Problem solving
- Professionalism
- Work ethic

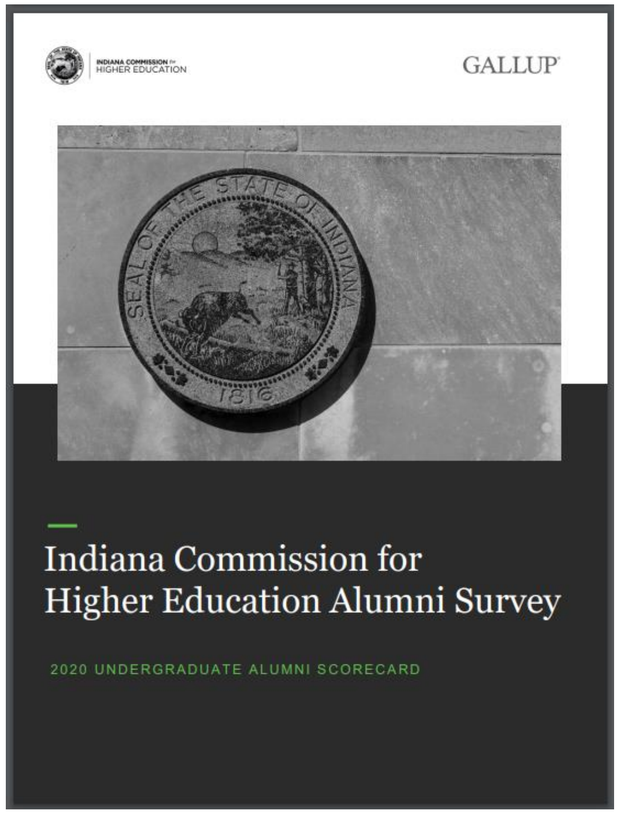
(NACE)

A student engagement experience with career relevance is one that:

- Is rooted in an authentic real-world context and involves students in intentional reflection on that experience.
- Occurs within traditional classroom environments, in beyond-the classroom settings either on or off campus, or in virtual/online modalities.
- Places an emphasis on the development of multiple career readiness competencies defined by NACE:
  - Critical thinking/Problem Solving
  - Oral/Written Communication
  - Teamwork/Collaboration
  - Digital Technology
  - Leadership
  - Professionalism/Work Ethic
  - Career Management
  - Global/Intercultural Fluency

GALLUP-INDIANA SURVEY

- Almost **one third of alumni surveyed** in the Gallup-Indiana Survey (2020) reported they were employed by a company they had interned with or worked for while in college
- Alumni also **reported higher levels** of workplace engagement and well-being
- **72% of alumni agree or strongly agree** they were **prepared for life** outside graduation



H. Kent Weldon Conference
Indianapolis, IN
April 12, 2022

The EPIC Journey at Earlham College

Anne Houtman, D. Phil.,
President
and Professor of Biology

Kristen Lainsbury,
Vice President, Marketing
and Communications

Deep Roots in Indiana

Since **1847**, Earlham has provided a world-class education to students from Indiana, the nation, and the world. Many of those students choose to stay in Indiana after graduation.

Earlham is **one of the oldest and most stable businesses** in the state of Indiana, and we celebrate our deep roots in Indiana soil.

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Anne Houtman, D. Phil

President, Earlham College
and Earlham School of Religion
Professor of Biology

Kristen Lainsbury

Vice President for Marketing
and Communications

The EPIC Journey

A 4-year journey through the liberal arts that combines excellent classroom experiences with transformative co-curricular experiential learning, to prepare students exceptionally well for life beyond Earlham.

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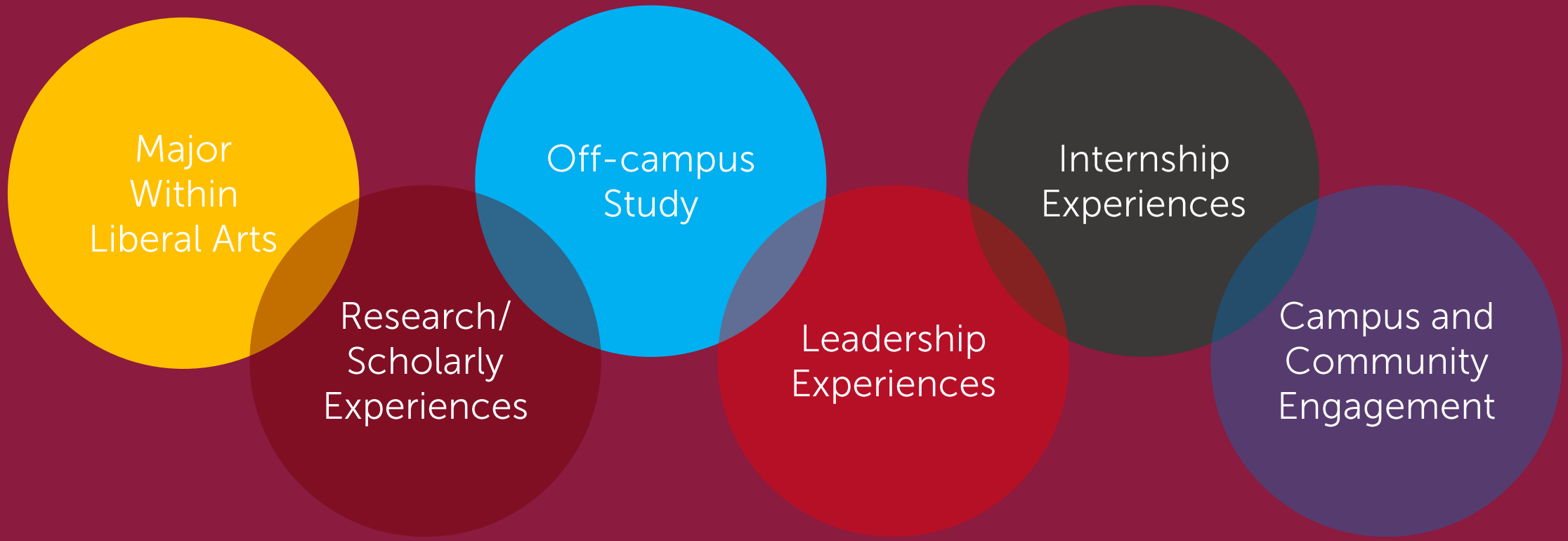
Student-shaped + Adviser/Mentor-guided

Intentional, integrated experiences for every student with a common structure.



Earlham COLLEGE

GOALS, IMPACTS AND BENEFITS

OF EPIC JOURNEY AS A SIGNATURE PROGRAM

Goals:

1. Design an intentional and personalized approach to planning and integrating a student's curricular and co-curricular work through a 4-year career and personal development framework.
2. Improve the student experience at Earlham (recruitment, retention, outcomes).
3. Tell the story of an Earlham student's experience in a compelling and consistent way.

GOALS, IMPACTS AND BENEFITS

OF EPIC JOURNEY AS A SIGNATURE PROGRAM

Impacts on student success:

1. Increase student satisfaction and retention
2. Increase graduation rates across all demographic groups
3. Strengthen post-graduation outcomes (e.g. first destination/placement)

Benefits to faculty and staff:

1. Improved advising resources (both training and technology) and integrate advising/mentoring work
2. Can better tell the story of and promote **all** majors and programs (i.e. all have EPIC Journeys)
3. A shared way of talking about what makes Earlham distinctive
4. Improve recruitment of Earlham-ready students

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FIRST YEAR

GRADUATION

- Earlham Seminar
- On campus and community engagement
- General education

DESIGN

- Design your dream job, happiness and resilience
- Off campus, internships (EPIC Advantage)
- Majors, minors

IMPLEMENT

EPIC Journey Guide, Academic Adviser, Career Coach, EPIC Center Director

EPIC Advantage

The EPIC Advantage guarantees that students will have access to a fully funded, career-discerning experience (up to $5,000).

FACULTY-LED EXPERIENCES

- Research
- Community projects

INDEPENDENT STUDENT EXPERIENCES

- Internships
- Field training
- Professional certifications

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EPIC Centers

Provide intentional, experiential learning opportunities.

- Interdisciplinary programs
- Local and global community engagement
- Career advising and connections
- Applied minors
- Focused on competency building
- Global education

Real-Life EPIC Journeys

Justice Vaughn ’23

Hometown	Indianapolis, Indiana
Major	Biology
Favorite class	PanAfricanism “We were able to get into the subject, into thinkers and revolutionaries, and the possibility of implementation into everyday.”
Internship	Shadowed in the Ob/Gyn unit at Reid Hospital as well as a Pain Management doctor through health externship opportunity.
Research	Worked in tandem with a maternal health and care organization based in Indianapolis through Earlham College.
Leadership experience	2020 – 2021 Senator for Class of 2023
Campus/community engagement	Co-convener of women’s rugby club, Student rep for Campus Life Advisory Committee

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Marc Gendreau ’21

Hometown	Cincinnati, Ohio
Major	Global Management
Graduate Outcome	Dollar General corporate headquarters supervisor
Internship (and current side hustle)	Marc the Shark Landscaping LLC
Research	Decline in Youth Sports/Talent Pipeline Management with Dr. Seth Powless and Matt Truex
Off-campus study	Andalusian Dreaming EPIC Advantage trip with Chris Swafford to Spain and Morocco
Leadership experience	Captain of ASCM Case Competition Group
Campus/community engagement	Baseball, Student Athletic Advisory Committee (SAAC), EPIC Grand Challenge Winner, Hult Prize Top 7 in Santo Domingo Regional, Conexus Case Competition

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Abigail Zanatta ’22

Hometown	Burlington, Ontario, Canada
Major	Biochemistry
Applied minor	Medical Humanities
Favorite class	Immunology with Dr. Peter Blair
Internship	Job Shadow at West Side Medical Center, Community Paramedicine Program
Research	Earlham Summer Collaborative Research with Dr. Peter Blair, Michigan State RDSP Summer Undergraduate Research Program
Off-campus study	EPIC Volleyball Trip: South Africa with Dr. Lindsey McGee
Leadership experience	Health Club Co-Convener
Campus/community engagement	Varsity Volleyball, Brookdale Senior Living Volunteer, Reid Hospital Volunteer

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Asa Kramer-Dickie ’20

Hometown	Atlanta, Georgia
Major	Peace and Global Studies
Minor	History
Graduate Outcome	Quaker Voluntary Service Fellowship
Internship	Catalyst Project – Political education, movement building, and community organizing around racial disparity
Off-campus study	Border Studies Program, Tucson, Arizona
Leadership experience	Earlham Student Government, Outdoor Education, Rose City Coffee Co-Op, Teaching Assistant
Campus/community engagement	Quaker Fellows, Actions Against Sexual Violence, Intramural Soccer, Earlham Historical Journal

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Thank You
& Questions

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