

USFSM's Annual Undergraduate Program Assessment of the NACE* 2016 Ranking of Employability Attributes by Pillars

USFSM PILLARS Attributes↓	GEN ED				CSM			CLASS						SOE	COB						CHTL
	GEN	SLS 1	SLS 2	CORE	BIO	CSD	PSY	LDR	CRIM	ENG	HIS	ISS	PTC	EE	ACCT	FIN	GBA	MAN	MRK	IT	HTL
1 Leadership				X				X									X	X			X
2 Teamwork														X							
6 Strong work ethic														X							X
7 Initiative														X							X
11 Interpersonal skills													X	X			X				X
14 Organizational ability													X	X			X				X
16 Strategic planning skills														X	X		X		X		
Ethics				X	X	X	X	X						X			X				X
3 Written communication	X			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
5 Verbal communication				X										X			X	X		X	X
10 Technical skills				X										X			X		X		
12 Computer skills				X										X					X	X	
4 Problem Solving (CT)	X			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
8 Analytical/quantitative skills	X			?	?	?	?	?	?	?	?	?	?	X	X	X	X	X	X	X	X
13 Detail-oriented														X							
17 Creativity																					
19 Entrepreneurial skills/risk-taker																					
Diversity				X			X							X							X
9 Flexibility/ adaptability														X							
18 Tactfulness														X							X
Community Engagement				X										X							X
15 Friendly/Outgoing Personality														X			X				X

Note: Some employability attributes could fall within multiple Pillars categories, particularly those in leadership, diversity and community engagement.

Key:

X	USFSM PILLARS CORE CURRICULUM skills are formally assessed for undergraduate students.
X	Pillars assessment of communication allows for faculty/student to choose between written, oral and multimedia communication. Technical and computer skills are assessed in multimedia communication rubrics.
X	Assessment is by USFSM faculty and/or students and included in program assessment plan.
?	Unsure if assignment analysis includes quantitative analysis
X	Assessment is by local employers and/or national standardized tests.
	Program assessment assignments indicate development of skill, but skill is not formally assessed and/or not documented in program assessment plans.

*NACE is the National Association of Colleges and Employers.