

IDS4930: Careers for Social Impact

Spring 2025 – Tuesdays, Period 9: 4:05-4:55pm – Turlington Hall 1101

Instructor	Email	Student Office Hours
Dr. Aimée Bourassa (She/her/hers)	aimeebourassa@ufl.edu	Wednesdays, 10:30am-12:30pm in Turlington 1120 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 through Canvas.

Course Assignments

- Impact Statement (10%) – January 21
- Values Exercise (5%) – January 28
- O*Net Interest Profiler (5%) – January 28
- Micro-Experience Proposal (5%) – February 4
- Exit Tickets (10%) – February 11-April 22
- Career Fit Reflection (20%) – April 15
- Micro-Experience Report (20%) – April 22
- Position Posting and Developmental Plan (20%) – April 29
- Attendance and Participation (5%) – All semester

Attendance and Lateness

This class meets once a week and requires fruitful engagement, so attendance is mandatory. However, life happens. Absences due to medical reasons or other extenuating circumstances are considered excused with proper documentation. Communicate with me via email if you anticipate being absent or late, or as soon as possible in the event of an emergency. Otherwise, each missed class will decrease your final grade by five points. If multiple absences become necessary, please reach out to me. Students in need of additional services and support are encouraged to consult the Dean of Students Office (<https://dso.ufl.edu/>).

This course emphasizes professional development, so lateness is strongly discouraged. 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.

Requirements for class attendance and make-up exams, assignments, and other work in this course are consistent with university policies: <https://catalog.ufl.edu/UGRD/academic-regulations/>.

Special Event Attendance

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

- Teach for America Networking Mixer: Feb. 4, 5-6pm
- Southern Legal Counsel Public Lecture: Feb. 18, 5-6pm
- Campus Walking Tour: To Be Announced

Accessibility and Accommodations

This course intends to make learning accessible to all. 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 and reach out to me as early as possible in the semester.

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 also crucial. Late work will be accepted up to ONE WEEK after the deadline, but will lose 1 point per calendar day. As always, if extenuating circumstances impact your ability to submit your work on time, please reach out to me.

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/>).

While AI tools can be valuable for checking the quality of your writing, sparking new ideas, or simplifying complex topics, submitting work generated by others – including AI – as your own without citation is considered plagiarism and a form of academic dishonesty. Most of the written assignments in this class are personal and reflective in nature; therefore, it is especially important that the ideas you share are your own. Sanctions for inappropriate AI use may range from a zero on the assignment to an E in the course and could also be grounds for submitting an honor code violation.

Grading Scale:

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

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 Schedule¹

Part 1: Finding and Leveraging your Career for Social Impact

Week 1 (Jan. 14): Introduction, Orientation, and Overview

- Welcome
- Career development in college
- Defining social impact

Assignment:

- Impact statement
- Read Mohan (2019) and Knight (2021)
- *Optional:* Participate in the Brown Center's MLK Day of Service (Jan. 20)

Week 2 (Jan. 21): 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. 28): 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 (Feb. 4): Teaching and Education

- Guest speaker

Assignment:

- Attend networking mixer after class
- Exit ticket

¹ This calendar is subject to change for pedagogical or logistical reasons. Students will be notified in advance of any changes via Canvas to the extent possible.

Week 5 (Feb. 11): Healthcare

- Guest speaker

Assignment:

- Exit ticket

Week 6 (Feb. 18): Law

- Guest speaker

Assignment:

- Attend guest lecture after class
- Exit ticket
- Watch and read Peaceful Paths' "About Us"; Explore the website and internship listings

Week 7 (Feb. 25): 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 (March 4): Public Service and Politics

- Guest speaker

Assignment:

- Exit ticket
- Read Goebelbecker and Gupta (2021)
- Research based on prompt
- *Optional:* Attend the HELPS Fair (March 5)

Week 9 (March 11): 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 18): No class

Week 10 (March 25): 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 (April 1): Social and Environmental Entrepreneurship

- Combining profitability and impact

Assignment:

- Exit ticket

Week 12 (April 8): Community Organizing

- Local visit

Assignment:

- Exit ticket
- Career fit reflection

Part 3: Preparing your Career for Social Impact

Week 13 (April 15): Interconnectedness and Solidarity

- Group activity

Assignment:

- Exit ticket
- Micro-experience report

Week 14 (April 22): Conclusion, Next Steps, and Resources

- Professional skills and materials

Assignment:

- Position posting and developmental plan