

# BECOMING THE IDEAL GRADUATE



## DO. REFLECT. APPLY.

In addition to the excellence delivered through degree attainment, OSU students will have the opportunity to develop key competencies through their learning experience both inside and outside the classroom. Students will graduate with knowledge, skills, values and abilities that will serve as an advantage in their search for jobs and graduate programs, and ultimately lead to lasting success in their personal, public and professional lives.

Cultivating the Ideal Graduate competencies in all graduates is a priority. Students will develop these competencies through experiences such as internships, volunteering, undergraduate research, student employment and other opportunities that “stretch” the student, including exposure to high-quality visual and performing arts and study abroad experiences.

## OSU PORTFOLIO

To drive development of the four competencies, students will have access to the OSU Portfolio. This tool allows students to showcase their competency development through meaningful reflection.

The use of the portfolio will indicate a student’s successful engagement with activities and will support students in successfully articulating the value of their experiences. Further, the OSU Portfolio can be used in internship and job searches to showcase evidence of students’ skills and abilities to potential employers.

## THE COMPETENCIES

### PROFESSIONAL PREPAREDNESS

Professionally prepared graduates will demonstrate career readiness by embodying a diligent work ethic and effectively implementing their experiences of collaboration, problem solving, and communication. Graduates will embrace agile learning for lifelong career development in an ever-expanding diverse and global workplace.

- Works effectively as a member of a team
- Solves problems through critical thinking
- Communicates effectively in writing and verbally
- Gets things done through a diligent work ethic

### ENGAGED CITIZENSHIP

An engaged citizen, through respectful discourse, will take an active role in civic life, pursuing meaningful service to enhance local communities and society at large. An engaged citizen advocates for policies through actions, which positively affects communities, by embracing differences and new ideas as a lifelong learner.

- Welcomes and includes individuals of all backgrounds, cultures, and creeds
- Respects and esteems the value of diversity in community
- Exercises service to the community
- Maintains respectful citizen qualities in the digital sphere

### PERSONAL RESPONSIBILITY

Personally responsible graduates will demonstrate the ability to navigate challenging situations, display an understanding of personal and career-relevant finance, strive to expand knowledge base, and/or express resilience in problem-solving.

- Exhibits tenacity, adaptability, and persistence
- Demonstrates financial literacy
- Carries a commitment to continuous learning
- Handles ambiguity with dexterity and creativity

### ETHICAL LEADERSHIP

An ethical leader will strive for the highest common good. Ethical leaders diligently reflect on their own experiences and welcome the lived experiences and contexts of others. Ethical leaders inspire and act with care, authenticity, attention to equity, and courage, transparently embracing responsibility for moral decisions, behaviors, and actions. Ethical leadership has an imperative that all must use their influence for the betterment of others without any demand of formal titles or official roles.

- Makes decisions with integrity
- Exercises empathy
- Embraces accountability
- Demonstrates moral courage



# IDEAL GRADUATE LEARNING OUTCOMES MATRIX

	 <b>REMEMBERING &amp; UNDERSTANDING</b>	 <b>APPLYING</b>	 <b>ANALYZING &amp; EVALUATING</b>	 <b>CREATING</b>
<b>PROFESSIONAL PREPAREDNESS</b> Professionally prepared graduates will demonstrate career readiness by embodying a diligent work ethic and effectively implementing their experiences of collaboration, problem solving, and communication. Graduates will embrace agile learning for lifelong career development in an ever-expanding diverse and global workplace. <ol style="list-style-type: none"> <li>Works effectively as a member of a team</li> <li>Solves problems through critical thinking</li> <li>Communicates effectively in writing and verbally</li> <li>Gets things done through a diligent work ethic</li> </ol>	<ol style="list-style-type: none"> <li>Recognize what effective teamwork looks like</li> <li>Identify key pieces of information in a situation</li> <li>Recognize effective communication</li> <li>Explain the value of strong work ethic</li> </ol>	<ol style="list-style-type: none"> <li>Contribute in a meaningful way to a team effort</li> <li>Demonstrate applying knowledge to a new context</li> <li>Use messages appropriate to the audience, purpose, and context</li> <li>Practice a standard of conduct for activity performance</li> </ol>	<ol style="list-style-type: none"> <li>Examine how diverse skill sets contribute to concerted efforts</li> <li>Evaluate information and assimilate into decision making</li> <li>Interpret meaning through active listening</li> <li>Prioritize tasks to accomplish goal</li> </ol>	<ol style="list-style-type: none"> <li>Assemble an effective team based on individual skill sets</li> <li>Show the results of reasoning and present sound arguments</li> <li>Illustrate self-efficacy through communication</li> <li>Show results of diligent work ethic</li> </ol>
<b>PERSONAL RESPONSIBILITY</b> Personally responsible graduates will demonstrate the ability to navigate challenging situations, display an understanding of personal and career-relevant finance, strive to expand knowledge base, and/or express resilience in problem-solving. <ol style="list-style-type: none"> <li>Exhibits tenacity, adaptability, and persistence</li> <li>Demonstrates financial literacy</li> <li>Carries a commitment to continuous learning</li> <li>Handles ambiguity with dexterity and creativity</li> </ol>	<ol style="list-style-type: none"> <li>Describe tenacity, adaptability, and persistence</li> <li>Identify financial literacy concepts</li> <li>Explain the importance of continuous learning and its impact on personal and professional growth</li> <li>Recognize situations and problems that lack clear definitions or solutions, acknowledging the presence of ambiguity</li> </ol>	<ol style="list-style-type: none"> <li>Demonstrates tenacity, adaptability, or persistence</li> <li>Apply financial literacy concepts</li> <li>Seek a variety of learning opportunities both inside and outside of the classroom</li> <li>Generate innovative and original solutions to ambiguous or complex problems</li> </ol>	<ol style="list-style-type: none"> <li>Seek constructive feedback</li> <li>Determine clear financial goals</li> <li>Choose to apply newly acquired knowledge and skills</li> <li>Demonstrate the capacity to make informed and timely decisions, even when faced with incomplete information or uncertain outcomes</li> </ol>	<ol style="list-style-type: none"> <li>Improve personal growth through reflection and feedback</li> <li>Create and follow a budget</li> <li>Cultivate a growth mindset, embracing challenges and setbacks as opportunities for learning and improvement</li> <li>Act decidedly in settings characterized by uncertainty, leveraging ambiguity as an opportunity for growth, adaptability, and creative thinking</li> </ol>
<b>ENGAGED CITIZENSHIP</b> An engaged citizen, through respectful discourse, will take an active role in civic life, pursuing meaningful service to enhance local communities and society at large. An engaged citizen advocates for policies through actions, which positively affects communities, by embracing differences and new ideas as a lifelong learner. <ol style="list-style-type: none"> <li>Welcomes and includes individuals of all backgrounds, cultures, and creeds</li> <li>Respects and esteems the value of diversity in community</li> <li>Exercises service to the community</li> <li>Maintains respectful citizen qualities in the digital sphere</li> </ol>	<ol style="list-style-type: none"> <li>Recognize the value of embracing differing ideas and viewpoints</li> <li>Observe differing perspectives of diverse communities</li> <li>Discuss empathetic sensitivity toward all communities</li> <li>Recognize the importance of demonstrating respectful citizen qualities in the digital sphere</li> </ol>	<ol style="list-style-type: none"> <li>Practice embracing differing ideas and viewpoints</li> <li>Show understanding of worldview beyond their own</li> <li>Demonstrate academic and professional growth to adapt to diverse workforce</li> <li>Practice using respectful citizen qualities in the digital sphere</li> </ol>	<ol style="list-style-type: none"> <li>Analyze different viewpoints without bias.</li> <li>Prioritize understanding by recognizing and observing diverse perspectives</li> <li>Evaluate knowledge to determine best practice.</li> <li>Prioritize moral judgment to become empathetic and fair-minded leaders</li> </ol>	<ol style="list-style-type: none"> <li>Create an inclusive and safe environment for everyone</li> <li>Revise team initiatives prioritizing varied perspectives and experiences</li> <li>Assemble diverse groups to address community issues</li> <li>Generate protocols for respectful digital engagement</li> </ol>
<b>ETHICAL LEADERSHIP</b> An ethical leader will strive for the highest common good. Ethical leaders diligently reflect on their own experiences and welcome the lived experiences and contexts of others. Ethical leaders inspire and act with care, authenticity, attention to equity, and courage, transparently embracing responsibility for moral decisions, behaviors, and actions. Ethical leadership has an imperative that all must use their influence for the betterment of others without any demand of formal titles or official roles. <ol style="list-style-type: none"> <li>Makes decisions with integrity</li> <li>Exercises empathy</li> <li>Embraces accountability</li> <li>Demonstrates moral courage</li> </ol>	<ol style="list-style-type: none"> <li>Describe the importance and implications of ethical decision making</li> <li>Summarize the concepts, importance, and skill of leading with empathy</li> <li>Explain accountability in leadership and how to respond appropriately to constructive feedback</li> <li>Identify personal leadership values and areas in which other people may have differing values or cognitive dissonance</li> </ol>	<ol style="list-style-type: none"> <li>Practice integrity in decision making by acting with honesty and transparency</li> <li>Demonstrate leading with empathy by prioritizing seeking to understand others' perspectives</li> <li>Adapt accordingly based on lessons from failure, feedback, and accountability</li> <li>Practice making difficult decisions for the common good, even when they are unpopular</li> </ol>	<ol style="list-style-type: none"> <li>Justify leadership decisions ethically, valuing character and the good of others above oneself</li> <li>Relate by bridging differences and taking an empathetic approach</li> <li>Examine failures or mistakes through honest reflection, seeking feedback and making amends</li> <li>Determine leadership decisions in alignment with one's values in a way that does not harm, dehumanize, or inhibit others</li> </ol>	<ol style="list-style-type: none"> <li>Formulate ethical decisions that thoughtfully consider others to lead a group to achieve a common goal</li> <li>Build a positive and dynamic team environment by leading with empathy</li> <li>Create structures to solicit feedback of leadership work and respond with humility, transparency, and gratitude for accountability</li> <li>Act based on the highest common good by making difficult leadership decisions</li> </ol>