

**Resolution Concerning Adding a College of Arts and Sciences  
Education (CASE) Career Readiness Requirement to All  
Baccalaureate Degree Programs in the College (AR2401-2452)**

WHEREAS the Executive Dean of the College of Arts and Sciences has conveyed his strong desire to implement a career requirement that all College undergraduate students will take as part of their degree programs;

WHEREAS the IU 2030 Strategic Plan has among its goals guaranteeing “robust and equitable access to career preparation” and providing academic programs that “equip students for academic, professional, and career success;”

WHEREAS it remains a goal of the College to ensure our students are prepared to embark upon successful careers;

WHEREAS there is agreement that career readiness is important, but disagreement about whether a formal requirement is necessary to improve the career readiness of our students;

WHEREAS the Executive Dean of the College of Arts and Sciences requested that the Committee for Undergraduate Education draft a career requirement that can be considered by the College faculty; and

WHEREAS it will take some time and effort to establish the requirement and vet courses that can fulfill it;

THEREFORE BE IT RESOLVED, that the Committee for Undergraduate Education proposes that the Executive Dean and his staff present to the faculty a curricular ballot for a CASE Career Readiness requirement that reads as follows:

**College of Arts and Sciences Education Career Readiness requirement**

**Description and learning outcomes**

CASE Career Readiness (CASE CR1 and CR2) is designed to prepare students to appreciate and articulate the unique value of a liberal arts and sciences education for a variety of meaningful and fulfilling careers. Students who complete these requirements will:

1. identify how a liberal arts and sciences education develops transferable skills equipping graduates for success in a wide range of careers.
2. evaluate their interests, strengths, and areas for development in order to explore a number of potential career paths and create academic and career goals.
3. identify and utilize relevant resources (at IU and beyond) to pursue their goals as well as address challenges and opportunities as circumstances change.
4. establish relationships with people (IU peers, alumni, faculty, staff, and others) who can help them academically and professionally, and understand the importance of investing in those relationships.
5. create a compelling individual narrative in a field-appropriate manner through media such as a resume or CV, customized cover letters, personal statements, portfolios, social media profiles, and formal interview preparation.

### **Requirement statement**

All students earning a baccalaureate degree in the College of Arts and Sciences must satisfactorily complete the following:

1. CASE Career Readiness I (CASE CR1). At least one (1) course that addresses at a minimum CASE CR learning outcomes 1, 2, and 3.
2. CASE Career Readiness II (CASE CR2). At least one (1) course that addresses at a minimum CASE CR learning outcomes 4 and 5.

### **Implementation**

This requirement applies to students on Summer 2025 and later degree requirements.

Some degree programs, with approval of the College, may be permitted to allow students to satisfy the requirement in an alternative way. Such alternative arrangements are reserved for degree programs jointly awarded by the College and an IUB professional school or for special situations related to accreditation or fulfillment of state law.

Courses used to satisfy CASE CR1 and CR2 can also be used, as appropriate and consistent with existing policy, to satisfy other CASE, major, minor, and certificate requirements.

A single course may satisfy both CR1 and CR2.

### **Establishing and maintaining the CASE CR1 and CR2 course lists**

During Academic Year 2024-25, the Executive Dean or his designee will establish an ad hoc committee to review proposals for new and existing courses to count toward the CASE CR1 and CR2 requirements and make recommendations to the College's Committee for Undergraduate Education (CUE). CUE will determine the timeline and criteria for evaluating courses for CASE CR1 and CR2 attribution.

Once the initial building of the course list is complete, CUE's regular process and timeline for reviewing proposals for additions to the CASE course lists will be used.

BE IT FURTHER RESOLVED, that the following addresses questions that may reasonably arise about the implementation of the requirement as proposed above.

### **CASE CR1 and CR2 Implementation Clarifications**

The following is intended to explain the Committee for Undergraduate Education's (CUE) understanding of issues/questions that may arise related to the implementation of CASE CR1 and CR2 as proposed above.

1. **Two-part framework.** The collective requirement is conceived as having two parts: CR1 and CR2.
  - a. Maximum interchangeability is desired so that a student who completes CR1 can complete any CR2 course to complete the requirement. A single course can carry CR1 and CR2 attributions, but CR1 and CR2 cannot be further subdivided over multiple (i.e. more than two (2)) courses.

- b. Having a CR1 course as a prerequisite for a CR2 course is NOT permitted. Non-CR1 prerequisites are permitted for CR2 courses but should be avoided.
  - c. The focus on Career Readiness learning outcomes 1-3 for CR1 and 4-5 for CR2 does not mean that a CR1 course cannot include elements of CR2 (or vice-versa) or non-career-readiness content.
- 2. **Discipline-specific Career Readiness requirements.** CASE CR1 and CR2 are degree requirements administered at the College (CASE) level. Units may propose as part of their major requirements adding their own Career Readiness requirements that are in addition to CASE CR1 and CR2 but include specific CASE CR1 and CR2 courses. Doing so, in effect, provides a narrower path for a student in a given major to satisfy CASE CR1 and CR2. This approach is not recommended due to the potential for requiring students to take multiple CR1 and CR2 courses, but CUE does leave room for the possibility that this approach may be appropriate for some academic programs. (All academic program requirements are subject to review and approval by CUE.)
- 3. **Transferring coursework to IUB to fulfill CASE CR1 and CR2.**
  - a. A course that is shared with another IU campus and is designated by the College to fulfill a CASE Career Readiness requirement during the term in which the course is taken will fulfill said requirement.
  - b. A course that is taken at another institution can fulfill CR1 and/or CR2 if the course is evaluated by the appropriate faculty and articulated to an IUB course that has been approved to fulfill the Career Readiness requirement for the term in which it is taken. This evaluation must be done in a manner consistent with university, campus, and College policies and procedures.
  - c. It is recognized that the Career Readiness requirements may implicate existing articulation agreements or other special programs (such as Transfer Single Articulation Pathways [TSAP]). Concerns about these matters will be addressed by the College's Office of Undergraduate Curriculum, Policy, and Records in consultation with CUE.
- 4. **Non-College career courses and dual degree seekers.** The very nature of the College's Career Readiness requirement—as established in the Learning Outcomes—is addressing career readiness in the context of the liberal arts and sciences. Therefore, a non-College career readiness course cannot fulfill CASE CR1 or CR2. Students pursuing a degree in another school as well as the College will need to fulfill CR1 and CR2 even if they took one or more career readiness courses for their non-College degree program.
- 5. **CASE CR1 and CR2 as potential barriers to graduation.** CUE recognizes that there will be students who delay completing the career readiness requirements and find themselves having completed all degree requirements except CR1 and/or CR2. While the hope is that this situation is avoided through good advising, the situation will undoubtedly arise from time to time—and may even include students who must have a degree in hand to start a job that is an opportunity of a lifetime or a PhD/professional graduate program. If approved by the faculty, CR1 and CR2 will need to be treated like any other degree requirement in the College and must be completed by successful completion of an approved course or courses.

6. **Assessment of the requirement.** No formal or informal assessment mechanism for the requirement is proposed or expected. This can be revisited by the College in the future.

Approved by the Committee for Undergraduate Education on February 9, 2024.

[signed]

Justin Grossman, Secretary  
Committee for Undergraduate Education  
College of Arts and Sciences