

Projected Learning Outcomes - <b>area responsible</b> : SMART Program, UG Admission		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	
<b>1. Foundations of Student Affairs</b>		
1.1.1	Knowledge of and ability to articulate historical, philosophical, and contextual foundations	3
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	3
1.2	Experience-based evidence of understanding of multiple functional areas within Student Affairs	2
<b>2. Student Development and Outcomes</b>		
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	2
2.3	Ability to apply theory to develop effective educational programs	2
<b>3. Professional Competencies</b>		
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	3
3.1.3	Experience-based evidence of program implementation	3
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	3
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
<b>4. Inter- and Intrapersonal Skills</b>		
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
<b>5. Commitment to and understanding of issues related social justice</b>		
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	2
5.2	Evidence of integration of a social justice perspective in professional functions	2
<b>6. Research and Assessment</b>		
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	1
6.3	Knowledge of and ability to create instruments and/or protocols for assessing important questions	2
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	1
6.6	Knowledge of and ability to credibly convey key findings/recommendations to stakeholders and constituents	2