

## The Simmons PLAN Essential Capabilities

### **Communication**

Effective communication develops through iterative experiences across the curriculum. Students should be able to execute the most challenging communication tasks required by a major, manifesting the knowledge, skills, and attitudes characteristic of the chosen discipline. All communication consists of developing and expressing ideas, as well as understanding and applying meaning-making practices in cultural, historical, and institutional contexts. Written, visual, oral, and sonic forms of communication can be synthesized into an integrated work and accessed by reading, listening and viewing. Upon completion of their baccalaureate degree at Simmons College, students will be able to:

- Create written communication in multiple genres and styles, such as descriptive and analytical, narrative and argumentative, and personal and impersonal.
- Use writing to express ideas, increase knowledge, foster understanding, or promote change.
- Express ideas orally through dialogue and formal presentation in order to increase knowledge, foster understanding, or promote change.
- Create, analyze, decipher, and critique visual messages and narratives which express ideas, increase knowledge, foster understanding, or promote change.

### **Critical Thinking and Creative Problem-Solving**

Critical thinking and creative problem-solving skills help students succeed in their chosen fields and as citizens and community members. These intellectual abilities are developed through learning experiences in the classroom and laboratory and during internships and educational opportunities outside of the classroom. Creative problem-solving applies critical thinking to answer questions or achieve goals in innovative ways.

Upon completion of their baccalaureate degree at Simmons College, students will be able to:

- Identify and define issues, claims, hypotheses, arguments, assumptions, or relevant evidence.
- Analyze and interpret material from different perspectives.
- Evaluate and draw conclusions on the basis of analysis and methodical reflection.
- Connect ideas in new ways, formulate original hypotheses, or design novel strategies.
- Take actions that are informed and supported by reasoning and evidence to solve problems.
- Re-evaluate original assumptions to reflect outcomes of actions taken and the formulation of new questions.

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### **Data Analysis and Interpretation**

Students apply data analysis and interpretation skills to locate and use quantitative and qualitative data both as citizens and in their major discipline. Data analysis encompasses distinct ways of thinking and quantitative and qualitative research methodologies and techniques, developed through experiences inside and outside the classroom.

Upon completion of their baccalaureate degree at Simmons College, students will be able to:

- Locate, collect, and evaluate data with ethical and intellectual integrity and in accord with accepted principles, including reflection on biases.
- Select and apply discipline-appropriate quantitative and/or qualitative data collection methodologies and apply the respective principles of analysis to that data.
- Present the results of their analysis visually, orally, and in writing - with clarity and integrity.
- Explain information presented in mathematical forms and convert relevant information into mathematical forms (e.g., equations, graphs, diagrams, tables, words).
- Perform arithmetic and mathematical (algebraic, geometric, and statistical) calculations appropriate to data analysis.

### **Ethical Leadership**

Leadership is situational, relational, and behavioral. Any individual, regardless of title or position, may choose to lead when moved by a sense of purpose to foster positive change. Success is largely dependent upon building relationships across diverse people, grounded in self-knowledge (values, ethics, social identity, and life experiences) and context. Leadership development entails identifying that sense of purpose and fostering collaborative relationships, building commitment to common goals, and cultivating people's ability to contribute.

Upon completion of their baccalaureate degree at Simmons College, students will be able to:

- Identify issues and ideas that motivate them to lead.
- Manage their own leadership and development through feedback and reflection.
- Recognize the evolution of their values and ethics.
- Recognize ethical dilemmas and their position in relation to those dilemmas.
- Gain the self-confidence and competencies to act in the face of ethical dilemmas.
- Assemble diverse individuals and build an inclusive team infrastructure in which goals, norms, and roles are defined.
- Use feedback for team accountability and individual growth.

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### **Integrative Learning**

Students' capacity for integrative learning is central to personal success, social responsibility, and civic engagement. Students face a rapidly changing and increasingly connected world where integrative learning has become a necessity. The ability to make connections across courses and disciplines, over time, between campus and community life, and among multiple perspectives enables students to apply their learning across academic, professional, personal, and social boundaries.

Upon receiving a baccalaureate degree from Simmons College, students will be able to:

- Make connections among experiences inside and outside of the classroom to deepen understanding.
- Adapt their intellectual skills to contribute in a wide variety of situations.
- Address real-world problems, unscripted and sufficiently broad-based on multiple areas of knowledge and modes of inquiry.
- Offer multiple solutions derived from understanding multiple perspectives.

### **Navigation of Cultural Differences**

Navigating cultural differences, both domestically and internationally, relies on understanding the implications of historical and contemporary power structures – social, economic, and political – on diversity, inclusion, and inequality. Students will develop the cognitive, affective, and behavioral skills that support appropriate and effective interaction in a variety of cultural contexts.

Upon receiving a baccalaureate degree from Simmons College, students will be able to:

- Understand systems of power and privilege from multiple perspectives.
- Develop an awareness of cultural differences, cultural commonalities, and the identities of others.
- Understand how their actions might affect both local and global communities.
- Evaluate how existing social arrangements create and maintain social differences among people.
- Demonstrate knowledge of contributions made by individuals from diverse and/or underrepresented groups to our local, national, and global communities.
- Understand relationships among diversity; inequality; and social, economic, and political power, both in the United States and globally.
- Interact effectively and build relationships in a variety of cultural contexts, both domestically and internationally.