



## Transformative Learning and Leadership in Practice (TLLP) Micro-Credentials

### **Embedded Micro-Credentials**

Micro-credentials offer FXUA's eventual graduates the ability to demonstrate real-world mastery of competencies and skills in specific knowledge areas. The purpose of these micro-credentials is to demonstrate a strong knowledge-base in areas that are in high demand to eventual employers. FXUA's micro-credentials can be completed as stand-alone demonstrations of a student's achievement in a specific content area. Students can demonstrate their skills and achievement of content area knowledge throughout their program, meaning that students do not have to wait until graduation to be able to demonstrate their abilities. There is no additional cost for micro-credentials that are associated with a student's program of study. Students can choose to take additional courses outside of their major to add additional micro-credentials to their portfolio.

### **Assessment Strategies**

These embedded skills-based micro-credentials occur in courses that are closely related to and emphasize the specific skills outlined in the micro-credential descriptions. Through course-based assessment tools, students demonstrate their knowledge of these skills. Often times, these course-based assessments are practically-oriented projects, presentations, simulations, or other representations of tasks and skills performed in the world-of-work.

### **Levels**

Micro-credentials are offered along four distinct levels:

- **Foundational:** Foundational micro-credentials represent completion of entry-level knowledge. These topics would be open to learners who have little experience in the content area.
- **Intermediate:** This level represents learners who have some knowledge of the content area, but would still be considered beginner-learners. This would represent knowledge above the foundational level, but would not represent individuals who have extensive knowledge or experience with the topic. While this level could be open to individuals with little background in the content area, it would be expected that these individuals would need to spend significant time filling in prior knowledge gaps.
- **Advanced:** This level would be most appropriate for individuals who have prior knowledge on the topic or similar topics, and/or who use the information contained in the course on a regular basis. These learners typically are looking to find ways to expand their understanding of the topic and/or find efficiencies in their work.
- **Expert:** This level represents competencies and skills that would be required of an expert or master in the field. These topics are typically offered at the master's level, and would represent content that includes both theory and practice.

### **Awarding Micro-Credentials**

Embedded micro-credentials are earned at the completion of a course or series of courses. These micro-credentials are awarded digitally in the form of a badge that completers can use in their professional profiles and on their resumes.

## Transformative Learning and Leadership in Practice (TLLP) Micro-Credentials

### Personal Resilience

Description	Level	Domain	Competencies Obtained	Associated Courses	Number of Credits Required to Earn
<p>Individual resilience involves behaviors, thoughts, and actions that promote personal wellbeing and mental health. People can develop the ability to withstand, adapt to, and recover from stress and adversity – and maintain or return to a state of mental health wellbeing – by using effective coping strategies. We call this <i>individual resilience</i>.</p> <p>Personal resilience may be defined as behaviors, thoughts, and actions that promote personal wellbeing and mental health. Personal resilience allows us to effectively maintain or return to a state of wellbeing when facing change, adversity, and stress in life's situations.</p> <p>The purpose of this micro-credential is to develop our capacity for personal resilience, and through better personal resilience, build community resilience, address challenges, and pursue opportunities for a life of self-fulfillment.</p> <p>People are able to “bounce back” from adversity, trauma, tragedy, threats, or significant sources of stress because of their inherent resilience: “the process of, capacity for, or outcome of successful adaptation despite challenging circumstances” (Garmezy and Masten, 1991, p. 459).</p>	Foundational	Transformative Learning and Leadership in Practice	<ul style="list-style-type: none"><li>• Self-Awareness</li><li>• Being in the Present</li><li>• Moods of Living</li><li>• Flexibility</li><li>• Resilience</li><li>• Adaptability</li><li>• Persistence and Passion</li><li>• Confidence</li><li>• Conflict Resolution</li><li>• Trust</li></ul>	HUMN 105; HUMN 125; HUMN 200	9 credits

## Global Citizenship

Description	Level	Domain	Competencies Obtained	Associated Courses	Number of Credits Required to Earn
<p>Our world today is interconnected and interdependent. That connection to others occurs:</p> <ul style="list-style-type: none"> <li>• socially and culturally through the media and telecommunications, and through travel and migration,</li> <li>• economically through trade,</li> <li>• environmentally through sharing one planet, and</li> <li>• politically through international relations and systems of regulation.</li> </ul> <p>Globalization offers enormous opportunities to our young people while also demanding they be equipped with the knowledge, skills, and values needed to take advantage of these opportunities.</p> <p>The purpose of this micro-credential is to broaden the student's worldview and engender pro-social values and practices. Being a global citizen includes cultural awareness, embracing diversity, promoting social justice, and responsibilities to act. This micro-credential explores the concept of citizenship, what constitutes meaningful citizenship, and the global dimensions of citizenship. Students will explore worldviews and values aligned with being a global citizen. Furthermore, students will explore the commitments and practices of being a global citizen and the differences it can make.</p>	Foundational	Transformative Learning and Leadership in Practice	<ul style="list-style-type: none"> <li>• Integral Thinking</li> <li>• Self-Awareness</li> <li>• Observation</li> <li>• Becoming a Global Citizen</li> <li>• Logic</li> <li>• Moral Reasoning</li> <li>• Awareness of Microaggressions</li> <li>• Inter-Personal Conflict Resolution</li> <li>• Empathy</li> <li>• Forgiveness</li> <li>• Cultural Awareness</li> <li>• Community Mindedness and Service</li> <li>• Advocacy</li> <li>• Activism</li> </ul>	HUMN 125; INCS 300; INCS 325	9 credits

## Career Success

Description	Level	Domain	Competencies Obtained	Associated Courses	Number of Credits Required to Earn
<p>Career success is achieved by finding work that is fulfilling and allows you to lead a happy life – one with inner peace, joy, and a sense of self-fulfillment. Career success also includes a reasonable level of financial stability.</p> <p>Finding work that you love without financial self-sufficiency diminishes career success. On the other hand, a high-paying job that lacks fun, joy, or interest also diminishes success. True career success requires that there is alignment between the two.</p> <p>The purpose of this micro-credential is to explore possibilities and build capacities for career success – regardless of what you choose to do or the organizations you join.</p>	Foundational	Transformative Learning and Leadership in Practice	<ul style="list-style-type: none"> <li>• Setting and Achieving Goals</li> <li>• Career Planning</li> <li>• Being a Leader</li> <li>• Acts of Leading</li> <li>• Building and Managing Relationships</li> <li>• Self-Development</li> <li>• Advocating for Yourself</li> <li>• Organizational Agility</li> <li>• Change Management</li> <li>• Time Management</li> <li>• Stress Management</li> <li>• Mindfulness</li> <li>• Developing and Sustaining a Growth Mindset</li> <li>• Lifelong Learning</li> <li>• Social Impact</li> </ul>	TLLP 250; TLLP 275; TLLP 425	9 credits

## Social Performance

Description	Level	Domain	Competencies Obtained	Associated Courses	Number of Credits Required to Earn
Social performance is most frequently examined from the perspective of the organization – about making an organization's social mission a reality (reducing vulnerability, promoting social justice,	Foundational	Transformative Learning and Leadership in Practice	<ul style="list-style-type: none"> <li>• Building and Managing Relationships</li> </ul>	TLLP 250; TLLP 275; INCS 325	9 credits

<p>alleviating poverty, and improving positive impact on the environment or the community). Social impact may be defined as “a significant positive change that addresses a pressing social challenge.”</p> <p>This micro-credential seeks to develop individual competencies for contributing to the social mission of their organization. Students have built personal capacity for, and commitments to, taking actions that generate positive social impact.</p>		<ul style="list-style-type: none"> <li>• Developing and Sustaining a Growth Mindset</li> <li>• Lifelong Learning</li> <li>• Leading Social Impact</li> <li>• Becoming a Global Citizen</li> <li>• Community Mindedness and Service</li> <li>• Advocacy</li> <li>• Activism</li> </ul>		
---	--	---	--	--

### Decision-Making and Problem-Solving

Description	Level	Domain	Competencies Obtained	Associated Courses	Number of Credits Required to Earn
<p>Decision-making is a choice made by using one's judgement. Problem-solving is a process used to identify possible solutions at hand. Decision-making and problem-solving are essential skills for both business and life, and many life situations call for both.</p> <p>The purpose of this micro-credential is to develop the fundamental competencies for decision-making and problem-solving as well as to prepare students to apply those competencies in day-to-day situations of work and life.</p>	Foundational	Transformative Learning and Leadership in Practice	<ul style="list-style-type: none"> <li>• Decision-Making</li> <li>• Problem-Solving</li> <li>• Integral Thinking</li> <li>• Organizing Principles</li> <li>• Pattern Recognition</li> <li>• Critical Thinking</li> <li>• Flexibility</li> <li>• Observation</li> <li>• Awareness of Cognitive Bias</li> <li>• Brainstorming</li> <li>• Priority-Setting</li> <li>• Creative Thinking</li> <li>• Understanding and Applying Theories of Thinking for Problem-Solving and Decision-Making</li> </ul>	HUMN 125; HUMN 150; TLLP 400	9 credits