Medallion Program
Six Domains

The six domains come from the Council for the Advancement of Standards in Higher Education they are the Leadership Learning and Development Outcomes

- These learning standards provide a framework that empowers student leaders to embody effective and reflective leadership practices.
- The back side of this handout includes examples of learning objectives to provide more context (p. 447-460).

Citation: Council for the Advancement of Standards in Higher Education. (2012). *CAS professional standards for higher education* (8th ed.). Washington, DC.

Knowledge Acquisition
- Understanding knowledge from a range of disciplines
- Connecting knowledge to other knowledge, ideas, and experience
- Constructing knowledge
- Relating knowledge to daily life

Interpersonal Competence
- Meaningful relationships
- Interdependence
- Collaboration
- Effective Group Coordination

Cognitive Complexity
- Critical thinking
- Reflective thinking
- Effective reasoning
- Creativity

CAS Learning and Development Outcomes

Workshops and experiences aligned to the standards demonstrate the following characteristics:

Civic Engagement
- Understanding and appreciation of cultural and human differences
- Global perspective
- Social responsibility
- Sense of civic responsibility

Intrapersonal Development
- Realistic self-appraisal
- Self-understanding
- Self-respect

Practical Competence
- Communicating effectively
- Technological competence
- Managing personal affairs
- Managing career development
- Demonstrating professionalism
- Maintaining health and wellness
- Living a purposeful, satisfying life

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Knowledge Acquisition
Understanding knowledge from a range of disciplines
Possesses knowledge of human cultures and the physical world; possesses knowledge of [a specific] one or more subjects.

Connecting knowledge to other knowledge, ideas, and experiences
Uses multiple sources of information and their synthesis to solve problems; knows how to access diverse sources of information such as the internet, text observations, and data bases

Constructing knowledge
Personalizes learning; makes meaning from text, instruction, and experience; uses experience and other sources of information to create new insights; generates new problem-solving approaches based on new insights; recognizes one's own capacity to create new understandings from learning activities and dialogues with others

Relating knowledge to daily life
Seeks new information to solve problems; relates knowledge to major and career decisions; makes connections between classroom and out-of-classroom learning; articulates career choices based on assessment of interests, values, skills, and accomplishments resulting from formal education, work experience, community service, and volunteer experiences, for example in resumes and portfolios

Cognitive Complexity
Critical thinking
Identifies important problems, questions, and issues; analyzes, interprets, and makes judgments of the relevance and quality of information; assesses assumptions and considers alternative perspectives and solutions

Reflective thinking
Applies previously understood information, concepts, and experiences to new situation or setting; rethinks previous assumptions

Effective reasoning
Uses complex information from a variety of sources including personal experience and observation to form a decision or opinion; is open to new ideas and perspectives

Creativity
Integrates mental, emotional, and creative processes for increased insight; formulates a new approach to a particular problem.

Intrapersonal Development
Realistic self-appraisal, self-understanding, and self-respect
Assesses, articulates, and acknowledges personal skills, abilities, and growth areas; uses self-knowledge to make decisions such as those related to career choices; articulates rationale for personal behavior; seeks and considers feedback from others; critiques and subsequently learns from past experiences; employs self-reflection to gain insight; functions without need for constant reassurance from others; balances needs of self with those of others

Identity development
Integrates multiple aspects of identity into a coherent whole; recognizes and exhibits interdependence in accordance with environmental, cultural, and personal values; identifies and commits to important aspects of self

Commitment to ethics and integrity
Incorporates ethical reasoning into action; explores and articulates the values and principles involved in personal decision-making; acts in congruence with personal values and beliefs; exemplifies dependability, honesty, and trustworthiness; accepts personal accountability

Spiritual awareness
Develops and articulates personal belief system; understands roles of spirituality in personal and group values and behaviors; critiques, compares, and contrasts various belief systems; explores issues of purpose, meaning, and faith

Practical Competence
Pursuing goals
Sets and pursues individual goals; articulates rationale for personal and educational goals and objectives; articulates and makes plans to achieve long-term goals and objectives; identifies and works to overcome obstacles that hamper goal achievement

Communicating effectively
Conveys meaning in a way that others understand by writing and speaking coherently and effectively; writes and speaks after reflection; influences other through writing, speaking or artistic expression; effectively articulates abstract ideas; uses appropriate syntax and grammar; makes and evaluates presentations or performances; listens attentively to others and responds appropriately.

Technological competence
Demonstrates technological literacy and skills; demonstrates the ethical application of intellectual property and privacy; uses technology ethically and effectively to communicate, solve problems, and complete tasks; stays current with technological innovations

Managing personal affairs
Exhibits self-reliant behaviors; manages time effectively; develops strategies for managing finances

Managing career development
Takes steps to initiate a job search or seek advanced education; constructs a resume based on clear job objectives and with evidence of knowledge, skills, and abilities; recognizes the importance of transferrable skills

Demonstrating professionalism
Accepts supervision and direction as needed; values the contributions of others; holds self accountable for obligations; shows initiative; assesses, critiques, and then improves the quality of one's work and one's work environment

Maintaining health and wellness
Engages in behaviors and contributes to environments that promote health and reduce risk; articulates the relationship between health and wellness in completing goals; exhibits behaviors that advance the health of communities

Living a purposeful, satisfying life
Makes purposeful decisions regarding balance among education, work, and leisure time; acts in congruence with personal identity, ethical, spiritual, and moral values

Civic Engagement
Understanding and appreciation of cultural and human differences
Understands one's own identity and culture; seeks involvement with people different from oneself; articulates the advantages and impact of a diverse society; identifies systematic barriers to equality and inclusiveness, then advocates and justifies means for dismantling them; in interactions with others, exhibits respect and preserves the dignity of others

Global perspective
Understands and analyzes the interconnectedness of societies worldwide; demonstrates effective stewardship of human, economic, and environmental resources

Social responsibility
Recognizes social systems and their influence on people; appropriately challenges the unfair, unjust, or uncivil behavior of other individuals or groups; participates in service/volunteer activities that are characterized by reciprocity; articulates the values and principles involved in personal decision-making; affirms and values the worth of individuals and communities

Interpersonal Competence
Meaningful relationships
Establishes healthy, mutually beneficial relationships with others; treats others with respect; manages interpersonal conflicts effectively; demonstrates appropriately assertive behavior

Interdependence
Seeks help from others when needed and offers assistance to others; shares a group or organizational goal and works with others to achieve it; learns from the contributions and involvement of others; accepts supervision and direction as needed

Collaboration
Works cooperatively with others, including people different from self and/or with different points of view; seeks and values the involvement of others; listens to and considers others' points of view

Effective leadership
Demonstrates skill in guiding and assisting a group, organization, or community in meeting its goals; identifies and understands the dynamics of a group; exhibits democratic principles as a leader or group member; communicates a vision, mission, or purpose that encourages commitment and action in others