

## Integrating Educational Goals Within Your Training Curriculum

The Effordability Summit,  
UW-Stout, Menomonie, WI  
(Presentation handout at [esdi.us](http://esdi.us))

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## About me...

- UNIV. OF MINN. SINCE 1993 (ON AND OFF).
- WEB-BASED EDUCATION COMMISSIONER.
- ASST. PROF. COLLEGE OF PHARMACY.
- ALLEN INTERACTIONS.
- ASSOC. DIRECTOR, CTL, MINNSTATE (AKA MNSCU).
- ALLINA HEALTH.

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## Currently

- CREATING OER CONTENT AND COURSES
  - TIME MANAGEMENT
  - LOGIC AND REASONING FOR EVERY DAY LIFE
  - ELEMENTARY STATISTICAL CONCEPTS, AND THE LOGIC OF THE SCIENTIFIC METHOD
  - MOTIVATIONAL SELF-ANALYSIS
- VIDEO ESSAYS AND DIGESTS

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## Today

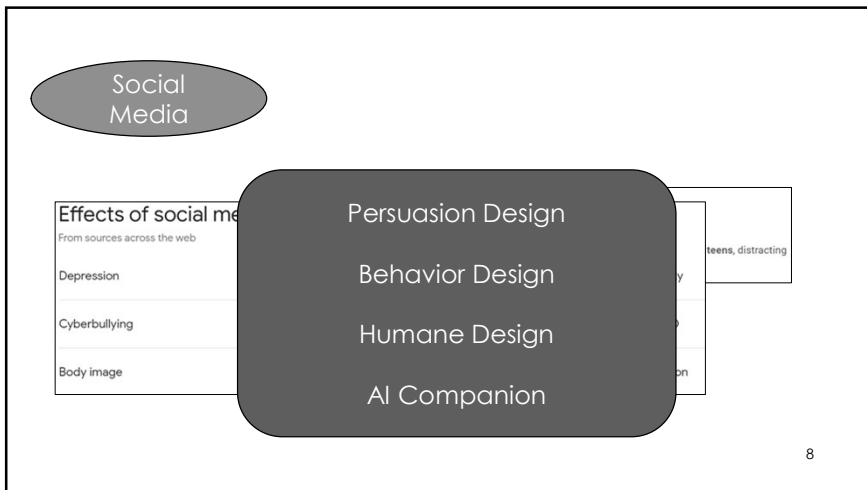
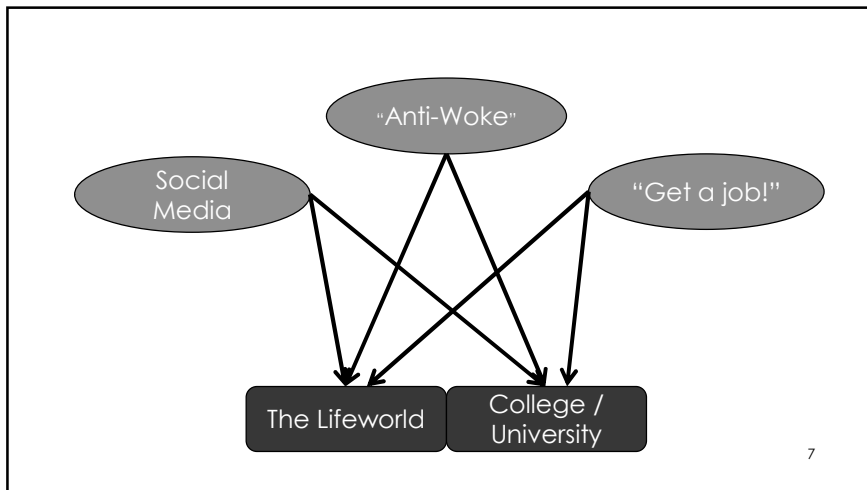
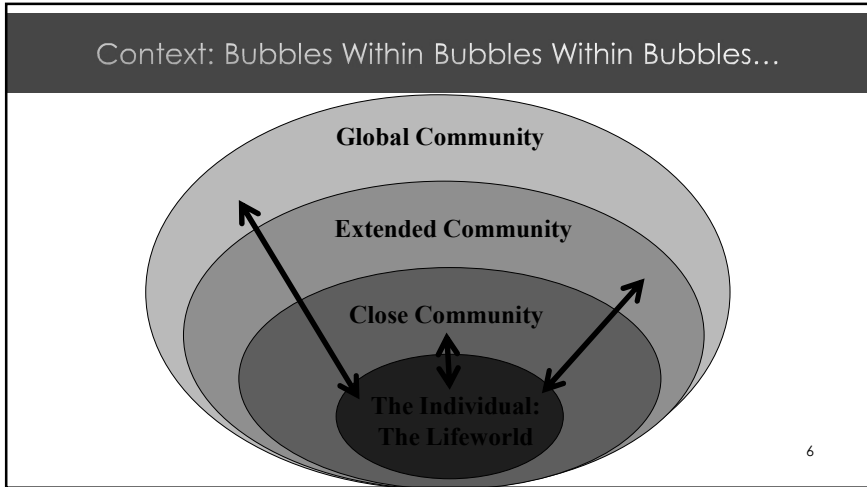
- OUR CAPABILITIES AS INDIVIDUALS
- THE INDIVIDUAL IN CONTEXT
- WHERE LIBERAL EDUCATION FITS IN
- LIBERAL EDUCATION IN YOUR CURRICULUM

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### THE INDIVIDUAL

- WE ARE INEVITABLY LOGICAL BEINGS.
- WE ARE CAPABLE OF SELF-AWARENESS.
- WE ARE CAPABLE OF EMPATHETIC UNDERSTANDING.

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"Anti-Woke"

Woke: "...aware of and actively attentive to important societal facts and issues (especially issues of racial and social justice)."  
(<https://www.merriam-webster.com/dictionary/woke>)

"Get a job!"

Google search: humanities programs eliminated

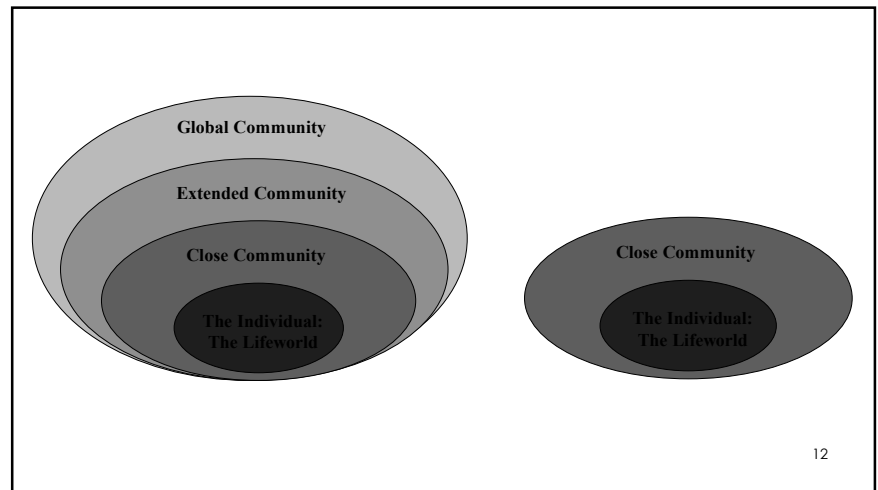
Social Media

"Anti-Woke"

"Get a job!"

- Decreasing attention span.
- Increased reactivity.
- Decrease in calm, deliberate, reflective processing, and conversation.
- Argue in sound bites, and emotive language.
- Decrease in concern or empathy for "the other."
- Increased concern with "tribal" and personal welfare.
- Focus on local or "close community" issues.
- Increase in "othering."
- Antipathy towards globalism.
- Focus on economic (in)security.
- Lack of appreciation for soft-skills, theoretical, "ivory tower" knowledge.
- Focus on instrumental skills. "Dehumanization" of the curriculum.

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SOCIAL MEDIA

"ANTI-WOKE"

Get a job!

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Get a job!

WHAT SKILLS ARE CEOs AND  
HR DIRECTORS LOOKING FOR?

SKILLS AI CAN'T REPLACE

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Google search - highly rated job skills

- COMMUNICATION SKILLS.
- LEADERSHIP SKILLS.
- TEAMWORK SKILLS.
- INTERPERSONAL SKILLS.
- LEARNING/ADAPTABILITY SKILLS.
- SELF-MANAGEMENT SKILLS.
- ORGANIZATIONAL SKILLS.
- COMPUTER SKILLS.
- PROBLEM-SOLVING SKILLS.
- OPEN-MINDEDNESS.

<https://www.indeed.com/career-advice/resumes-cover-letters/skills-employers-look-for>

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Google search - skills ai can't replace

- CRITICAL THINKING
- JUDGMENT AND COMPLEX DECISION MAKING
- EMOTIONAL INTELLIGENCE (EQ) AND EMPATHY
- CREATIVITY
- COLLABORATION AND TEAMWORK
- INTERPERSONAL COMMUNICATION SKILLS.
- ADAPTABILITY AND FLEXIBILITY
- CULTURAL INTELLIGENCE AND DIVERSITY
- ETHICAL AWARENESS
- LEADERSHIP SKILLS

<https://www.forbes.com/sites/bernardmarr/2022/05/20/10-skills-robots-cant-replace-in-the-workplace-yet/?sh=46c9e23951a8>

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Education vs Training

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<p style="text-align: center;">Education</p> <ul style="list-style-type: none"> <li>■ Individual.</li> <li>■ Liberating Skills.</li> <li>■ Autonomy within community.</li> <li>■ Where and how to sail any boat.</li> <li>■ Self-aware, questioning, self-directed.</li> </ul>	<p style="text-align: center;">Training</p> <ul style="list-style-type: none"> <li>■ Corporation: Human Resource within a hierarchy.</li> <li>■ Instrumental Skills.</li> <li>■ Accepts authority, without questioning.</li> <li>■ How to manage the bilge on a specific boat.</li> <li>■ Docile cog in a wheel, subservient.</li> </ul>
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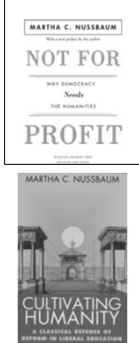
What we know...

- WE ALL HAVE ESSENTIAL CAPABILITIES.
  - SELF-AWARENESS.
  - LOGIC AND REASONING (CRITICAL THINKING).
  - EMPATHY.

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Nussbaum and the Goals of Liberal Education

- CRITICAL SELF-EXAMINATION: TO BE ABLE TO CRITICALLY EXAMINE ONE'S OWN PREJUDICES.
- GLOBAL PERSPECTIVE: TO REGARD ONESELF AS A WORLD CITIZEN.
- EMPATHY: TO SEE ONESELF IN OTHERS. CULTIVATING THE NARRATIVE IMAGINATION.



<https://frontiersjournal.org/index.php/Frontiers/article/view/161>

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### Liberal Education

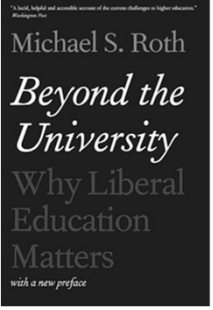
THE AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE DESCRIBES A LIBERAL EDUCATION IN THIS WAY: "IDEALLY, A LIBERAL EDUCATION PRODUCES PERSONS WHO ARE OPEN-MINDED AND FREE FROM PROVINCIALISM, DOGMA, PRECONCEPTION, AND IDEOLOGY; CONSCIOUS OF THEIR OPINIONS AND JUDGMENTS; REFLECTIVE OF THEIR ACTIONS; AND AWARE OF THEIR PLACE IN THE SOCIAL AND NATURAL WORLDS."

LIBERALLY EDUCATED PEOPLE ARE SKEPTICAL OF THEIR OWN TRADITIONS; THEY ARE TRAINED TO THINK FOR THEMSELVES RATHER THAN CONFORM TO HIGHER AUTHORITIES.

[https://en.wikipedia.org/wiki/Liberal\\_Education](https://en.wikipedia.org/wiki/Liberal_Education)


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- RABINDRANATH TAGORE
- JOHN RAWLS
- MARTHA NUSSBAUM
- AMARTYA SEN
- JUDITH BUTLER
- MICHAEL S. ROTH



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### Liberal Education and AAC&U



- FOUNDED IN 1915.
- HUNDREDS OF INSTITUTIONS IN OVER 25 COUNTRIES.
- INDIVIDUAL MEMBERSHIPS.
- THE AMERICAN ASSOCIATION OF COLLEGES AND UNIVERSITIES IS A GLOBAL MEMBERSHIP ORGANIZATION DEDICATED TO ADVANCING THE VITALITY AND DEMOCRATIC PURPOSES OF UNDERGRADUATE LIBERAL EDUCATION.
- THROUGH OUR PROGRAMS AND EVENTS, PUBLICATIONS AND RESEARCH, PUBLIC ADVOCACY AND CAMPUS-BASED PROJECTS, AAC&U SERVES AS A CATALYST AND FACILITATOR FOR INNOVATIONS THAT IMPROVE EDUCATIONAL QUALITY AND EQUITY AND THAT SUPPORT THE SUCCESS OF ALL STUDENTS.

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### aacu.org

- ESSENTIAL LEARNING OUTCOMES (ELOs), THE VALID ASSESSMENT OF LEARNING IN UNDERGRADUATE EDUCATION (VALUE), AND THE VALUE RUBRICS.
- HIGH-IMPACT PRACTICES

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### The Valid Assessment of Learning in Undergraduate Education (VALUE) and High-Impact Practices

- VALUE RUBRICS. FROM 2007 TO 2009, TEAMS OF FACULTY EXPERTS REPRESENTING COLLEGES AND UNIVERSITIES ACROSS THE UNITED STATES WORKED TOGETHER TO DEVELOP 16 VALUE RUBRICS. THE RUBRICS ARTICULATE FUNDAMENTAL CRITERIA FOR THE RELATED LEARNING OUTCOMES AND INCLUDE PERFORMANCE DESCRIPTORS DEMONSTRATING PROGRESSIVELY MORE SOPHISTICATED LEVELS OF ATTAINMENT. UTILIZED BY MORE THAN 5,600 DISCRETE ORGANIZATIONS ACROSS 142 COUNTRIES, THE VALUE RUBRICS HAVE MADE AN ESSENTIAL CONTRIBUTION TO THE DIALOGUE ON THE ASSESSMENT OF COLLEGE LEARNING.
- HIGH-IMPACT PRACTICES. THESE TEACHING AND LEARNING ARE DESIGNATED AS "HIGH-IMPACT PRACTICES," OR HIPs, BASED ON EVIDENCE OF SIGNIFICANT EDUCATIONAL BENEFITS FOR STUDENTS WHO PARTICIPATE IN THEM—INCLUDING AND ESPECIALLY THOSE FROM DEMOGRAPHIC GROUPS HISTORICALLY UNDERSERVED BY HIGHER EDUCATION.

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### Valid Assessment of Learning in Undergraduate Education (VALUE)

<https://www.aacu.org/initiatives-2/value>

- VALUE RUBRICS.
- THE VALUE SCORING COLLABORATIVE.
- VALUE ADD (ASSIGNMENT DESIGN AND DIAGNOSTIC) TOOL.
- VALUE ACADEMY OF PROFESSIONAL DEVELOPMENT.

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### Valid Assessment of Learning in Undergraduate Education (VALUE), and VALUE Rubrics

- CIVIC ENGAGEMENT - LOCAL AND GLOBAL
- CREATIVE THINKING
- CRITICAL THINKING
- ETHICAL REASONING
- FOUNDATIONS AND SKILLS FOR LIFELONG LEARNING
- GLOBAL LEARNING
- INFORMATION LITERACY
- INQUIRY AND ANALYSIS
- INTEGRATIVE LEARNING
- INTERCULTURAL KNOWLEDGE AND COMPETENCE
- ORAL COMMUNICATION
- PROBLEM SOLVING
- QUANTITATIVE LITERACY
- READING
- TEAMWORK
- WRITTEN COMMUNICATION

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### VALUE Rubrics

<https://www.aacu.org/initiatives/value-initiative/value-rubrics>

- FREE (REGISTRATION OF E-MAIL).
- CREATED BY HIGHER-ED EDUCATORS.
- OER (CREATIVE COMMONS).
- SUPPORT THE DESIGN OF NEW MATERIALS OR ADOPTION OF OER.

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Sample VALUE Rubric:

Critical Thinking

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<https://creativecommons.org/share-your-work/ccllicenses/>

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High-Impact Practices

<https://www.aacu.org/trending-topics/high-impact>

- SELECT AND ASSOCIATE WITH SPECIFIC VALUE THEMES.
- DOWNLOAD:  
*A COMPREHENSIVE APPROACH TO ASSESSMENT OF HIGH-IMPACT PRACTICES*  
([HTTPS://WWW.AACU.ORG/PUBLICATION/A-COMPREHENSIVE-APPROACH-TO-ASSESSMENT-OF-HIGH-IMPACT-PRACTICES](https://www.aacu.org/publication/a-comprehensive-approach-to-assessment-of-high-impact-practices))

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What we know...

- WE ALL HAVE ESSENTIAL CAPABILITIES.
  - SELF-AWARENESS.
  - LOGIC AND REASONING (CRITICAL THINKING).
  - EMPATHY.
- CAPABILITIES AND SKILLS CAN BE NURTURED AND PRACTICED.
- WE CAN OPERATIONALIZE "SKILLS OF FREEDOM."
- WE CAN DESIGN / ADOPT STRATEGIES TO TEACH, NURTURE, AND PROVIDE PRACTICE.
- WE CAN MEASURE OUTCOMES, AND REVISE OUR STRATEGIES OVER TIME.

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The AAC&U Web Site  
([aacu.org](http://aacu.org))

OF PARTICULAR INTEREST:

MAKING THE CASE FOR OPEN EDUCATIONAL RESOURCES  
(PUBLICATIONS).

([HTTPS://WWW.AACU.ORG/PUBLICATION/MAKING-THE-CASE-FOR-OPEN-EDUCATIONAL-RESOURCES](https://www.aacu.org/publication/making-the-case-for-open-educational-resources))

LEVERAGING OPEN EDUCATIONAL RESOURCES TO ADVANCE DIVERSITY,  
EQUITY, AND INCLUSION: A GUIDE FOR CAMPUS CHANGE AGENTS  
(PUBLICATIONS).

([HTTPS://WWW.AACU.ORG/PUBLICATION/LEVERAGING-OER-TO-ADVANCE-DEI](https://www.aacu.org/publication/leveraging-oer-to-advance-dei))

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### More on the VALUE Rubrics

- SEE "THE MULTI-STATE COLLABORATIVE TO ADVANCE QUALITY STUDENT LEARNING" IN THE WEB PAGE - [HTTPS://EN.WIKIPEDIA.ORG/WIKI/AMERICAN ASSOCIATION OF COLLEGES AND UNIVERSITIES](https://en.wikipedia.org/wiki/American_Association_of_Colleges_and_Universities)
- INTERVIEW WITH KATE MCCONNELL, SENIOR DIRECTOR FOR RESEARCH AND ASSESSMENT AT AAC&U - [HTTPS://WWW.JMU.EDU/ASSESSMENT/FEATURED-STORIES/2016/KMCCONNELL.SHTML](https://www.jmu.edu/assessment/featured-stories/2016/kmcconnell.shtml)
- DR. HATHCOAT INTERVIEW - [HTTPS://WWW.JMU.EDU/ASSESSMENT/FEATURED-STORIES/2016/CARS/HATHCOAT.SHTML](https://www.jmu.edu/assessment/featured-stories/2016/cars/hathcoat.shtml)

- WE ARE IN THE BUSINESS OF EDUCATION; NOT TECHNOLOGY, NOT TRAINING.
- LIBERAL EDUCATION IS THE FOUNDATION AND STARTING POINT FOR HIGHER-EDUCATION.
- WHAT WE DO IN THE CLASSROOM MATTERS FOR OUR STUDENTS, OUR SOCIETY, AND THE WORLD.

The University of Minnesota - Student Development and Learning Outcomes  
(<https://slo.umn.edu/undergraduate-experience/university-student-learning-development-outcomes>)

#### Development Outcomes

- Responsibility and Accountability.
- Independence and Interdependence.
- Goal Orientation.
- Self-Awareness.
- Resilience.
- Appreciation of Differences.
- Tolerance of Ambiguity.

#### Learning Outcomes

- Problem Solving.
- Critical Thinking.
- Mastery of Knowledge.
- Engaging Diversity.
- Communication.
- Innovation & Creativity.
- Active Citizenship.