COMPETENCY-BASED EDUCATION: A BACCALAUREATE DEGREE FOR THE 21ST CENTURY

Dr. Van Davis  
Special Project Director, Academic Programs  
The Higher Education Coordinating Board

Dr. Ali Esmaeili  
Dean, Bachelor Programs  
South Texas College

Rosemond Moore  
STC Coordinator – BAS-OL  
South Texas College
Presentation Overview

* Path to a Competency Based Degree
* STC Bachelor Program History
* Bachelor of Applied Science in Organizational Leadership (BAS-OL) Degree Program
The Beginning…

* Governor Rick Perry $10,000 degree and competency based degree challenges
Economic Need

- Only one in four employers thinks that two and four year colleges are doing a good job of preparing students for the 21st century's global, knowledge-based economy.

- If Texas is to achieve the vision of a globally competitive workforce, it must make dramatic gains in the education attainment of its population... Texas must more than double annual degree production to reach the level of the best performing country of 55% of the population ages 24-64 with an associate degree or higher by 2025. Even with the significant progress in increasing degree production toward the Closing the Gaps targets, degree production in Texas is not increasing at a rate necessary to keep pace with global competition.
Next Generation Learning Challenges

• A multi-year initiative by Educause, in collaboration with League for Innovation, Council of Chief State School Officers, and the International Association for K-12 Online Learning and funded by the Gates Foundation and the Hewlett Foundation, focused on identifying and scaling technology-enabled approaches to dramatically improve college readiness and completion.

• NGLC re-imagines the future of student success with IT as an essential enabler, making customized, interactive learning possible. IT also makes it possible to extend the reach and multiply the benefits of such innovations for the thousands of students who need them the most.
STC Enrollment History: 1993 to 2012 (Fall)

Fall 2012 – 30,824 Students

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STC Bachelor Program Enrollment

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STC Bachelor Program Graduates

Fall 2013 – 496 Graduates

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STC Bachelor Programs

Bachelor of Applied Technology in Medical & Health Services Management (2011)

Bachelor of Applied Technology in Computer Information Technology (Fall 2007)

Bachelor of Applied Technology in Technology Management (Fall 2005)

Coming Soon!! Bachelor of Applied Science in Organizational Leadership (Fall 2013)
Purpose

To develop a competency-based, low-cost Bachelor of Applied Sciences in Organizational Leadership degree that will give Texas students that opportunity to acquire a high-quality education designed to provide the skills employers have identified as necessary for the 21st century. Our new vision for the next generation of learners involves a disruptive innovation in how students experience higher education - a change from measuring seat time spent sitting in the classroom to a competency-based model focused on content mastery. The TAB Program will award credits and degrees based on measurable competencies and improve college access and completion by reducing educational costs and time-to-degree.
Texas Affordable Baccalaureate (TAB) Program Tuition Costs

Average Texas Public University Tuition and Fees, Fall 2010
$225.73 per credit hour
$27,088 for 120 hour degree
$7,022 per year

Texas Affordable Baccalaureate Program Tuition and Fees
$93.75 per credit hour
$3,750 per year
$5,625 to $11,250 for 120 hour degree
Texas Affordable Baccalaureate (TAB)

Innovative Bachelor of Applied Science in Organizational Leadership

Low Cost, Flexible, Competency-based

Focused on 21st Century Skills
- Knowledge of Human Cultures and the Natural World
- Intellectual and Practical Skills
- Personal and Social Responsibility
- Integrative and Applied Learning
TAB Program Benefits

- Reduced Overhead and Facilities Cost (90 of 120 hrs. of coursework delivered online)

- Disruptive Innovation in Delivery
  - Competency, based student progress
  - Flat rate tuition (complete degree at accelerated pace)

- Resource Utilization

- Learner Engagement
  - Personalized Learning Environment
  - Flexible Curriculum (take coursework in any order / quantity of courses)
  - Variety in Course Delivery (online, traditional, hybrid)
  - Credit given for Work and/or Military Experience
Texas Affordable Baccalaureate (TAB) Program Committees

- **BAS-OL Degree**
  - Advisory Committee: monitor program measures and ensure program quality; recommend necessary program changes (2 meetings: 1 face-to-face and 1 virtual)
  - Core & Lower Division Committee: recommend and develop lower division competencies for the program (6 face-to-face meetings)
  - Upper Division Committee: recommend and develop upper level division courses for the program (6 face-to-face meetings)
Competency Based Education

**Competency** - the skills, knowledge, and abilities (SKAs) of an individual necessary to accomplish a particular objective, position responsibility, and/or task.

Instructional emphasis on what the student “should know” and “can do”

Adaptation of the “Tuning Texas” process and utilization of the Lumina Foundation Degree Qualification Profile to develop curriculum
<table>
<thead>
<tr>
<th>Skills</th>
<th>Knowledge</th>
<th>Abilities</th>
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<tbody>
<tr>
<td>Active Listening</td>
<td>Administration and Management</td>
<td>Oral Comprehension</td>
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<tr>
<td>Reading Comprehension</td>
<td>Customer and Personal Service</td>
<td>Oral Expression</td>
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<tr>
<td>Speaking</td>
<td>Personnel and Human Resources</td>
<td>Problem Sensitivity</td>
</tr>
<tr>
<td>Critical Thinking</td>
<td>Economics / Finance / Accounting</td>
<td>Written Comprehension</td>
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<tr>
<td>Monitoring</td>
<td>Mathematics</td>
<td>Written Expression</td>
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<tr>
<td>Coordination</td>
<td>Computers and Electronics</td>
<td>Speech Clarity</td>
</tr>
<tr>
<td>Social Perceptiveness</td>
<td>English Language</td>
<td>Deductive Reasoning</td>
</tr>
<tr>
<td>Active Learning</td>
<td>Clerical</td>
<td>Speech Recognition</td>
</tr>
<tr>
<td>Complex Problem Solving</td>
<td>Sales and Marketing</td>
<td>Information Ordering</td>
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<tr>
<td>Judgment and Decision Making</td>
<td>Production and Processing</td>
<td>Inductive Reasoning</td>
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Source: www.onetonline.org

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Proposed Curriculum Structure

BAS-OL Degree: 120 SCH

Core Curriculum: 42 SCH (online)
- Global Understanding
- Problem Solving
- Effective Communication
- Analysis
- Ethics
- Literacy

Lower Division Electives: 48 SCH (online)
- Spanish: 6 SCH
- Other Electives: 42 SCH

Upper Division Curriculum: 30 SCH (traditional, hybrid, etc.)
- Issues in Organizational Leadership: 3 SCH
- Quantitative / Analytical: 3 SCH
- Behavior / Ethics / Leadership: 6 SCH
- Management Theory: 6 SCH
- Organizational Change: 6 SCH
- Capstone: 6 SCH
Targeted Students

• Students with Little or No College Credit and/or Work Experience

• Students with Some College Credit and/or Work or Military Experience

• Students with an Earned Associates Degree
Important Student Characteristics

- Self-motivated
- Access to the Internet
- Access to Social Media
- Training through employment, military, or other source
- Workplace or life experiences
- Group oriented
Program Admission / Assessments

• **College Readiness Assessment**
  – State Assessment (Fall 2013)

• **CAAP Exam**
  – Pre & Post Student Outcomes and Growth

• **Coursework Assessments**
  – Embedded Course Assessments
  – End-of-Module Analytics

• **Capstone Portfolio**
Degree Mastery Areas

High School Student / Some Education

AA
42 SCH – Core
18 SCH – Lower Division Electives

AAS
15 SCH – Core
45 SCH – Lower Division Electives

90 SCH
42 Core & 48 Lower Division Electives
(100% Online)

30 SCH
Upper Division
(Traditional, Hybrid, Online)
Proposed Mini-mester Structure

Week 1
- Orientation
- Pre-Work

Week 2 - 6
- Course Work

Week 7
- Integration
- Post-Work

Week 8
- Free Week

Six 7 week terms per calendar year; all courses are offered every 8 weeks
## Planned Enrollment
### (TAMUC & STC)

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TAB Instructional Support

**BAS-OL Student**

**Academic Tutors**
- Assist with competency mastery
- Content assistance for competency modules
- Content assistance for Upper Division modules
- Facilitate peer support and interaction
- Master’s degree required

**Instructional Staff**
(Upper Division Instruction)

**Academic Coaches**
- Mentor, advise, and monitor progress
- Program Assistance
- Student Support Services
- Program Progress Monitoring
- Content Assistance (where qualified)
- Master’s degree required
Timeline of Implementation

- **Summer 2012**: Program Tuning
- **Fall 2012**: Lower Division Learning Outcomes
- **Winter 2013**: Lower Division Assessment Tools Development
- **Spring 2013**: Lower Division Learning Materials Identification and Development
- **Summer 2013**: Upper Division Learning Materials Identification and Development
- **Fall 2013**: Placement of Materials Online

**Program Launch**

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TAB Program Outcomes

Reduce Costs (Flat Rate Tuition - eliminates limit on number of modules taken)

Reduce Time-to-Degree (7 week semester, no limitation on number of modules)

80% Graduation Rate
Thank You

Dr. Van Davis  
van.davis@thecb.state.tx.us  
512.427.6223

Dr. Ali Esmaeili  
esmaeili@southtexascollege.edu  
956.872.7270

Rosemond Moore  
ramoore@southtexascollege.edu  
956.872.6132

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