

## **HEA LEARNING AND PROFESSIONAL OUTCOMES**

### **1. Multicultural Competence**

The graduate will develop a knowledge base of cultures and cultural practices, complex cognitive skills for decision-making in intercultural contexts, social skills to function effectively in diverse groups, and personal attributes that include flexibility and openness to new ideas.

### **2. Fundamental Skills**

The graduate will write and speak with clarity and precision to promote clear thinking and effective communication and will have the ability to develop sustained, well-reasoned, and clearly presented arguments. Graduates will be able to read critically and listen perceptively. Their quantitative and qualitative skills, along with the capacity for formal reasoning across academic disciplines and in daily life, will be strong. Graduates will possess an understanding of the personal, professional and social skills necessary to succeed as a student affairs/higher education professional, and will apply those skills in professional settings.

### **3. Generating & Using Data**

The graduate will be able to design an assessment plan, articulate learning and development outcomes, understand the distinctions between qualitative and quantitative methodologies, and select appropriate data collection and management methods.

### **4. Foster Research Skills**

The graduate will possess essential skills to locate, evaluate and document print and online sources to achieve technological fluency and research capability. Through this research mastery, the student will be transformed into an informed citizen who uses research skills to make thoughtful choices in her/his profession, education and personal life.

### **5. Leadership & Administration**

The graduate will have fundamental knowledge of theories and principles of fiscal management, strategic planning, organizational administration, and an understanding of the cultural and political landscape of higher education. Graduates will be able to achieve organizational goals through collaborative efforts and demonstrate ethical leadership.

### **6. Integrative Learning - Collaborative Work Combining Analytical & Experiential Learning**

The graduate will demonstrate the ability to connect information from disparate contexts and perspectives. These include the ability to connect the domain of ideas and philosophies to the real world, from one field of study or discipline to another, from the past to the present, from one part to the whole, from the abstract to the concrete—and vice versa.

## **7. An Examined Life/Promoting Commitment to Lifelong Learning**

The graduate will possess a strong desire to learn, to ask questions, and a willingness to consider new ideas. Graduates will have been exposed to experiential opportunities that give them the capacity to make and act upon ethical judgments, and will develop a motivation to engage in self-reflection in their academic, professional and personal lives. These learning traits advocate a lifelong pursuit of knowledge and wisdom.

## **8. Professional Foundations/Studies**

The graduate will have a command of the complexity of American higher education and will understand the impact of race, ethnicity, gender, and class on the evolution of higher education. The student will be able to apply these outcomes to everyday practice, and will have the ability to explain contemporary issues and challenges within the context of that history.

## **9. Student Development Theory**

The graduate will understand the major theories of student development and the ability to apply those theories and the design and delivery of services for students.

## **10. Teaching & Learning**

The graduate will know and be able to apply the theories and frameworks that address teaching and learning inside and outside the classroom and the ability to apply that knowledge in the design of programs and services for students.