

Vision Team 3 (Co-Curricular Outcomes) - Summary of Recommendations

Purpose & Charge

The charge for Vision Team 3 (co-curricular outcomes) is to expand [work-based learning opportunities](#), strategize how to incorporate a coordinated mentorship program into the student experience, and develop a more robust student work program. Three sub-groups were formed to develop strategies for these three objectives. The work-based learning experience (WBLE) sub-group's primary question was to determine how to best expand WBLE opportunities so that by 2040 every student will take part in one before they graduate. The Mentoring sub-group was charged with developing a mentoring network such that all students receive mentorship throughout their time at JMU. Last, the Student Work sub-group considered how JMU can incorporate a work college model to increase the number of paid on-campus roles for students, prioritizing access for students with financial need and elevating the educational value of student employment.

Vision Team 3 Work

The team reviewed institutional reports and data, engaged with cross-divisional partners, addressed overlap and sequencing needs across initiatives, and developed four integrated draft recommendations with proposed resources, timelines, and success metrics.

Recommendations

1. Create a central cross-divisional Hub to coordinate WBLEs, Mentorship, and Undergraduate Research.
 - a. Requires high-level oversight and funding to ensure collaboration across divisions.
 - b. Would host resources to help students find and track WBLEs, mentors, and research experiences.
2. Establish a micro-credentialing process through Canvas to track, administer, and acknowledge student completion of WBLEs, improving our ability to assess and report data requested by SCHEV.
 - a. Anticipated Cost: \$75,000/year for badging contract and Libraries staffing for tech support.
 - b. Would require additional faculty/staff support for instructional component of Canvas (monitoring completion, providing coaching/feedback/guidance). Cost TBD.
3. Create a scaffolded three-tiered mentorship pathway spanning all four undergraduate years with specific objectives per tier.
 - a. The first year would entail peer-to-peer mentoring to promote well-being, years 2-3 would focus on faculty mentoring to promote academic integration, and the final years would include alumni and professional mentoring for career readiness.
 - b. This would require financial and personnel resources, particularly in the first and final years.
4. Pilot a Work College-style program for on-campus student employment that incorporates access to, and affordability for, the JMU educational experience.
 - a. The program would combine tuition coverage with paid, WBLE-aligned student employment.
 - b. Initial target of 100 in-state undergraduate students through an application process (total cost \$2 million/year for 4 years).

Key Findings

Access to opportunity and quality of experience — not just participation — are the primary challenges. Mentorship functions as an overarching element across recommendations. Universal participation requires centralized coordination, sustained resources, and a clear institutional mandate.