

## University Learning Outcomes and Competency-Based Education

### University Learning Outcomes

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Capella University is dedicated to providing learners an education that helps them advance in their careers. At the foundation of its curriculum are specific, professionally relevant expected learning outcomes—knowledge, skills, and professional dispositions—that learners should be able to demonstrate by the completion of their studies and which help them be prepared for workplace success.

1. **Communication** – Capella graduates are expected to understand and express thought and ideas in varied settings, using suitable communication and information technology resources and competencies.
2. **Critical/Creative Thinking** – Capella graduates are expected to critically examine, analyze, and evaluate thinking, and generate responses to ideas and problems that demonstrate recognized intellectual standards and creativity.
3. **Discipline-Specific Scholarship** – Capella graduates are expected to demonstrate a knowledge of the structure of their field and respect for the contributions and strengths of other disciplines in a way that becomes habit of mind.
4. **Diversity** – Capella graduates are expected to demonstrate an awareness of and appreciation for group and individual differences of all people and to respond to those differences in a respectful and inclusive manner.
5. **Ethical Conduct** – Capella graduates are expected to demonstrate personal and professional conduct that reflects the values and beliefs of their discipline and respect for rights of others in all academic and professional interactions.
6. **Information Literacy** – Capella graduates are expected to identify information needs, effectively locate, evaluate, use and communicate information using appropriate technologies with knowledge of the legal, ethical, social, professional and discipline-specific issues surrounding the creation, dissemination, and use of information.
7. **Information Technology** – Capella graduates are expected to critically evaluate, select, and use discipline-appropriate technology to meet a variety of professional and personal needs.
8. **Personal Effectiveness/Leadership** – Capella graduates are expected to articulate and demonstrate effective leadership in diverse environments through emotional intelligence, personal integrity, and effective relationships.
9. **Professional Competence** – Capella graduates are expected to apply the specialized knowledge associated with their professional practice area, demonstrating insight, adaptability, decisiveness, and responsibility in professional interactions.
10. **Research** – Capella graduates are expected to demonstrate the knowledge and skills necessary to systematically analyze theoretical issues or investigate real-world phenomena, using the methods relevant to their discipline, and solve problems in ways that contribute to new knowledge.

11. **Writing** – Capella graduates are expected to write clearly, accurately, and professionally, incorporating sources appropriately, according to the requirements of their discipline.

## Defining Learning Outcomes

Competency-based education involves defining what success looks like in a particular field and then developing the most direct educational path to that success. To develop an academic program, Capella's scholar-practitioner faculty determine the knowledge and professional standards and guidelines for curriculum in their discipline, while employers in the sectors Capella serves advise on what is expected from their best employees. Capella uses these insights to focus its academic programs on specific, measurable expectations called learning outcomes.

The university outcomes are aligned to the program outcomes which are aligned to course competencies and scoring guide criteria as shown below.

