

NORTHWEST MISSOURI STATE UNIVERSITY: INSTITUTIONAL LEARNING OUTCOMES

Outcomes		Descriptors
Communicating	Northwest students will understand the role of writing and speaking in living and learning.	<p>They will:</p> <ul style="list-style-type: none"> • Use speaking and writing to respond effectively to a variety of purposes and audiences • Understand the relationship between form and content in speaking and writing • Speak and write in a variety of genres and media • Use visuals, non-alphabetic text, and non-verbal components successfully within spoken and written texts • Speak and write individually and as part of a team to accomplish individual and team goals • Use research effectively in spoken and written texts • Analyze and evaluate their own and others' speaking and writing
Critical Thinking	Northwest students will engage in disciplined thought to generate and communicate ideas.	<p>They will:</p> <ul style="list-style-type: none"> • Assimilate, retain, and interpret information • Utilize information to generate reasonable hypotheses and draw educated conclusions. • Elucidate solutions based on these conclusions with the ability to self-evaluate their effectiveness • Recognize that this process is self-reflective and continuous • Produce original expression of ideas
Managing Information	Northwest students will locate, retrieve, organize, store, synthesize, and annotate various forms of information.	<p>They will:</p> <ul style="list-style-type: none"> • Access and generate information using contemporary technologies • Evaluate information for currency, usefulness, and accuracy • Reorganize information for purpose • Present information clearly
Valuing	Northwest students will understand the formation and context of values.	<p>They will:</p> <ul style="list-style-type: none"> • Evaluate the difference between true and false beliefs, right and wrong actions, as well as those values that underlie artistic expression and make appropriate decisions based on these values. • Compare historical and cultural value perspectives recognizing similarities and conflicts • Clarify and articulate a personal value system in relationship to these cultural perspectives • Recognize the ramifications of value decisions of self and others particularly in team environments • Consider multiple perspectives, recognize biases, deal with ambiguity, and form and defend reasoned positions
Diversity, Equity, and Inclusion	Northwest students will be culturally competent citizens who understand and engage comfortably with difference.	<p>They will:</p> <ul style="list-style-type: none"> • Use critical thinking tools to identify their own assumptions about marginalized individuals • Demonstrate knowledge of the history of forms of oppression and their current manifestations • Identify social and institutional changes that will foster equity and inclusion • Identify implicit and explicit bias in organizational policies, procedures, and practices. • Develop solutions through collaboration with others in diverse settings • Evaluate positions in critical conversations about social issues, respecting the different opinions of others even while defending their own.
Teamwork	Northwest students will engage in team-based activities, and understand the logistics, value and challenges of effective teamwork.	<p>They will:</p> <ul style="list-style-type: none"> • Recognize and practice the stages of team formation and performance • Recognize and effectively utilize task and/or maintenance-dimension roles • Develop effective and ethical collaborative relationships • Develop and use strategies to negotiate and manage conflict in team settings • Evaluate team performances, both for individual contributions and general outcomes •
Leadership	Northwest students will understand effective and ethical leadership, and practice the skills required for such leadership.	<p>They will:</p> <ul style="list-style-type: none"> • Understand and develop leadership traits including accountability, integrity and commitment. • Value and practice organization, timeliness of work, prioritization, and delegation • Recognize opportunities for leadership and the strategies for leading in a variety of contexts