

*Report of discussions, recommendations, and actions taken as a result of the assessment of Collaboration, Teamwork, and Leadership (CTL) of student learning in 2022-23 and academic and co-academic discussions in 2023-2024 to improve student learning and experiences at Cal State East Bay.*

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that the value of these particular skills outside of the university must be emphasized to students, that these requirements are not just hoops to jump through but essential



Traditionally, the ILO assessment results from the previous year are discussed at the Spring Graduate Advisory Council (GAC) meeting. This year, instead, assessment results of the Collaboration, Teamwork, and Leadership (CTL) ILO and questions regarding those results were presented at the GAC meeting, and then a survey was conducted afterwards. Due to the large number of attendees at the meeting, the survey provided more time and space for the graduate program coordinators to comment on their own assessment processes and results. Assessment results for the CTL ILO consisted of those submitted by the graduate programs aligned to the CTL ILO, collected in the [Graduate CTL Summary Report](#), plus results from the CTL ILO assessment survey conducted to assess undergraduate skill levels. This survey included both undergraduate and graduate student respondents, and so the results were relevant to graduate programs. It was particularly fortuitous that graduate students were included in the survey as few graduate programs aligned to the CTL ILO, providing little data to analyze.

Graduate Coordinators were asked how CTL skills were addressed in their programs. Answers ranged from “not at all” to very formal plans in which CTL skills were addressed in all classes in the curriculum. The latter was more typical of individually accredited programs. Group or team projects were listed as a common setting where CTL skills could be taught/learned.

The assessment process itself was also discussed with one graduate coordinator pointing out that it was difficult to measure CTL skill <sup>at</sup> <sup>sk</sup> <sup>Gr</sup> <sup>tedat</sup> <sup>by</sup> ~~\_\_\_\_\_~~ \_\_\_\_\_

etc.) compared to engagement levels from past years. Assessment findings for co-curricular areas have indicated that there is a positive impact on leadership and teamwork skills when students do engage in campus

*Summary of discussion and actions*

As part of their responsibilities, the ILO Subcommittee will use the results of this cycle of assessment to update the CTL rubric and assignment guide. The committee will also expand approaches to connect faculty to tools and resources for building CTL and other ILOs.