TAYLOR PHYLLIS M. TAYLOR CENTER
FOR SOCIAL INNOVATION AND DESIGN THINKING

"TAYLOR Your Life" (TYL) FALL 2019 Assessment Report

Purpose of Report

This report shares data from 143 students who participated in TYL course in FALL 2019 semester and outlines curricular changes and future direction.
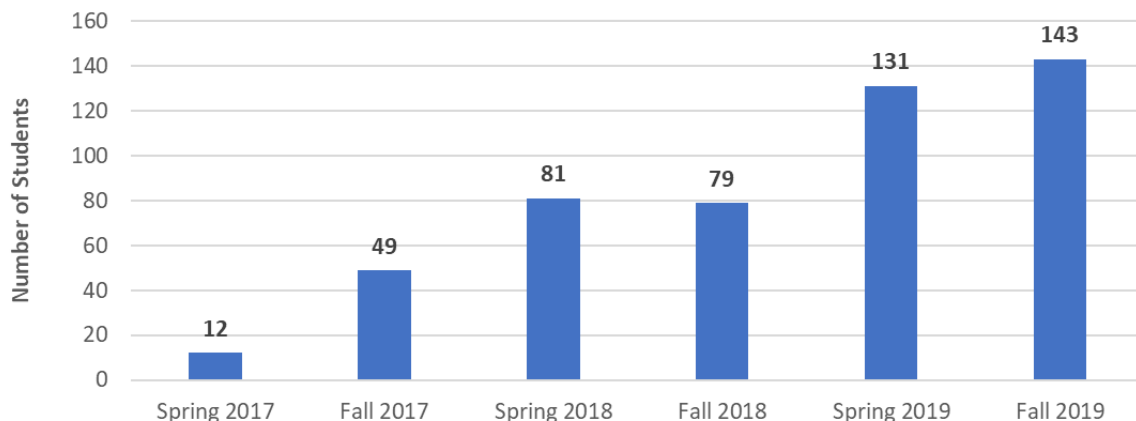
TYL FALL 2019 Assessment Report

Course Description and Class Rank

Course Description

Taylor Your Life (TYL) is a 2 credit 14-week social impact career development lab for undergraduate and graduate students to "Taylor" their life course by applying methods and mindsets of design thinking (human centered design) to career development. In the TYL journey, students identify multiple life paths, clarify their interests, focus and target their search, prototype and test changemaking careers, learn how to market and brand themselves to stand out from the crowd, map their community to effectively join the network of movers and shakers in their field, and design a life that makes a positive difference in the world and is "TAYLORed" to their unique life and personality.
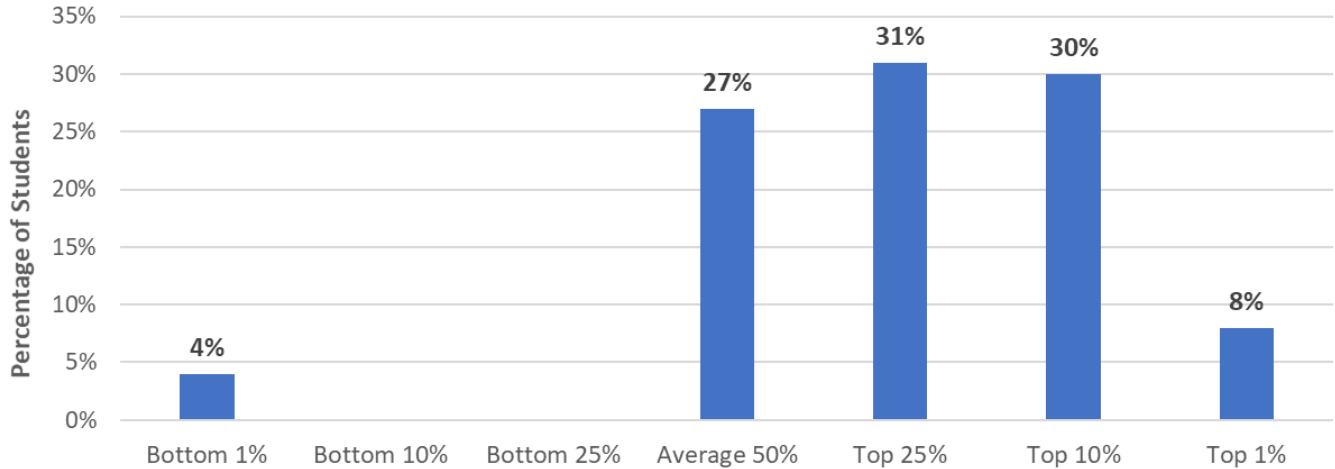
Course History / Development

Students enrolled in TYL per Semester

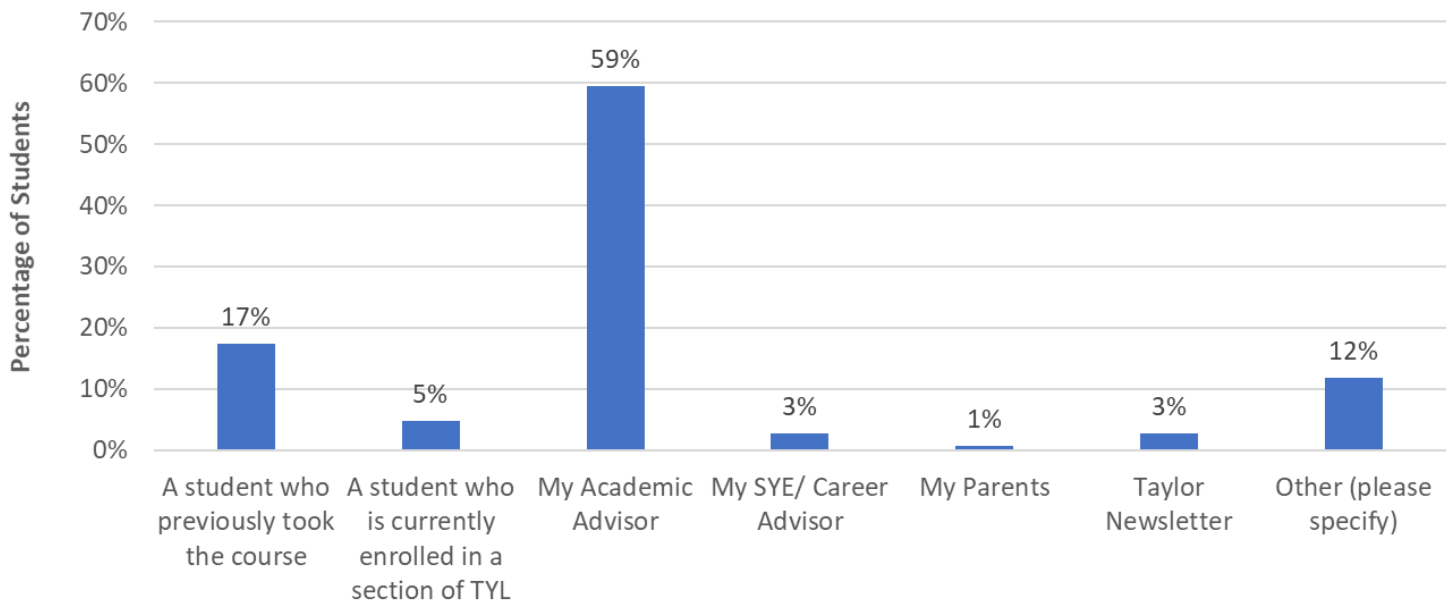| Semester	Number of Students
Spring 2017	12
Fall 2017	49
Spring 2018	81
Fall 2018	79
Spring 2019	131
Fall 2019	143

Course Rating

Summary: 8% of the students rated TYL as Top 1% of the courses they took at Tulane and 30% of the students ranked it among Top 10%. About 27% of the students rated TYL course among average 50% of the courses they took at Tulane while 31% of the students ranked it among Top 25%. There were about 4% of the students that ranked it among Bottom 1%. The results indicate that some changes may need to be made to curriculum based on student feedback. Details of student rating are shown in the graph below.

TYL Ranked Compared to Other Classes at Tulane

Y-axis: Percentage of Students (0% to 35%)

- Bottom 1%: 4%
- Bottom 10%: (none)
- Bottom 25%: (none)
- Average 50%: 27%
- Top 25%: 31%
- Top 10%: 30%
- Top 1%: 8%

How did students hear about TYL?

How did you hear about TYL?

Y-axis: Percentage of Students (0% to 70%)

- A student who previously took the course: 17%
- A student who is currently enrolled in a section of TYL: 5%
- My Academic Advisor: 59%
- My SYE/ Career Advisor: 3%
- My Parents: 1%
- Taylor Newsletter: 3%
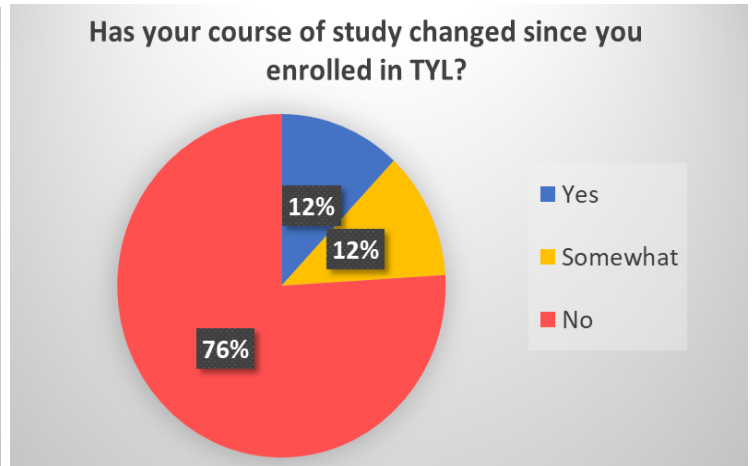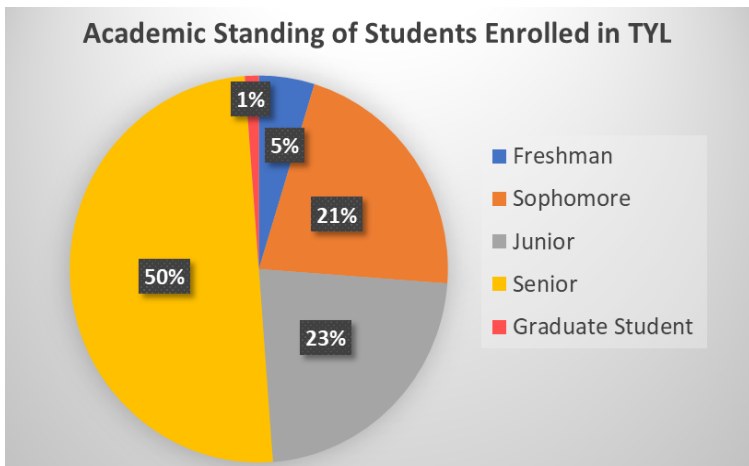- Other (please specify): 12%

Students Report Why They Enrolled in TYL Course

Summary: The majority of the students (**60%**) reported that they took the course they <u>were hoping for professional direction (post Tulane)</u>.

REASONS WHY STUDENTS ENROLLED IN TYL

- I am hoping for professional direction (post Tulane) **60%**
- I am hoping for direction at Tulane **33%**
- A classmate recommended it **22%**
- I need two credit hours **42%**
- It sounded interesting **40%**
- Other, **9%**
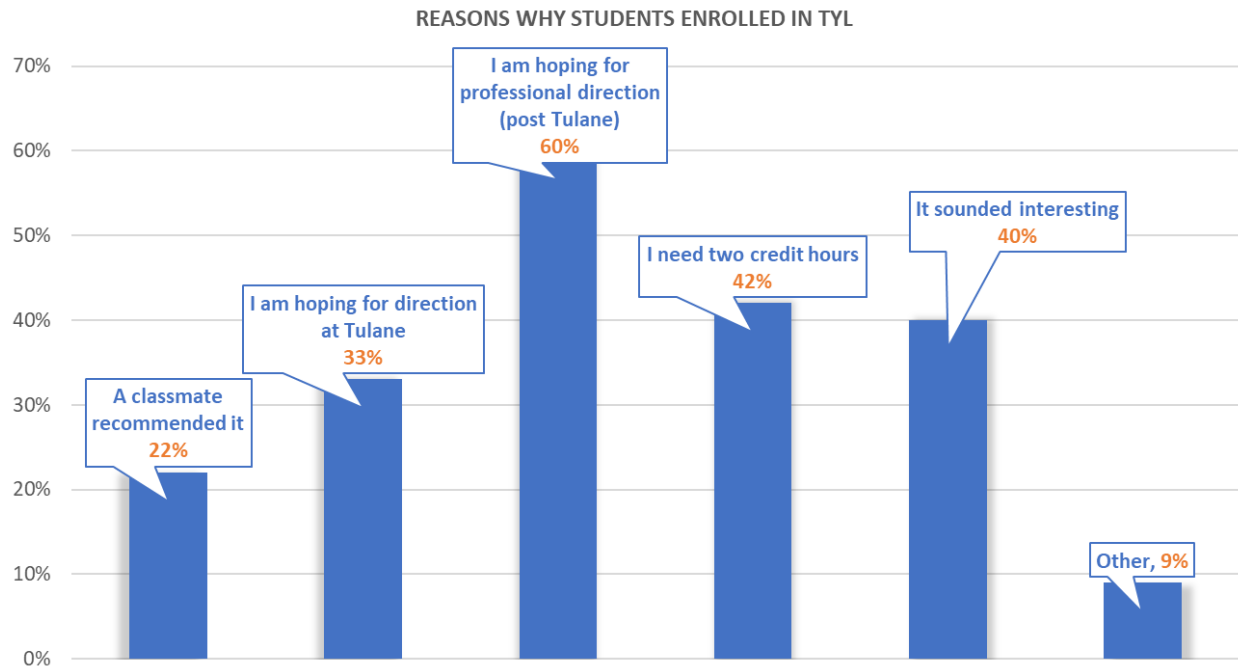
Students Report whether their Course of Study Changed since TYL

Summary: Most students in FALL 2019 TYL course reported that the course of their study did not changed since they enrolled in TYL (76%). It is because over 50% of the students enrolled in TYL were seniors while only 5% were freshmen.

Academic Standing of Students Enrolled in TYL

- 1%
- 5%
- 21%
- 50%
- 23%

Legend:
- Freshman
- Sophomore
- Junior
- Senior
- Graduate Student

Has your course of study changed since you enrolled in TYL?

- 12%
- 12%
- 76%

Legend:
- Yes
- Somewhat
- No

Student Feedback Snapshot

Summary: 82% of the students reported they would recommend this course to others.

Would you recommend TYL to others?

- Yes — 82%
- Maybe — 12%
- No — 6%
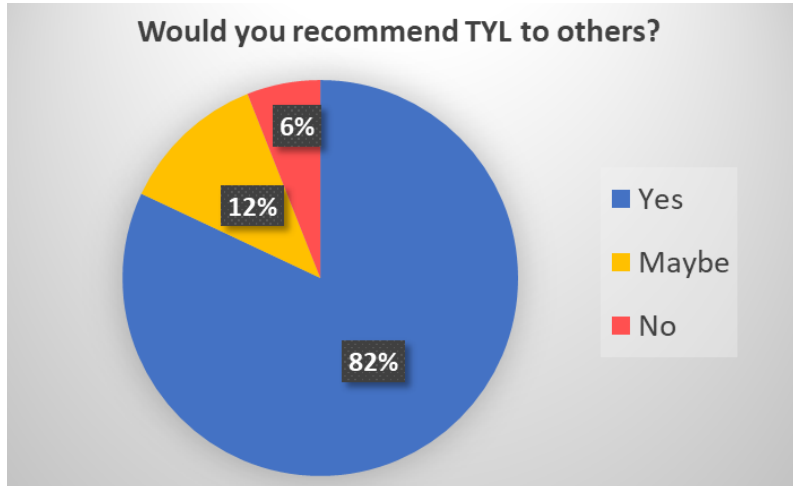
Summary: Survey report demonstrated that TYL course helped students (as expressed by students agreeing or strongly agreeing) with being more comfortable in sharing personal thoughts about my hopes/ dreams/ fears/ goals in class (77%), being more comfortable in approaching / engaging with my instructor than other classes that I enrolled at Tulane (74%), and feeling more connected to peers in this class than others (72%). The details are shown below.

Student Confidence Levels Pre vs. Post TYL

Student Feedback: Agree or Disagree with following Statements...

Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
This class helped build my confidence	6%	1%	23%	40%	29%
I was more comfortable sharing personal thoughts about my hopes/dreams/fears/goals in this class	6%	1%	15%	46%	31%
I felt more comfortable approaching/ engaging with my instructor than other classes in which I am enrolled at Tulane	6%	3%	18%	40%	
I felt more connected to peers in this class than other classes	6%	11%	11%	39%	33%
My classmates were a support system for my personal and professional growth	8%	6%	20%	41%	25%

- ■ Strongly Disagree (I felt this more in other classes)
- ■ Disagree
- ■ Neutral (the same as other classes)
- ■ Agree
- ■ Strongly Agree (more than other classes)

QUESTION: How confident are you in doing the following?			
Envisioning and Exploring Multiple Life Paths			
	Pre-Survey	**Post-Survey**	**% Change (Pre vs. Post)**
Not Confident	23%	2%	-21%
Confident	52%	43%	-9%
Very Confident	24%	55%	31%
Overall Confidence (Confidence + Very Confident)	76%	98%	**22%**
Conducing a job or internship search			
	Pre-Survey	**Post-Survey**	**% Change (Pre vs. Post)**
Not Confident	28%	4%	-24%
Confident	54%	40%	-14%
Very Confident	18%	56%	38%
Overall Confidence (Confidence + Very Confident)	72%	96%	**24%**
Understanding my interests and skills			
	Pre-Survey	**Post-Survey**	**% Change (Pre vs. Post)**
Not Confident	23%	5%	-18%
Confident	45%	35%	-10%
Very Confident	31%	61%	30%
Overall Confidence (Confidence + Very Confident)	76%	96%	**20%**
Creating a life that is aligned with my interests and values			
	Pre-Survey	**Post-Survey**	**% Change (Pre vs. Post)**
Not Confident	28%	5%	-23%
Confident	49%	36%	-13%
Very Confident	23%	60%	37%
Overall Confidence (Confidence + Very Confident)	72%	96%	**24%**
Networking in my targeted professional community			
	Pre-Survey	**Post-Survey**	**% Change (Pre vs. Post)**
Not Confident	42%	7%	-35%
Confident	39%	44%	5%
Very Confident	19%	49%	30%
Overall Confidence (Confidence + Very Confident)	58%	93%	**35%**
Differentiating between what I want to do/study and what others (parents, society) think I should do			
	Pre-Survey	**Post-Survey**	**% Change (Pre vs. Post)**
Not Confident	36%	5%	-31%

Confident	37%	39%	2%
Very Confident	27%	56%	29%
Overall Confidence (Confidence + Very Confident)	64%	95%	**31%**

Becoming a changemaker - someone who can create positive social change in his/her field			
	Pre-Survey	Post-Survey	% Change (Pre vs. Post)
Not Confident	24%	6%	-18%
Confident	55%	43%	-12%
Very Confident	22%	51%	29%
Overall Confidence (Confidence + Very Confident)	77%	94%	**17%**

Talking about myself and interests to a potential employer			
	Pre-Survey	Post-Survey	% Change (Pre vs. Post)
Not Confident	30%	6%	-24%
Confident	43%	45%	2%
Very Confident	27%	49%	22%
Overall Confidence (Confidence + Very Confident)	70%	94%	**24%**

Creating a good LinkedIn Profile			
	Pre-Survey	Post-Survey	% Change (Pre vs. Post)
Not Confident	59%	7%	-52%
Confident	27%	32%	5%
Very Confident	14%	61%	47%
Overall Confidence (Confidence + Very Confident)	41%	93%	**52%**

Tailoring a resume to a job			
	Pre-Survey	Post-Survey	% Change (Pre vs. Post)
Not Confident	46%	6%	-40%
Confident	38%	43%	5%
Very Confident	15%	51%	36%
Overall Confidence (Confidence + Very Confident)	53%	94%	**41%**

Recognizing when fear holds me back in life			
	Pre-Survey	Post-Survey	% Change (Pre vs. Post)
Not Confident	32%	7%	-25%
Confident	50%	43%	-7%
Very Confident	18%	50%	32%
Overall Confidence (Confidence + Very Confident)	68%	93%	**25%**

Preparing for a negotiation conversation with a potential employer			

	Pre-Survey	Post-Survey	% Change (Pre vs. Post)
Not Confident	54%	8%	-46%
Confident	31%	52%	21%
Very Confident	15%	39%	24%
Overall Confidence (Confidence + Very Confident)	46%	91%	**45%**

Biggest Takeaways and Areas of Learning

Several themes emerged from reviewing qualitative feedback, which are listed below with some select quotes:

Envisioning and Exploring Multiple Paths

"I now have a more **organized view** of what my life could turn out to be in the future, and a more **open-minded attitude**."

"My greatest take away is that I **do not have to place myself in a box** when it comes to what I actually love. I can explore and have fun while do so. I do not have to tie myself down to one idea I'd hoe my life will be. **EXPLORE**"

"It allowed me to **explore different career paths** to truly understand what I want to do with my life. It also showed me that it is okay to not know exactly what you want to do at this point in your life."

"I particularly **enjoyed the odyssey plans** that outline the different career paths we should consider. The main goal, the near alternative, and the far leap was a great way to **envision different pathways to life design**."

"From Taylor Your Life **I realized that I have so many different pathways of life** I can choose from. There are so many fields I could pursue. Now I feel like I have more **knowledge with how the professional world works**."

"I have learned that **it is okay to seek out multiple opportunities** and use that passion to develop methods to make any salary work. I have really appreciated the work that we did on how to save enough for a successful future regardless of profession."

"Being okay with my life changing paths and learning to **not have regrets**."

"To find out what I truly want to do and figuring out a better pathway to get there. Setting out the guidelines in which I need to complete in order to progress further in life. Personally, this course **expanded my horizons** and my greatest takeaway was **reassuring myself of what I want to do**."

Networking and Salary Negotiation

"I think the 2 biggest takeaways for me was the **power of networking** and the fact that **life is not limited to a single career.**"

"I learned a good deal about my own skills and how they could be utilized to make change in the world. I learned practical tools as well to **aid in finding a job that I care about** and **negotiating the salary I deserve**. I feel I am **better prepared for graduating** because of this class."

"Although **networking may seem scary, but it is very beneficial**. Most of the time the person you want to talk to will be very helpful and nice. I also learned how important it is to always be kind and there is no certain path you must take to your career."

"The **importance of networking with industry insiders**; **utilizing the Tulane alumni network**; **knowing career shifts happen all the time**; learning **how to negotiate** and **have difficult conversations with employers**."

Creating a life that is aligned with my interests and values

"Being able to better **understand the necessary steps in finding a career**. Learning more about **turning my passions into a career**."

"I now have more clarity about **how to prototype my interests**. I am more **confident reaching out to people** to **learn about their experiences**. I know w**hat my changemaking pitch** is which makes talking to people better. I am taking away the knowledge that **it is okay to not have one passion but rather multiple curiosities** and to **not let fears be a barrier**."

"This course helped me **solidify the career** that I want to pursue and take the first steps toward getting there. I loved having the opportunity **to reflect on my values and skills** and I was thankful to have received the push to start acting upon them."

Moving Through Fear and Building Confidence

"My greatest takeaway is **understanding and accepting failure** as a means to succeed. I will no longer allow my fear to hinder me from accomplishing my goals. I have also **eliminated all anxiety around creating the "perfect life" by making "perfect decisions"** because **there are no right or wrong decisions**, just experiences to learn and grow from."

"I learned that the worst thing that could happen from me asking someone for professional advice/connections is that they say no. I learned that there exists so much out there (job wise) and there's **no such thing as a destined profession**....it's a fluid process. That's the greatest takeaway from this class."

"What is said and marked on paper (i.e. my transcript, my grades) is not necessarily indicative of what I have to offer."

"It **helped me to face a big fear i had of not knowing what direction i wanted to go** in after college. This was a big step for me."

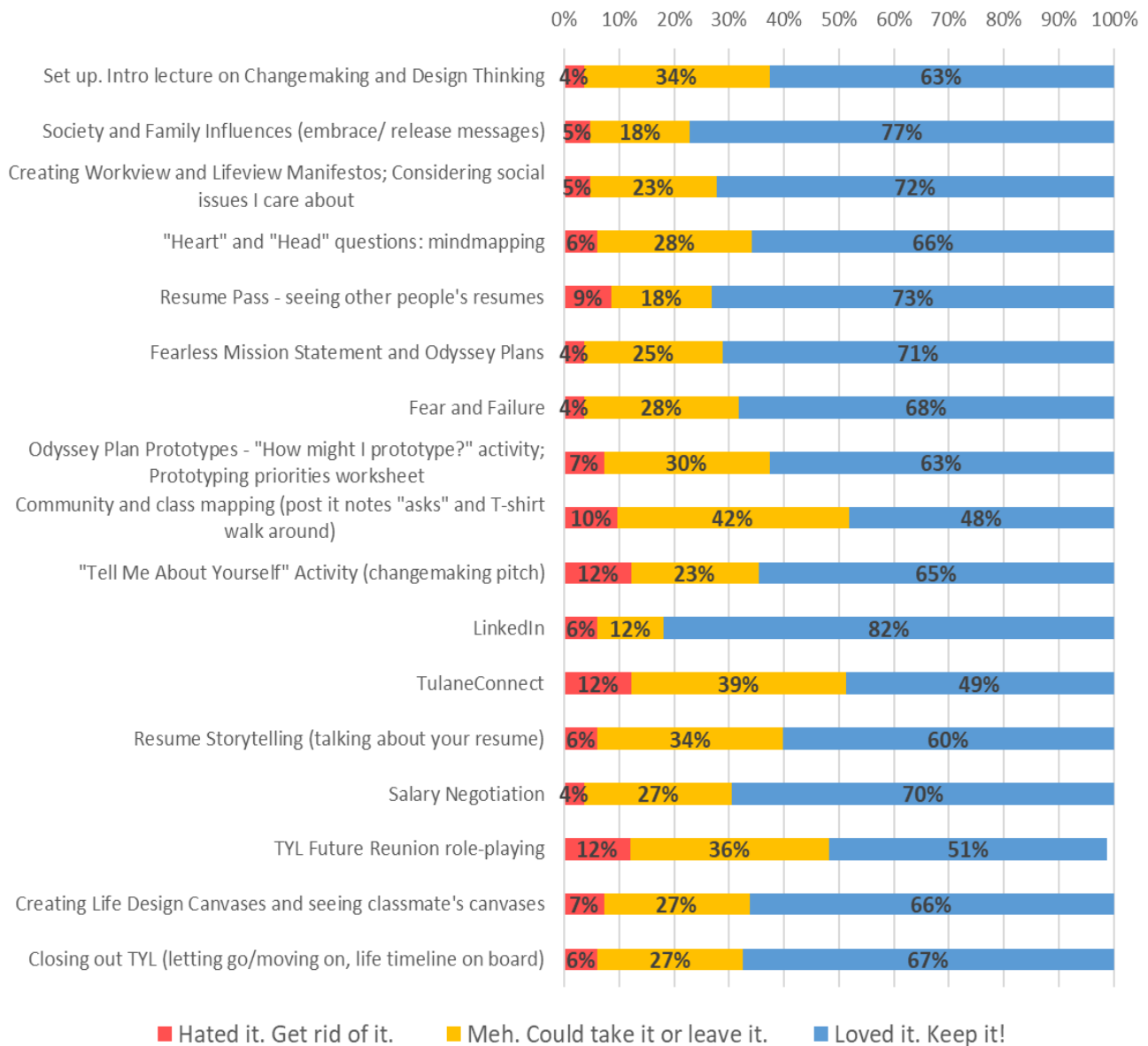"How to **be comfortable with reaching out to strangers** and gathering their knowledge/wisdom."

Conducting a job or internship search

"I was forced to think about what I really wanted to do with my life and develop a plan to get there. I really **enjoyed learning about how the job process really works** and the **different ways to go about finding them**."

"I feel that **I am now able to successfully job hunt** and **assess proper qualifications needed and compare them to mine**.

Quality of Corse Curriculum and Instructor

Student Feedback: Activities & HW Assignments

Activity	Hated it. Get rid of it.	Meh. Could take it or leave it.	Loved it. Keep it!
Set up. Intro lecture on Changemaking and Design Thinking	4%	34%	63%
Society and Family Influences (embrace/ release messages)	5%	18%	77%
Creating Workview and Lifeview Manifestos; Considering social issues I care about	5%	23%	72%
"Heart" and "Head" questions: mindmapping	6%	28%	66%
Resume Pass - seeing other people's resumes	9%	18%	73%
Fearless Mission Statement and Odyssey Plans	4%	25%	71%
Fear and Failure	4%	28%	68%
Odyssey Plan Prototypes - "How might I prototype?" activity; Prototyping priorities worksheet	7%	30%	63%
Community and class mapping (post it notes "asks" and T-shirt walk around)	10%	42%	48%
"Tell Me About Yourself" Activity (changemaking pitch)	12%	23%	65%
LinkedIn	6%	12%	82%
TulaneConnect	12%	39%	49%
Resume Storytelling (talking about your resume)	6%	34%	60%
Salary Negotiation	4%	27%	70%
TYL Future Reunion role-playing	12%	36%	51%
Creating Life Design Canvases and seeing classmate's canvases	7%	27%	66%
Closing out TYL (letting go/moving on, life timeline on board)	6%	27%	67%

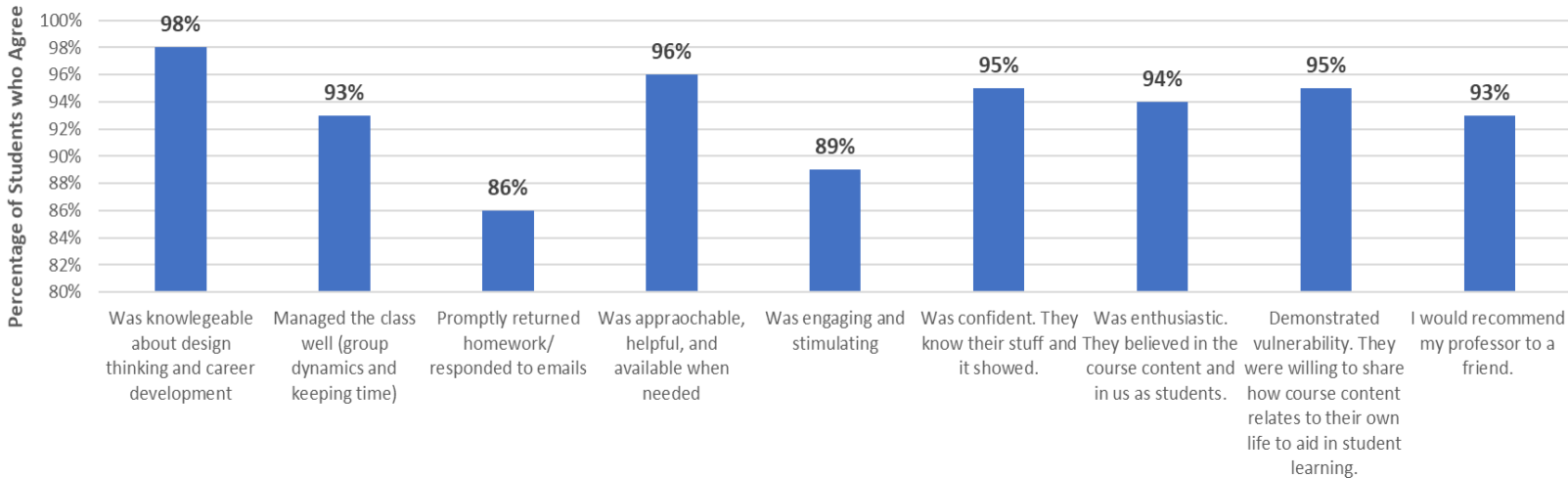■ Hated it. Get rid of it.   ■ Meh. Could take it or leave it.   ■ Loved it. Keep it!

Summary: The TYL class activities and homework assignments received mostly positive reviews in the post-TYL survey. Details are shown in the graph below.

Summary	
Most Popular Activities + HW	**Least Popular Activities + HW**
- LinkedIn Profile (82%) - Society and Family Influences (77%) - Resume Pass- seeing other people's resumes (73%) - Creating Work-view and Life-view Manifestos; Considering social issues I care about (72%) - Fearless Mission Statement and Odyssey Plans (71%) - Salary Negotiation (77%)	- Community and Class Mapping (10% said they hated it, 42% said they could take it or leave it) - Tulane Connect (12% said they hated it, 39% said they could take it or leave it) - TYL Future Reunion role-playing (12% said they hated it, 37% said they could take it or leave it)

TYL Instructor Feedback

Summary: The TYL instructors received overwhelmingly positive reviews. These results are presented in more detail below. The instructors received high scores for was knowledgeable about design thinking and career development (98%); was approachable, helpful, and available when needed (96%); was confident, they knew their stuff and it showed (95%); demonstrated vulnerability, they are willing to share how course content relates to their own life to aid in student learning (95%); was enthusiastic, they believed in the course content managed the class well (94%); and I would recommend my professor to a friend (93%).

TYL Instructor Feedback: My Instructor.....

Instructor Highlights

Instructor	Feedback
Meghan Straughen	"Megan genuinely cares about her students and wants them to get the most out of the course." "She did an excellent job teaching the class and made the class an enjoyable experience."
Cynthia Williams	"Cynthia Washington was a fantastic professor who made the class fun and engaging. She was extremely helpful with regards to any questions that arose during class." "She was amazing with working with us. I enjoyed the atmosphere of our class and not feeling scared to ask questions as well as have a good class discussion. Great Job Professor Washington!"
Geneva Torrence	"Geneva was a really great professor and always willing to lend a hand. She made the classroom a welcoming and relaxing environment where I felt comfortable to share."
Sarah Andert	"Sarah was honest and open to sharing her own professional path which was reassuring in looking towards my future"
Tiye Jones	"Tiye was great and I loved learning from her!"
Cornell Sneed + Sonia Williams + Aghimien	"Cornell is the best and Tulane is lucky to have him". "Great people who will help you out tremendously".
Wendy LeBlanc + Jada Buckner	"The most amazing professors I have had yet at Tulane. they gave me the confidence that i was lacking to pursue not so conventional fields. they were always helpful, understanding, and personable! It truly made a positive impact on my Tulane experience."

Constructive Feedback for Future Sections (Post TYL)

Summary: The key concerns that appeared in student's comments and feedback are summarized below.

1) **Class Demographic** – Students requested more synergy among the peers in the class in terms of majors and subject areas. Some students felt the things they heard from other students weren't relevant to their own path. Some suggested making the course open to only Juniors and Seniors.

2) **Class Activities** – Students loved odyssey plans and budget exercise and suggested having more time dedicated around budgeting and learning how to handle money. Some felt it was difficult to get three interviews with professionals. It was suggested to have life design interviews earlier in the semester to provide students more time to research who they want to speak to and to allow time to receive their response.

3) **LinkedIn** – It was suggested to spend more time on fixing LinkedIn as students still need more work done on their profiles.

Future Direction

Summary: Key future development for TYL are as follows:

1. **Course Book:** Infuse more readings beyond the Design Your Life (DYL) book. Consider if we want to continue this book as the main course text.

2. **Homework Assignments:** Reduce some of the homework assignments to make room for students to stay motivated and have more time in the class for class-related activities.

3. **Community-Mapping, Tulane Connect, and TYL Reunion:** These activities received the lowest ratings among all the TYL activities. The alternative format of instructions as discussed and implemented in Spring 2019 does not seem to affect the student perspectives after Fall 2019. Remove Tulane Connect and discuss TYL Reunion and Community Mapping during the next instructor meeting. Consider hosting a quick training/tutorial on facilitating these activities.

4. **LinkedIn and Budgeting Activities:** Dedicate greater class time around these activities.

5. **Instructors:** Follow up with instructors who were not rated as highly to work on an improvement plan.