

# Faculty Perceptions of Competency Based Education

Presenters:

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# Agenda

- Overview of Competency-based Education
- 2015 & 2016 Research Studies
- Faculty Competencies
- Faculty Perceptions of Competency Based Education
- Interactive Exercise

# Overview of CBE

- What is CBE
  - Education that is performance-based, assesses knowledge and skills, based on mastering competencies, and offers a variety of learning pathways (Voorhees & Paulson, 2002).
  - Competency-based strategies provide flexibility in the way that credit can be earned or awarded, and provide students with personalized learning opportunities (U.S. Department of Education, 2001).

# Why CBE Now?

- Spiraling tuition costs
- Shrinking budgets
- Accountability and quality
- Pressures to graduate more students
- Competition for students
- Advances in technology

# College & Universities Offering CBE

- Western Governors University
- Southern New Hampshire University
- Capella University
- Northern Arizona University
- Kentucky Community & Technical College System
- Excelsior College
- C-BEN Network – 17 institutions and 2 public systems serving 42 campuses
- Many other public universities

# 2015 & 2016 Research Studies

- Goals of the Studies
  - Learn more about the skills faculty members use in developing CBE programs
  - Investigate the types of training faculty members receive on competency-based education and curriculum development
  - Examine faculty perceptions on competency-based education

# 2016 Study Participants

- Convenience Sample
- SurveyMonkey
- Demographics - 67 Participants

Ages – 76% over age 45

Race – 75% white

Doctoral degree – 57% (43% Master's degree)

Experience developing in many difference content areas

# Faculty Skills/Competencies

- 2015 Study - Faculty members rated their skills for a list of 18 competencies
- 2016 Study – Organized competency statements into five broad categories:
  - Content Development
  - Communication Skills
  - Collaboration Skills
  - Technical Skills
  - Assessment Development
  - Skill rating from Novice to Expert Trainer (7 levels)



# Faculty Training on CBE

- Types of Training
  - Face-to-face
  - One-on-one with an expert
  - Webinars
  - Online course
  - Phone conference
  - Self Study

# Perceptions of CBE

- Participants asked to rate the following:
  - Development time
  - Training required
  - Technology skills required
  - Communication skills required
  - Rigor of CBE programs
  - Skills of graduates

# Perceptions Results I

Category	Disagree or neutral	Somewhat agree	Agree	Strongly Agree
Takes more time	24%	19%	32%	25%
Requires more training	19%	19%	34%	28%
Requires more advanced technology skills	28%	20	28	24
Uses the same communication skills	32%	14%	42%	12%

Category descriptions have been shortened to fit the table.

# Perceptions Results II

Category	Disagree or neutral	Somewhat agree	Agree	Strongly Agree
Results in more rigorous programs than other types of curriculum development	34%	15%	29%	22%
Produces graduates with better developed skills for the workplace	21%	19%	39%	21%

# CBE Exercise

- Share your perceptions of Competency-based education.

# References

Fain, P. (2015, September 10). Keeping up with competency. Inside Higher Ed. Retrieved from <https://www.insidehighered.com/news/2015/09/10/amid-competency-based-education-boom-meeting-help-colleges-do-it-right>



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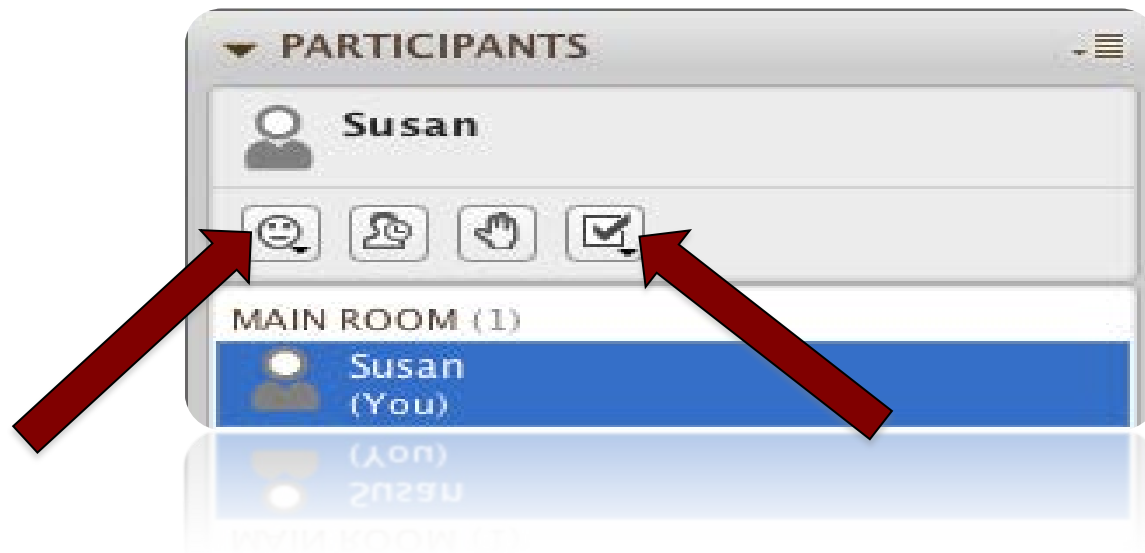


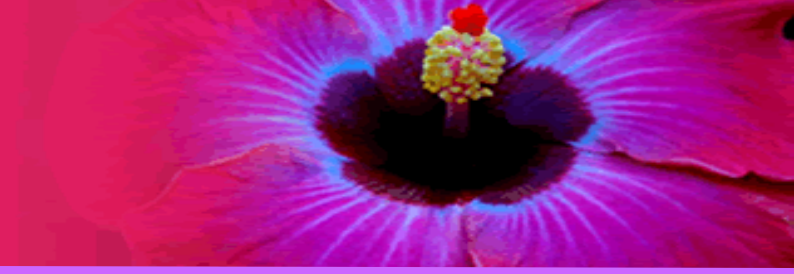
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# Polls, smiles and handraising





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