

1.4.5 STATEMENT OF CORE COMPETENCIES AND LEARNING OUTCOMES

1. Purpose

The curriculum at ADA University is based on a set of core competencies, which derive from and align with the University's mission, strategy, and student outcome images. These competencies, together with their corresponding learning outcomes, serve as fundamental principles that guide teaching and learning at ADA University. The purpose of this statement is to specify and define these core competencies and learning outcomes and to provide a systematic, coherent and transparent framework for both teachers and students.

2. Scope and Recommendations

This statement applies to the entire curriculum at ADA University. More specifically, the concepts outlined in this document are to guide each School's mission as well as teaching, learning and assessment at both the program and individual course level.

Responsibility for the implementation of core competencies and learning outcomes rests with the Schools and faculty of ADA University.

Not all core competencies and learning outcomes need to be represented in each individual course. Yet, each course must reflect them substantially and ensure that the entire process of teaching, learning and assessment is fully aligned with these competencies and outcomes. Courses form part of degree programs, and it is through each program and its coherent structure of courses that the Schools must ensure that competencies and outcomes are comprehensively covered.

3. Definitions

Competence is defined as a combination of knowledge, skills and attitude. *Core Competencies* are general statements of qualities that a student is expected to demonstrate upon graduation and in future workplaces, and this regardless of a specific degree program.

Each core competence is specified by a number of learning outcomes. *Learning Outcomes* are more detailed statements of what a student is expected to know, understand and be able to demonstrate upon the completion of a course or degree program. They form the basis of teaching, learning and assessment.

4. Core Competencies and Learning Outcomes

4.1 Outcome Image: Highly Intellectual Solution Providers

Competence 1: Content Knowledge and Critical Thinking

Graduates are thoroughly and systematically acquainted with their respective field of study. They are able to acquire and process relevant information independently and to apply it adequately. They habitually inquire into the validity of newly acquired information and develop a perspective of their own.

Learning Outcomes:

- a. Identify, describe and structure key concepts and areas of knowledge within a field of study.
- b. Identify, procure, construct and structure new and relevant information within an area of inquiry by making use of adequate literature, online resources and databases.
- c. Apply concepts and knowledge to new contexts (within a field of study and across disciplines).
- d. Analyze relevant concepts and information within a field of study.
- e. Evaluate the reliability, plausibility and significance of new information independently and based on clear arguments and/or evidence.
- f. Analyze and assess contemporary issues in both national and global contexts.

Competence 2: Quantitative Reasoning

Graduates are able to draw conclusions from quantitative information and to apply them adequately to a given context or problem.

Learning Outcomes:

- a. Analyze and interpret quantitative information by making use of mathematical concepts.
- b. Assess problems and develop appropriate solutions by making use of relevant quantitative information.

Competence 3: Complex Problem Solving

Graduates are able to describe and assess multifaceted and/or ill-defined situations and problems adequately, and this across disciplines and different cultural contexts. They are capable of developing appropriate solutions and of weighing alternative approaches and perspectives.

Learning Outcomes:

- a. Identify various facets and formulate a clear assessment of a multifaceted problem.
- b. Identify and assess problems and challenges within a multidisciplinary and/or transcultural context.
- c. Combine various sources and/or pieces of information and formulate adequate and tenable solutions to a previously identified and multifaceted problem.
- d. Identify and assess the strengths and weaknesses of alternative solutions and approaches to a problem.

Competence 4: Creativity

Graduates are able to develop and apply new and/or innovative ideas that are appropriate to a specific and unfamiliar situation or problem.

Learning Outcomes:

- a. Create and illustrate new and plausible connections between various and/or distinct facets of an unfamiliar situation or problem.
- b. Generate, formulate and evaluate new and/or innovative ideas that are appropriate to an unfamiliar situation or problem.
- c. Apply new and/or innovative ideas to an unfamiliar situation or problem.

4.2 Outcome Image: Close Collaborators

Competence 5: Act/Work in Contexts of Diversity and in Teams

Graduates are able to act effectively in diverse, multidisciplinary and transcultural contexts. They habitually respect and appreciate different cultures and viewpoints, are capable of constructively collaborating with others and of sharing leadership, and they are able to reconcile differences productively.

Learning Outcomes:

- a. Identify and appraise key assumptions and/or elements of different opinions, viewpoints and/or cultures.
- b. Articulate, assess and/or modify one's own perspective when interacting with others and in contexts of diversity.
- c. Recognize and assess differences, challenge differing perspectives when appropriate, and develop clearly identifiable steps for the productive resolution of conflicts.
- d. Consult others actively and create meaningful results in a diverse and/or transcultural and/or multidisciplinary working environment.
- e. Consult others actively and create meaningful results when acting in a team and/or in a context of shared leadership.

4.3 Outcome Image: Effective Communicators

Competence 6: Enhanced Communication

Graduates communicate effectively in different professional, formal and informal contexts. They are able to adapt their communication style to suit a given situation, context and target audience.

Learning Outcomes:

- a. Express thoughts and meaning clearly and concisely both in writing and in speech.
- b. Employ various forms of communication (verbal, non-verbal, visual; formal, informal, distant) in order to express thoughts and meaning effectively.
- c. Evaluate the impact of one's own behavior and communication style on others.
- d. Identify and adapt to a given communicative situation and/or target audience based on a clear assessment.

Competence 7: Strong Command of English

Graduates show a profound knowledge of English in all four language skills (listening, speaking, reading and writing). They are able to use the English language competently, confidently and in various contexts.

Learning Outcomes:

- a. Decode and analyze complex texts written in English.
- b. Decode complex verbal statements made in the English language.

- c. Articulate complex ideas clearly and comprehensively by using the English language adequately both in writing and in speech.
- d. Demonstrate versatility whilst communicating in the English language (both in writing and in speech) in various linguistic, cultural, social and professional contexts.

Competence 8: Active Listening and Participation

Graduates are able to contribute actively to different communicative situations. They make it a habit to listen attentively and with empathy, they are capable of interpreting both verbal communication and nonverbal behavior, and they are able to phrase questions and statements adequate to a given situation and topic.

Learning Outcomes:

- a. Recall and paraphrase verbal statements made by others.
- b. Identify and interpret nonverbal statements made by others.
- c. Interpret complex verbal and nonverbal communication.
- d. Develop questions and/or arguments actively and appropriate to a given statement and/or topic.
- e. Alternate adequately between different communicative functions (listening, reflecting, questioning, responding).

4.4 Outcome Image: Ethical Citizens

Competence 9: Ethics and Self-Reflection

Graduates are able to identify ethical standards and issues and to reflect upon such standards and issues and their own system of values. They act with integrity and address ethical issues in a socially responsible manner.

Learning Outcomes:

- a. Identify, describe and assess ethical and/or moral values and standards.
- b. Identify, analyze and assess ethical issues based on clear arguments.
- c. Articulate one's own core beliefs and assess them in a larger social context.
- d. Apply ethical values to individual, social and/or global problems.

Competence 10: Civic Engagement

Graduates show a profound knowledge of society as well as respect for society and for others. They are able and willing to actively promote the well-being of others and the community. They act responsibly and in the interest of social justice.

Learning Outcomes:

- a. Identify, describe and assess issues of public interest and social justice.
- b. Develop solutions to social issues on an individual and/or communal level.
- c. Compare and evaluate alternative solutions to social issues on an individual and/or communal level.
- d. Apply solutions to issues of individual or public concern individually or in active cooperation with others.