



# The Knowledge, Skills, and Abilities (KSAs) of the CSUB Graduate

First-Round Policy Delphi  
Results



# Top Ten Learning Outcomes - Desirability

## Desirable Learning Outcome

Demonstrate an understanding of the basic principles of a specific discipline or major.

Read critically and effectively.

Demonstrate the ability to link discipline-based theory and methods to real-world practice.

Demonstrate an ability to work independently.

Express satisfaction with their educational and professional preparation.

Speak critically and effectively.

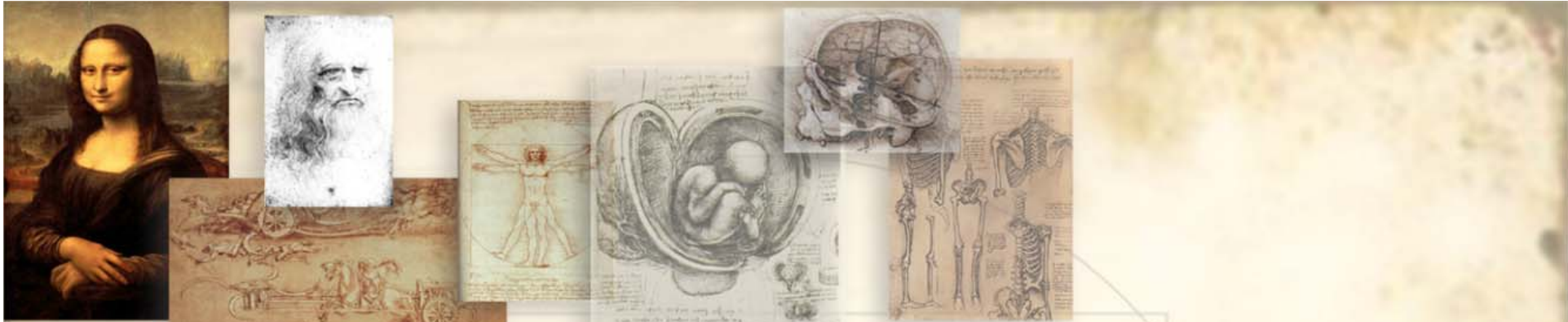
Effectively use technology to accomplish tasks and solve problems.

Develop a well-conceived ethical framework to guide decision making and behavior.

Demonstrate the ability to collect, analyze, interpret, and synthesize information.

Value diversity and demonstrate cultural understanding.

Mean	Std. Deviation
3.730	0.476
3.706	0.602
3.643	0.537
3.614	0.605
3.594	0.631
3.576	0.677
3.561	0.578
3.556	0.652
3.509	0.622
3.506	0.654



# Top Ten Learning Outcomes – Appropriateness to Career Preparation

**Read critically and effectively.**

**Be able to think critically and analytically.**

**Demonstrate an ability to work independently.**

**Demonstrate an understanding of the basic principles of a specific discipline or major.**

**Write critically and effectively.**

**Effectively use technology to accomplish tasks and solve problems.**

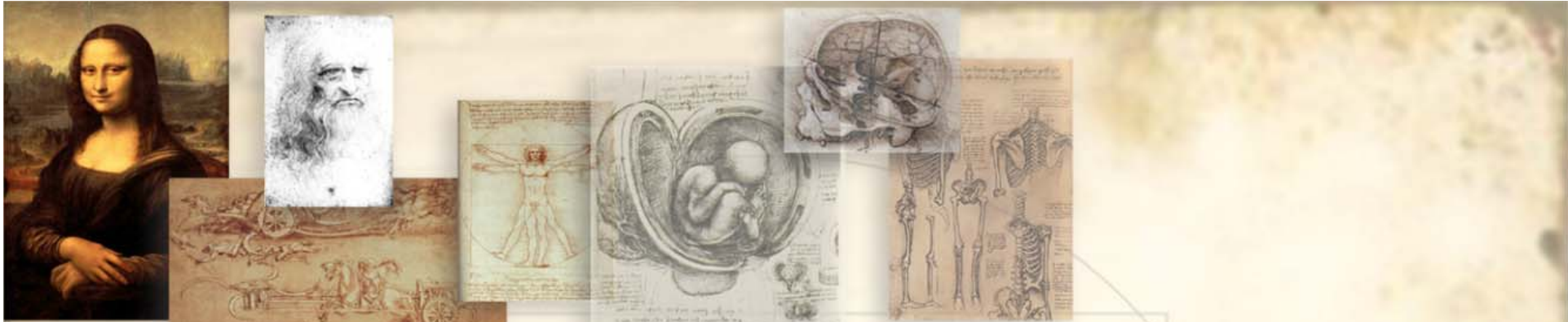
**Speak critically and effectively.**

**Develop a well-conceived ethical framework to guide decision making and behavior.**

**Demonstrate an ability to work well with others and in groups or teams.**

**Demonstrate the ability to link discipline-based theory and methods to real-world practice.**

Mean	Std. Deviation
3.692	0.554
3.650	0.638
3.646	0.506
3.633	0.554
3.611	0.652
3.607	0.526
3.606	0.601
3.604	0.616
3.580	0.637
3.578	0.579



# Top Ten Learning Outcomes – Appropriateness to General Education

**Read critically and effectively.**

**Write critically and effectively.**

**Demonstrate an ability to work independently.**

**Be able to think critically and analytically.**

**Speak critically and effectively.**

**Effectively use technology to accomplish tasks and solve problems.**

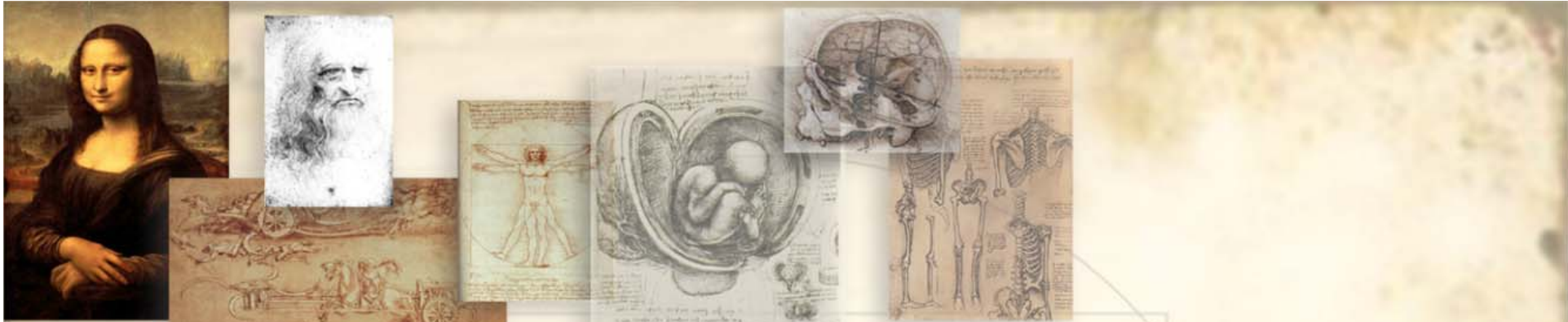
**Develop a well-conceived ethical framework to guide decision making and behavior.**

**Be able to perform the core mathematical calculations.**

**Value diversity and demonstrate cultural understanding.**

**Demonstrate a systematic approach to problem solving.**

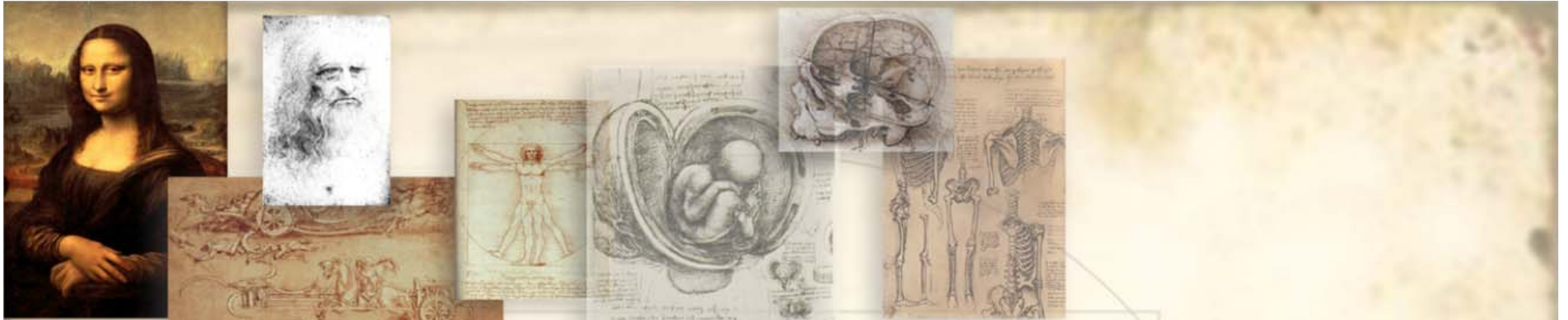
<b>Mean</b>	<b>Std. Deviation</b>
<b>3.606</b>	<b>0.531</b>
<b>3.585</b>	<b>0.590</b>
<b>3.513</b>	<b>0.576</b>
<b>3.493</b>	<b>0.621</b>
<b>3.472</b>	<b>0.568</b>
<b>3.447</b>	<b>0.569</b>
<b>3.437</b>	<b>0.653</b>
<b>3.394</b>	<b>0.558</b>
<b>3.385</b>	<b>0.676</b>
<b>3.351</b>	<b>0.635</b>



# Top Ten Learning Outcomes – Appropriateness to Specific Discipline

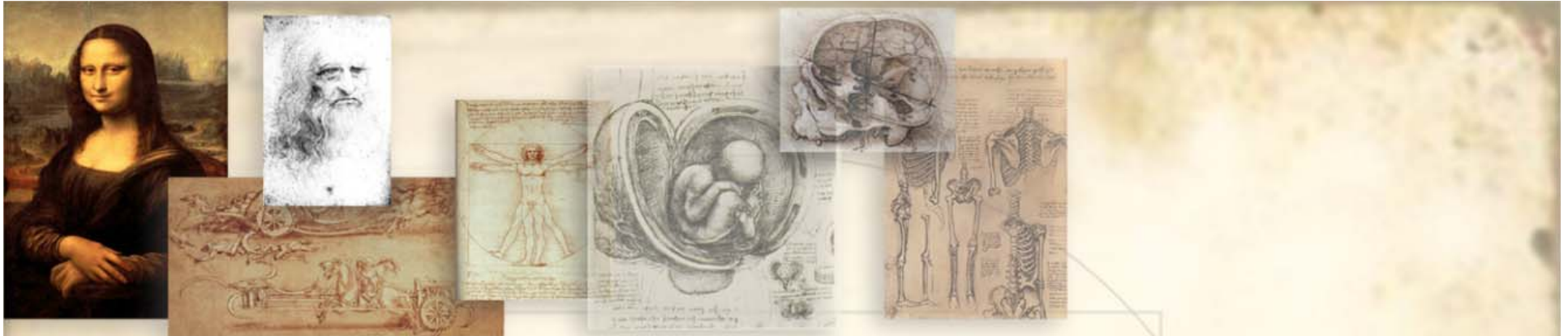
- Demonstrate an understanding of the basic principles of a specific discipline or major.**
- Read critically and effectively.**
- Demonstrate the ability to link discipline-based theory and methods to real-world practice.**
- Be able to think critically and analytically.**
- Write critically and effectively.**
- Demonstrate the ability to collect, analyze, interpret, and synthesize information.**
- Demonstrate an ability to work independently.**
- Speak critically and effectively.**
- Develop a well-conceived ethical framework to guide decision making and behavior.**
- Effectively use technology to accomplish tasks and solve problems.**

Mean	Std. Deviation
3.709	0.528
3.700	0.572
3.693	0.563
3.653	0.597
3.628	0.617
3.623	0.579
3.595	0.555
3.575	0.647
3.566	0.651
3.563	0.558



# Top Ten Learning Outcomes – Most Important for a Graduate of CSUB

	Mean	Std. Deviation
Critical Thinking	0.877	0.330
Problem Solving	0.788	0.410
Critical Writing	0.664	0.474
Critical Reading	0.596	0.492
Critical Speaking	0.575	0.496
Effective Interpersonal Skills	0.562	0.498
Ethical Framework	0.507	0.502
Diversity and Cultural Understanding	0.486	0.502
Application of a Discipline to Real World	0.459	0.500
Ability to Work Independently	0.452	0.499



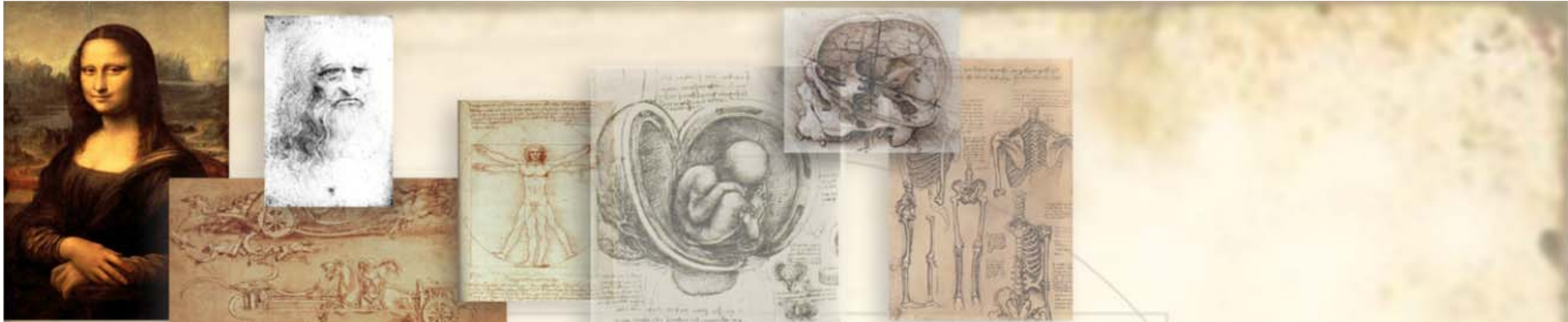
# Number of Top Ten Occurrences in Five Lists

<b>Learning Outcome</b>	<b>Top Tens</b>
Speak critically and effectively.	5
Read critically and effectively.	5
Develop a well-conceived ethical framework to guide decision-making and behavior.	5
Demonstrate an ability to work independently.	5
Write critically and effectively.	4
Effectively use technology to accomplish tasks and solve problems.	4
Demonstrate the ability to link discipline-based theory and methods to real-world situations.	4
Think critically and analytically.	4
Value diversity and demonstrate cultural understanding.	3
Demonstrate an understanding of the basic principles of a discipline or major.	3
Demonstrate an ability to collect, analyze, interpret, and synthesize information.	2
Demonstrate a systematic approach to problem solving.	2
Develop and demonstrate effective interpersonal skills	1
Demonstrate an ability to work well with others and in groups or teams.	1
Perform the core mathematical calculations.	1
Express satisfaction with his or her educational and professional preparation.	1



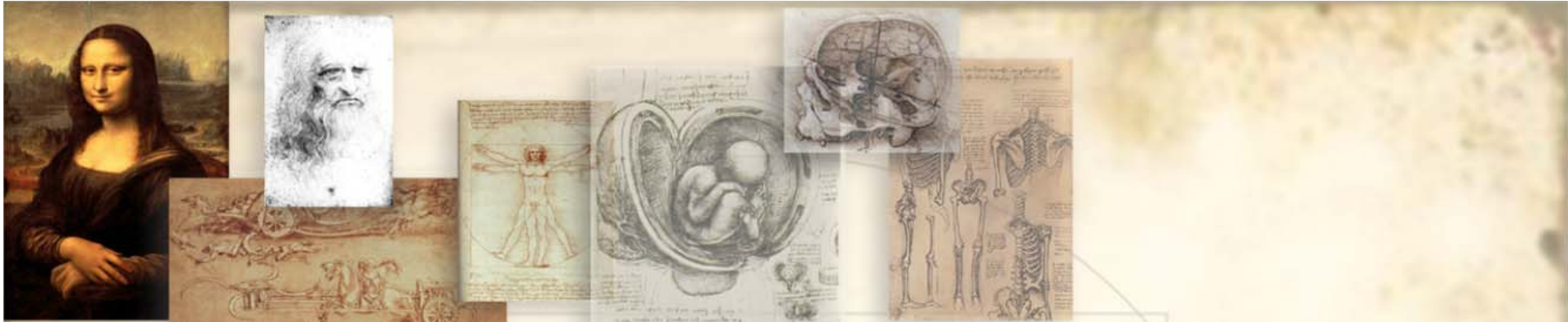
# Additional Learning Outcomes Mentioned by at Least 5%

<b>Additional Learning Outcome</b>	<b>Mentions</b>	<b>% of Respondents</b>
Real-world preparation and experience	9	19.1%
Confidence in KSA	4	8.5%
Adaptability	4	8.5%
Community service/citizenship	3	6.4%
Personal presentation skills	3	6.4%



# Knowledge, Skills, and Abilities Necessary in Ten Years (At Least 5% Mentions)

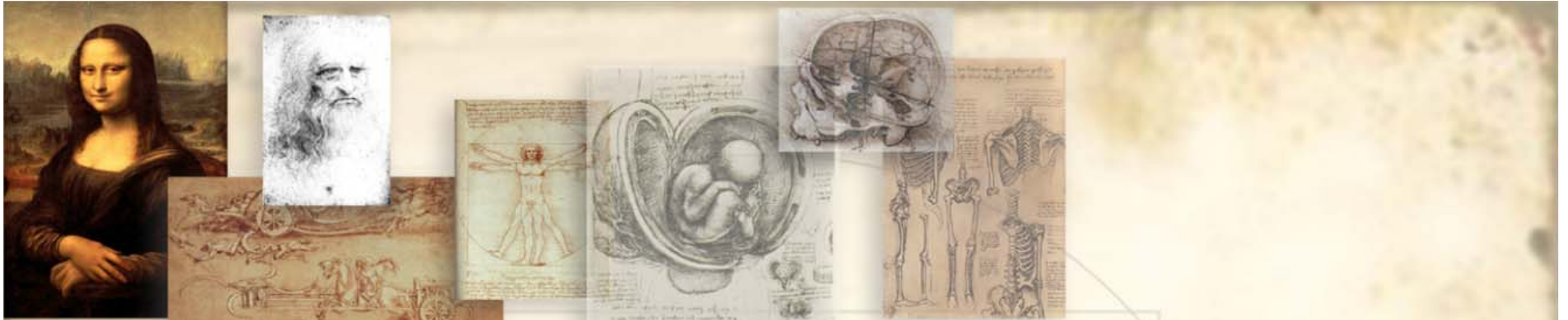
Ten-Year KSA's	Mentions	% of Respondents
Technology applications	32	40.5%
Adaptability/ Future thinking	12	15.2%
Critical thinking/analysis/synthesis	11	13.9%
Lifelong learning	10	12.7%
Multiculturalism/Globalism	10	12.7%
Critical writing	6	7.6%
Critical speaking	6	7.6%
Teamwork/interpersonal skills	6	7.6%
Problem-solving	5	6.3%
Diversity	5	6.3%
Ethics/integrity/accountability/personal responsibility	5	6.3%



# Future Actions of Individual Faculty to Achieve KSAs (At least 5% Mentions)

## Actions of Individual Faculty to Develop KSAs

Actions of Individual Faculty to Develop KSAs	Mentions	% of Respondents
Mentoring, intervention, interaction with students	17	18.3%
Assessment, goals, objectives, learning outcomes, lesson plans, student expectations	12	12.9%
Faculty competence, knowledge, and oversight	12	12.9%
Patience, respect, fairness, caring	9	9.7%
Real-world applications, instructors, internships	6	6.5%
Quality control of student performance	6	6.5%
Better advising	5	5.4%



# Future Actions of Departments to Achieve KSAs (At least 5% Mentions)

<b>Actions of Individual Departments to Develop KSAs</b>	<b>Mentions</b>	<b>% of Respondents</b>
Implement goals, objectives, assessment, learning outcomes	11	13.8%
Faculty competence and currency	11	13.8%
Focus on real-world experience and outcomes	7	8.8%
Interdisciplinary communication and coordination	6	7.5%
Fairness, patience, understanding of students	5	6.3%
Better advising of students	5	6.3%
Quality control of curriculum	4	5.0%
Mentoring, intervention, interaction	4	5.0%



# Future Actions of Schools to Achieve KSAs (At least 5% Mentions)

## Actions of Individual Schools to Develop KSAs

- Faculty and adjunct competence and currency, reward competence
- Common learning outcomes, best practices, assessment, link classes to mission
- Interdepartmental coordination and communication
- Quality control of student outcomes
- Mentoring, interaction, intervention with students
- Investment in faculty, faculty support
- Better course structuring and program development

	<b>Mentions</b>	<b>% of Respondents</b>
Faculty and adjunct competence and currency, reward competence	8	<b>11.0%</b>
Common learning outcomes, best practices, assessment, link classes to mission	7	<b>9.6%</b>
Interdepartmental coordination and communication	6	<b>8.2%</b>
Quality control of student outcomes	6	<b>8.2%</b>
Mentoring, interaction, intervention with students	5	<b>6.8%</b>
Investment in faculty, faculty support	4	<b>5.5%</b>
Better course structuring and program development	4	<b>5.5%</b>



# Future Actions of CSUB to Achieve KSAs (At least 5% Mentions)

## Actions by University to Develop KSAs

Faculty competence and currency, reward competence

Assessment, learning outcomes, measurement, link curriculum to mission

Promote active learning

Adequate funding

Funding linked to outcomes

Quality control of student outcomes

Mentions	% of Respondents
10	14.1%
6	8.5%
6	8.5%
5	7.0%
4	5.6%
4	5.6%