

Gold Commitment
Definitions for
Three Content Areas and Ways of Interacting within the Areas

The three *content areas* were determined by a group of faculty and staff in response to research about what employers want to see in college graduates generally and from a survey of employers of DePauw interns and graduates.

Content Areas

1. **Communication and Collaboration** - In this area, you are able to learn about and/or practice skills of communication and collaboration. Some of the skills or knowledge gained in this area could include understanding how to develop, and/or practicing how to lead teams, manage or resolve conflict, and develop respect for and understanding of others.

Activities in this area could include things like working in teams, running meetings, giving presentations, organizing an event, listening to a speaker who demonstrates a way of communicating or discusses how they use communication in their work, being a resident assistant, mentor, officer in a student organization or other leader on campus.

2. **Civic and Global Learning** - In this area, you are able to learn about and/or practice skills that explore diversity, inclusion, global cultures, service and civic engagement. Global learning prompts you to analyze and explore complex global challenges, collaborate respectfully with diverse others, apply learning to take responsible action in contemporary global contexts, see situations from multiple perspectives, and evaluate the goals, methods, and consequences of actions. Global learning should enhance your sense of identity, community, ethics, and perspective-taking.

As described in Civic Responsibility and Higher Education, civic engagement means working to make a difference in the civic life of our communities and developing the combination of knowledge, skills, values and motivation to make that difference (T. Ehrlich, Ed., 2000). In addition, Civic engagement develops the skills and habits that empower you to make a difference in a community, through civic/political processes and other means of community building and transformation.

Activities in this area could include things like attending speakers who have a civic, global or diverse perspective, attending diversity, inclusion or cultural competency

trainings or workshops, studying abroad, volunteering in or leading community service initiatives, attending a religious service or event that is different from one's own religious tradition, and participating in or leading an affinity group on campus.

- 3. Career and Life Development** - It is critically important for you to not only develop skills related to your career and life development, but to also have the opportunity to practice those skills. Life development could also be defined as lifelong learning, an activity undertaken with the aim of improving knowledge, skills and competence.

Activities in this area could include things like internships, student on-campus employment, research experiences, participating in fellowship workshops, attending events in which speakers talk about careers or profession, vocation discernment activities, attending or participating in an event or activity that expands your interest and knowledge level, and events and activities that prepare you for life after college.

Ways of Interacting

The *ways of interacting* were developed with the premise that as you progress through your college career, your interactions with these areas should deepen from exploration to engage to eventually making connections between the curriculum and the co-curriculum.

Explore:

Goal: Exploration experiences help you explore a new area and/or orient you to the offerings of a Center, department or program while introducing you to opportunities for further engagement.

Criteria for Completion: Typically, an exploration experience consists of a single session that lasts for an hour or two. The sponsor of the experience determines the criteria for successful completion. In some cases, you will complete the experience by swiping into an approved event using Campus Labs. However, the sponsor of an event may require you to answer follow-up survey questions, to submit a short reflection, or to share an artifact. For example, if you attend a resume workshop you may be asked to submit an updated resume in order to receive credit for the exploration.

How many: During your first two years, you will complete at least four exploration experiences in each of the categories of Career Development, Collaboration and Communication,

and Civic and Global Engagement. You should complete at least two explorations by the start of fall break of your first year.

Role of Commitment Advisor: You will place each exploration experience into the Career Development, Collaboration and Communication, and Civic and Global Engagement category in Campus Labs based on the significance of the experience to you. You will meet with your Commitment advisor at least once a semester to complete a semi-structured interview that probes your choice of categorization and your overall progress toward the pathway.

Engage:

Goal: The goal of an **engage experience** is for you to deepen your understanding of an area by engaging with it in multiple ways and/or on multiple occasions. An engage experience may involve several sessions on a single day or may span multiple days, weeks or months.

Criteria for Completion: Typically, an engage experience consists of multiple sessions that last 4-20 hours in total, although the total time commitment may vary significantly from experience to experience. You will demonstrate your learning by submitting a short reflection, or by sharing an artifact. If follow-up materials are required, the sponsor of the engage experience will be responsible for approving your submissions.

How many: You will complete at least two engagements in each of the categories Career Development, Communication and Collaboration, and Civic and Global Engagement. Most of these experiences are completed during the sophomore and junior years.

Role of Commitment Advisor: You will place each engage experience into the personal development, professional development or community involvement category based on the significance of the experience to them. You will meet with their Commitment advisor at least once a semester to complete a semi-structured interview that probes the your choice of categorization and your overall progress toward the pathway.

Connect:

Goal: The goal of a **connect experience** is for you to demonstrate sustained commitment to a co-curricular experience in connection with a curricular one that demonstrates your ability to make connections in multiple ways.

Since each connect experience is sustained, it provides an opportunity for you to make connections between the various phases or components of the experience. In addition, each connect experience will help you make at least one of the following connections:

- A connection between your curricular and co-curricular capstone experiences; and/or
- A connection across two or more of the categories Career Development, Communication and Collaboration, and Civic and Global Engagement; and/or
- A connection between the experience and your earlier exploration experiences and engage experiences; and/or
- A connection between the experience and your career and professional objectives.

Connection experiences may include academic capstone projects, undergraduate research projects, significant campus leadership roles, etc.

Criteria for Completion: You will complete at least one connect experience, which typically includes work during the senior year. Connect experiences typically involve at least 120 hours of work in total. This work could consist of a full-time Extended Studies or summer experience or a part-time experience spread out over a longer period of time (for example, 4 hours per week spread over two 15 week academic terms.) The experience sponsor will certify that you have successfully completed the core experience. You will also write a capstone essay (approximately two pages) that describes your journey through the Pathway, including a discussion of the connections demonstrated in the connection experience.

Role of Commitment Advisor: You will meet with your Commitment advisor at least once a semester to discuss your capstone connection essay. The advisor is responsible for approving this essay.

Additional Commitment Requirements

Below are additional category options in Campus Labs related to the Commitment. Please only use these categories when you host events that fall into the areas defined below.

Annual Commitment Activities:

Events should be marked with the category Annual Commitment Activities in **Campus Labs** **only if they fall into one of the following areas:**

1. DePauw Dialogue
2. The class-year specific programming offered by the Hubbard Center

Annual Commitment Meetings

Events should be marked with the category of Annual Commitment Meetings in **Campus Labs** **only if they fall into one of the following areas:**

1. Group or individual meetings between students and their Gold Commitment Advisor