



**ORU** GENERAL EDUCATION WORKSHOP  
WELCOME & REMARKS  
08/03/11 Dr. Ralph Fagin

**ORU**

***The Quality Challenges are Mounting:  
Is Higher Education Ready to Lead?***

The Higher Learning Commission's 2011 Annual Conference

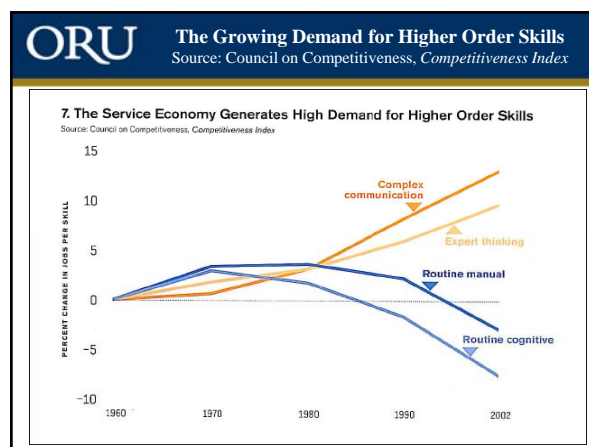
Carol Geary Schneider, President,  
Association of American Colleges and Universities

Chicago, Illinois  
April 11, 2011

**ORU** *Employers Are Raising the Bar*

- 91% of employers say that they are “asking employees to **take on more responsibilities** and to **use a broader set of skills** than in the past”
- 90% of employers say that their “employees are expected to **work harder to coordinate with other departments** than in the past.”
- 88% of employers say that “the **challenges their employees face are more complex** than they were in the past.”
- 88% of employers agree that “to succeed in their companies, employees need **higher levels of learning and knowledge** than they did in the past”

Source: “Raising the Bar: Employers’ Views on College Learning in the Wake of the Economic Downturn” (AAC&U and Hart Research Associates, 2010)



**ORU** *Key Capabilities Open the Door for Career Success and Earnings*

“Irrespective of college major or institutional selectivity, what matters to career success is students’ development of a **broad set of cross-cutting capacities...**”

*Anthony Carnevale, Georgetown University  
Center on Education and the Workforce*

**ORU** *% of Employers Who Want Colleges to Place More Emphasis on Learning Outcomes:*

Knowledge of Human Cultures and the Physical and Natural World	
Science and Technology	70%
Global issues	67%
The role of the US in the World	57%
Cultural diversity in the US and other countries	57%
Civic knowledge, participation, and engagement	52%

Hart Research (2010)

<b>ORU</b> % of Employers Who Want Colleges to Place More Emphasis on Learning Outcomes:	
Intellectual and Practical Skills	
Written and oral communication	89%
Critical thinking and analytic reasoning	81%
Complex problem solving	75%
Teamwork skills in diverse groups	71%
Creativity and innovation	70%
Information literacy	68%
Quantitative reasoning	63%
Hart Research (2010)	

<b>ORU</b> % of Employers Who Want Colleges to Place More Emphasis on Learning Outcomes:	
Personal and Social Responsibility	
Ethical decision making	75%
Intercultural competence (teamwork in diverse groups)	71%
Intercultural knowledge (global issues)	67%
Civic knowledge, participation, and engagement	52%
Integrative and Applied Learning	
Applied knowledge in real-world settings	79%
Hart Research (2010)	

**ORU** *The Salary Premium for Liberal Education Outcomes*

From a federal database analyzing qualifications for 1,100 different jobs, there is consistent evidence that the highest salaries apply to positions that call for intensive use of liberal education capabilities, including (random order):

- *Writing*
- *Inductive and Deductive Reasoning*
- *Judgment and Decision Making*
- *Problem Solving*
- *Social/Interpersonal Skills*
- *Mathematics*
- *Originality*

Source: Georgetown University Center on Education and the Workforce

**ORU** *The Key Elements for a Compelling Quality Framework Already Are in Hand*

- **Consensus Aims and Outcomes**
- **Practices that Foster Achievement AND Completion**
- **Evidence on “What Works” for Underserved Students**
- **Assessments That Raise – and Reveal – the Level of Learning**

**ORU** *Assessments That Raise and Reveal Learning*

- **Across higher education, faculty are inventing forms of assessment anchored in the curriculum and focused on students’ actual work**
- **High impact practices are natural sites for examining student gains over time**

**ORU** *Practices that Enable Achievement, Completion, and Assessment*

- **First-Year Seminars and Experiences**
- **Common Intellectual Experiences**
- **Learning Communities**
- **Writing-Intensive Courses**
- **Collaborative Assignments and Projects**
- **Undergraduate Research**
- **Diversity/Global Learning**
- **Service Learning, Community-Based Learning**
- **Internships**
- **Capstone Courses and Projects**