



Roadmap to SUCCESS!

Students often jump into their college adventure without a clear sense of direction – what courses should I take, what skills do I need, what extracurriculars will pay the biggest dividends?

Defiance College gives students a roadmap, a Personal Success Plan that sets them on the right course to not only make their college experience the most positive and enjoyable, but to guide each student in producing a professional resume that is most desirable to employers.

At Defiance College, students not only receive strong academic training for a solid base of knowledge and skills in their field of study, they become involved in remarkable, real-life experiences that teach leadership, problem-solving and numerous other qualities that employers consider when they hire.

According to recent *Forbes* magazine articles, employers are looking for individuals with well-rounded college backgrounds: they are concerned with not only how students executed their coursework but also with unique experiences that demonstrate how they might perform in various circumstances.

Employers place high value on a good cultural fit, that is, personality traits and a mindset that demonstrate how employees respond to and execute tasks.

What does it take to get a job? Professionalism, self-motivation, and energy, as well as:

- ◆ Critical thinking
- ◆ Problem solving
- ◆ Good judgment
- ◆ Active listening
- ◆ Intellectual curiosity

Many of these skills are established through a DC curriculum that develops higher thinking proficiency combined with real-life experiences such as internships, service, part-time jobs, and a variety of campus activities.

These five things set a Defiance College education apart:

- ◆ Rigorous academics that emphasize world understanding
- ◆ Exposure to the arts, to other viewpoints, to the country we live in
- ◆ Hands-on experiences that put classroom knowledge to work
- ◆ Leadership and entrepreneurship opportunities
- ◆ International and domestic travel to learn issues firsthand



Graduating senior Sarah Westfall remembers four short years ago when she was preparing to head to college. She describes herself then as being quiet and timid, not really the type of person to step into a leadership role.

Now, with a bachelor's degree and multitude of amazing experiences to her credit, Sarah is heading to graduate school and what will undoubtedly be a fulfilling and successful career as a healthcare social worker.

“When I came to Defiance College in the fall of 2010, opportunities to be a leader were presented to me,” she recalls. “Although I was scared, on many occasions I stepped out of my comfort zone and took full advantage of these opportunities. ... I couldn't be more thankful for all of the wonderful opportunities that Defiance College has given me to grow and become a leader.”

FIRST STEPS

At DC the entire academic experience is intentionally designed from Day One to create a student portfolio that is full of valuable experiences by the time each student graduates.

Students start out with a written Personal Success Plan – a script to follow, step-by-step. Planning begins at Orientation, where freshmen and parents meet with teams of advisors – faculty, coaches, administrators, counselors, alumni, and others. The teams listen to each student’s story, expectations, and hopes for the future. Then together they assess strengths, develop initial goals, and start to figure out the best way to shape the college experience.

The planning continues during a special fall semester mini-course, in which freshmen flesh out their Personal Success Plans. This is a chance to listen carefully, capture what they want to get out of college, and think about what they want to accomplish with their lives. At the end of the semester, everyone has a written plan to guide them over the next few years toward their career goals. The PSP is as unique as each student: from which academic courses to take to what skills are needed to who should one meet? And don’t forget the fun stuff – extracurriculars, travel abroad, sports, volunteering. The plan helps to think through all aspects of the student experience, from academic to social and vocational, to spiritual.

Students also design a written “Defiance Resumé.” This is not the standard recording of what they have already done. Rather, it reflects the resumé they will need by the end of graduation to grab the attention of potential employers or graduate schools.

The Defiance Resumé includes internships, extracurricular leadership roles, and hands-on practical experiences, travel, service – those that will position students successfully for their dream job. Then, they spend the next few years “filling in the blanks.” Their resumé will be written and ready by the time they graduate.

A FIRM FOUNDATION

Defiance’s new Core Curriculum sets the stage for a solid base of education. It is designed to educate students into the knowledge, understanding and skills needed to contribute to the global community in productive, creative and self-aware ways. Through courses that focus on themes and issues relevant to today’s world, students develop:

- ◆ Powerful communication through written text literacy, media literacy, listening skills, and verbal skills
- ◆ Analytical and creative thinking through focus on the scientific method, qualitative reasoning, quantitative reasoning, logic, and critical thinking
- ◆ Sense of community through focus on knowledge and understanding of the world, understanding and appreciating diversity and ethics
- ◆ Individual empowerment through focus on social competency, exercise of curiosity, self-direction, exercise of creativity, self-reflection, and self-evaluation

These concepts together form the basis of DC students’ educational experience. The Core Curriculum reclaims the



true heart of a liberal arts education, a core set of knowledge combined with an ability to analyze and apply knowledge about the world. Interdisciplinary study is coordinated with each major. Courses prepare students to practice their major in a global economy, incorporating hands-on learning as well as a capstone project.

So, for example, business majors might study different religions in order to understand the culture of future global partners. Biology majors might study communication techniques needed in job interviews.

This ensures that academic learning is balanced with communication skills, critical thinking, moral reasoning, global awareness, and respect for diversity – things needed to be successful in the workforce.

Students learn the higher thinking skills of asking the right questions, finding answers, and applying what is learned about real issues that the world faces.

EXAMINE AND EXPLORE

Rounding out those intellectually challenging courses, Defiance College stresses research skills as well. Students learn types of research sources, how to acquire and judge those sources, and how to use them to prepare and support their own research. Then they put these skills to work, doing data collection, analysis, and following steps of the scientific method.

Research projects can vary widely. Alison Rifenburg does weekly tests of the water of the Maumee River for invasive macro-invertebrates as part of a water quality impact project. David Savage analyzed the policies of a local corrections center to determine if they are contributing to a drop in prison assaults. Adam Grillot researched the correlation between a freshman's basic tech savvy and whether the student adjusts and stays in college.

Students looking for even more ambitious research experience can apply to be part of the Carolyn M. Small Honors Program. This provides more advanced academic challenges, professional experiences, and intensive research or creative expression. It starts before freshman year when students accepted into the Honors Program come to campus to meet their classmates and begin discussions with faculty about research they want to do. They are introduced to the concepts of research and how it looks in different disciplines.

As sophomores, they delve more deeply into their research interests with readings, internships and off-campus experiences. By the end of the year, they have assembled their own capstone committee, similar to those found in graduate school, in preparation for a major capstone research project for their junior and senior years.

ANY STUDENT can apply to participate in the McMaster School, regardless of major. So for example, in a third world village in Cambodia, Belize or Tanzania, a molecular biology major can analyze water safety, a digital forensic student can instruct village children on how to use new laptops, an education major can teach in classrooms in small villages, and an accounting student can teach business planning to women who want to open a new restaurant.

Senior honors students give an oral presentation and complete a final submission. Some present their results to professional groups, in campus symposia, and at state and national conferences.

Defiance's nationally-acclaimed McMaster School for Advancing Humanity combines research and service within the academic framework. One of the most extraordinary college programs in the country, its signature McMaster Scholars initiative offers students the chance to turn their personal and classroom knowledge into individual research programs to improve the

human condition around the world.

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This kind of research is rarely seen on the undergraduate level. It not only builds a student's resumé and prepares him/her for the workforce, but it can have a positive impact in our communities and around the world.

REAL-WORLD APPLICATION

DC students quickly become immersed in their academic areas and begin applying their classroom knowledge in the real world. Students present at state and national conferences, campus symposia and create capstone projects that can change the world.

Defiance's faculty is known for the energy and individual attention they bring to teaching. They often augment classroom theory with actual practice, bringing in valuable internships, job shadowing, learning trips, and cooperative education projects with outside experts.

An internship in a local hospital has been rewarding for molecular biology major Braden Wachtmann who has known for a long time that he wants to become a surgeon. The internship has given him valuable hands-on experience in wound care. "That experience is definitely going to shape how I practice medicine in the future," he says. Internships and hands-on courses in DC's labs have prepared him for his next step after graduation. He's already been accepted into the Kent State University College of Podiatric Medicine where he will focus on becoming a podiatric surgeon.

Defiance also introduces international speakers to the classroom through technology. During the past year in global studies professor Elcin Haskollar's classes, students heard

personal stories directly from people involved in refugee resettlement, discussed the role of Twitter in Egypt's youth revolt with someone who received the tweets, and asked questions of a reporter who covered sex trafficking in Thailand.

National advisory boards in many programs of study bring together experts from across the country to provide real-time and real-world advice to make sure that Defiance's curriculum incorporates skills the marketplace is eager to hire. These boards include our own alumni and experts at corporations such as Price Waterhouse Coopers, Intel Corporation, Cleveland Cavaliers, and the Detroit Tigers.

UNDERSTAND OUR WORLD

DC students have an incredible chance to attend world-class cultural performances, visit major museums, or travel throughout the country to learn more about what they are studying.

Through the Imagine Initiatives, every Defiance student has the opportunity to attend a wide range of mind-broadening cultural experiences such as symphonies, operas, ballets, and Broadway shows. Every student can visit nationally-renowned art and science museums. And every student has an opportunity before graduating to take an extended enrichment trip somewhere in the U.S. with faculty members, perhaps to a

conference, historical site, or place related to the student's major – all at no or greatly reduced cost.

DC students have met the cast after seeing a Broadway performance of Phantom of the Opera in New York. They have attended a marching band percussion competition in Dayton. They have talked with Supreme Court justice Clarence Thomas and FBI experts in Washington. Business students have met with industry leaders in Portland (Oregon), Pittsburgh and Cincinnati. Students have traveled south to explore important historical sites of the Civil Rights Movement.

Travel to foreign countries is one of the most effective ways to understand different cultures, customs and beliefs. Every entering freshman who completes the full four-year program in good academic and financial standing is guaranteed the opportunity to travel abroad during their junior or senior year. In just a three-year span, Defiance students have traveled to countries including Germany, England, France, Austria, Italy, Hungary, Czech Republic, Spain, Netherlands, Belgium, Ireland, Peru, Belize, Costa Rica, Jamaica, Tanzania, Ghana and Cambodia.

Travel can produce a more global perspective, a tolerance of differences, and self-confidence in navigating the world. All things that employers value.



LEADING THE WAY

Leadership and entrepreneurship are developed through the very distinctive program called Project 701. If students see a community need and want to address it, they can start their own entrepreneurial service project.

Defiance is the only college with its own separately legally incorporated student-run nonprofit where they can do just that. Project 701, named for Defiance's street address, is an umbrella nonprofit that allows students to create, run and manage service projects. Last year more than 250 DC students were involved.

The projects are varied and creative. There is a free primary-care health clinic for local residents, a computer repair business, and a Backpack Buddy program to provide nutritious weekend food for local needy children. Students have created and run a graphic design studio, a fair trade outlet, a reading and writing center for local children, and a campus recycling program. They have been tutors, fundraisers, marketers, product producers, trainers, and sales people.

As part of this, students receive formal training and real-life experience in leadership and business planning that they simply cannot get from textbooks.

What's more, because Defiance College is small, students can move quickly from being volunteers to serving as project manager, leading an interdisciplinary team to address a real community issue. Any student has the opportunity to serve as a board member or staff of Project 701, steering the policy and the direction of this dynamic organization, and working as a team to secure grants and funding, market the group or chronicle its activities.

Real-life experience producing real results that address real problems: all this helps Defiance graduates stand out from the crowd.

DC students also receive formal training in diversity, negotiation, mediation, and leadership through DC's Leadership Certificate Program. Workshops are conducted by certified

coaches and offered several times throughout the year.

In the unique DC Partnership for Jobs program under the McMaster School, nearby businesses and nonprofits are encouraged to hire DC students for pre-professional positions – jobs that can prepare students for the future workforce. Defiance College provides 50 percent of the funding to defray the costs of up to 2,000 hours of student employment in local organizations.

Defiance students have been hired as accountants at the local YMCA, graphic designers to launch a brand new yoga studio, and assistants at veterinarian clinics. They have been trained as managers at Biggby. And they have become sales associates for companies like Fastenal.

This pioneering program has had amazing success, nearly tripling the number of posted jobs in its first three years. What's more, a growing number of Defiance students have been hired after graduation by their Partnership for Jobs employer.

GUIDING HAND

Defiance's Office of Career Development provides career counseling and resources to encourage students to be active participants in fine-tuning their career aspirations. Director Lisa Marsalek and her staff help at every stage throughout the career planning process – from choosing a major or career to improving resume and interview skills.

Taking advantage of everything that Defiance College has to offer gives students a competitive edge heading into graduate school or the marketplace.

Each class of graduates joins hundreds of distinguished alumni who have earned degrees since Defiance College's first graduating class in 1888. They share the common values that have been woven into the college fabric for more than a century: respect for academics based in the liberal arts, sensitivity to the world and its diverse cultures, commitment to service, and the desire to achieve in successful careers.



DC students participate in the DC Cares Free Clinic.