**USO 5**

**Transfer academic studies to a profession and the workplace (ESa).**

USO 5 assures that when students graduate, they will have the core competencies for a profession or for further professional training in a graduate school. Direct evidence is provided as professors, mentors, or supervisors rate students’ ability to apply academic skills or theories to a workplace setting. Such student work may include field placements, internships, case studies, clinicals, capstones or  professional licensure exams. Here the term “academic studies” also includes “soft skills” related to professionalism, that are part of the curriculum.

*Note: while ROI and employment data are essential  indicators of the university’s effectiveness in preparing a work force, the actual wording of USO 5 does not include the aspect of securing a job nor does it include ROI.  ROI and post-graduate employment data may provide indirect evidence that students have  an ability to apply academic studies to the workplace; but*

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| ***Domain*** | **Generative** | **Mastery** | **Exemplary** | **Accomplished** | **Developing** | **Beginning** |
| *Transfers academic skills to a profession or workplace* | Creates models or processes to improve workplace performance | Evaluates skills or models related to workplace performance | Appropriately selects and  applies two or more skills taught in the academic setting, with no errors, to a specific profession or workplace (eg. a case study or a simulation). | Applies a skills taught in the academic setting, with minimal errors, to a specific profession or workplace (eg. a case study or a simulation) | Describes how skills taught in the academic studies relate to a specific profession or workplace. | Identifies skills that are required in a specific workplace or profession |
| *Transfers academic concepts to a profession or workplace* | Generates theories to explain workplace workplace decisions, interventions or performance | Evaluates theories that explain workplace decisions, interventions or performance | Applies critical thinking to show how two or more concepts taught in the academic setting affect performance in a specific profession or workplace (eg. a case study or a simulation) | Applies a concept taught in the academic setting to  a specific profession or workplace (eg. a case study or a simulation) | Describes how concepts taught in the academic studies relate to a specific profession or workplace | Identifies concepts that are endemic to a specific workplace or profession |