

Projected Learning Outcomes - Multicultural Resource Center (MRC)		Assistantship Projected Learning Outcomes
3	Primary Focus: Multiple responsibilities specific to the learning outcome	
2	Secondary Focus: Few responsibilities specific to the learning outcome	
1	Minimal Focus: No responsibilities specific to the learning outcomes	
1. Foundations of Student Affairs		
1.1.1	Knowledge of and ability to articulate historical, philosophical, and contextual foundations	2
1.1.2	Knowledge of and ability to articulate contemporary issues in Student Affairs	3
1.1.3	Knowledge of and ability to articulate role of Student Affairs	2
1.2	Experience-based evidence of understanding of multiple functional areas within Student Affairs	1
2. Student Development and Outcomes		
2.1.1	Understanding of psychosocial, cognitive, college impact, and learning theories	3
2.1.2	Understanding of selected counseling theories and practices	3
2.1.3	Understanding of the characteristics of effective educational interventions	3
2.2	Ability to apply theory to practice in both specialized and generalist areas	3
2.3	Ability to apply theory to develop effective educational programs	1
3. Professional Competencies		
3.1.1	Experience-based evidence of management skills (projects, budgeting, marketing, legal issues, etc.)	2
3.1.2	Experience-based evidence of program planning	1
3.1.3	Experience-based evidence of program implementation	1
3.2.1	Demonstration of active listening skills	3
3.2.2	Demonstration of empathy, integrity, and compassion in interactions with others	3
3.2.3	Demonstration of cross cultural communication skills	3
3.2.4	Demonstration of group facilitation	1
3.2.5	Demonstration of crisis intervention skills	2
3.2.6	Demonstration of mediation skills	2
3.2.7	Demonstration of leadership and teamwork skills	3
3.3	Knowledge and demonstration of adherence to applicable professional ethical standards	3
4. Inter- and Intrapersonal Skills		
4.1.1	Demonstration of self-understanding and commitment to on-going development	3
4.1.2	Demonstration of interest in and ability to learn about individuals different than oneself	3
4.1.3	Demonstration of interest in and ability to learn about ideas and beliefs different than one's own	3
4.1.4	Demonstration of self-management	3
5. Commitment to and understanding of issues related social justice		
5.1	Knowledge of existing systems of oppression (racism, sexism, ability, homophobia, etc.), how they influence students' experiences, and the role of advocacy in student affairs	3
5.2	Evidence of integration of a social justice perspective in professional functions	3
6. Research and Assessment		
6.1	Knowledge of and ability to employ good practices that focus on the effectiveness of programs and services	2
6.2	Knowledge of and ability to design and implement thorough assessment efforts, including the identification of new key questions, resources, and target populations	2
6.3	Knowledge of and ability to create instruments and/or protocols for assessing important questions	1
6.4	Knowledge of and ability to identify, evaluate, and utilize existing instruments and protocols	2
6.5	Knowledge of and ability to analyze and utilize multiple sources of data to reach useable conclusions	2
6.6	Knowledge of and ability to credibly convey key findings/recommendations to stakeholders and constituents	2