

# Tuning

Asia - South East

Second General Meeting



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Kuala Lumpur, 15-19 October 2017



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# **Tuning Asia-South East TA-SE**

## **Second General Meeting**

**Kuala Lumpur, 15-19 October 2017**

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## SECOND GENERAL MEETING

### VENUE AND PROGRAMME

#### VENUE

**Hotel Meliá Kuala Lumpur**

16 Jalan Imbi, 55100 Kuala Lumpur, Malaya, Malaysia

Tel: +60 3-2785 2828

#### PROGRAMME

Start	End	
<b>15 October 2017 – Arrival</b>		
20:00		Welcome and Registration
20:30		Dinner at the Hotel
<b>16 October 2017 – Working Session</b>		
09:00	13:00	Plenary Session
		Welcome and Opening
09:00	09:30	<i>Datuk Professor Dr. Awang BULGIBA AWANG MAHMUD</i> , Acting Vice-Chancellor, University of Malaya
		<i>Choltis DHIRATHITI</i> , Executive Director, ASEAN University Network
		<i>Pablo BENEITONE</i> , Director of the Tuning Academy, University of Deusto
		<i>Ivan DYUKAREV</i> , TA-SE Project Manager, University of Deusto
09:30	10:30	<b>P1. Generic Competences: consultation with stakeholders in Southeast Asia. Some results and a comparison with other regions.</b>
		<b>P2. Subject Specific Competences: presentation of the survey results in four subject areas.</b>
		<i>Eduarne BARTOLOME</i> , Tuning Academy
10:30	11:00	Open Discussion
11:00	11:30	Coffee Break
11:30	12:00	<b>From consulting to profiling: some examples of Meta-Profiles.</b>
		<i>Pablo BENEITONE</i> , Director of the Tuning Academy
12:00	12:30	Open Discussion
12:30	13:00	<b>Objectives and Outcomes of the Second General Meeting.</b>
		<b>Arrangements for Subject Area Group Work</b>
		<i>Ivan DYUKAREV</i> , TA-SE Project Manager
13:00	14:30	Lunch
14:30	18:00	SAG Sessions
14:30	16:00	<b>Analysis of the survey results on generic competences (from the perspective of the subject area): Discussion and main conclusions.</b>
16:00	16:30	Coffee Break
16:30	18:00	<b>Analysis of the survey results on subject specific competences: Discussion and main conclusions.</b>
18:00	-	Free Time

<b>17 October 2017 – Working Session</b>		
<b>09:00</b>	<b>17:30</b>	<b>SAG Sessions</b>
09:00	10:30	<b>Building Meta-Profiles</b> Elaboration of a meta-profile combining generic and subject specific competences.
10:30	11:00	<b>Coffee Break</b>
11:00	13:00	<b>Building Meta-Profiles</b> Continuation of discussion. Agreement and consensus on a meta-profile in each subject area group. Consensus on the structure and content.
13:00	14:30	<b>Lunch</b>
14:30	16:00	<b>First draft of meta-profile including definition of the area, generic and subject specific competences.</b>
16:00	16:30	<b>Coffee Break</b>
16:30	17:30	<b>Summary of the outcomes achieved in the subject area group. Assignment of tasks for the coming months.</b>
<b>17:30</b>	<b>-</b>	<b>Free Time</b>

<b>18 October 2017 – Working Session</b>		
<b>09:00</b>	<b>12:30</b>	<b>Plenary Session</b>
9:00	09:45	<b>First draft of 3 Subject Areas Meta-Profiles.</b> <i>Presentations by SAG Coordinators (15 min. max each area)</i>
09:45	10:15	<b>Tasks planned for time until the Third General Meeting.</b> <i>Pablo BENEITONE, Director of the Tuning Academy</i>
10:15	10:45	<b>Open Discussion</b>
10:45	11:15	<b>Coffee Break</b>
11:15	11:45	<b>Practical aspects and running of the project.</b> <i>Ivan DYUKAREV, TA-SE Project Manager</i>
11:45	12:00	<b>Open Discussion</b>
12:00	12:30	<b>Summing Up</b> <b>Closing the Second General Meeting</b>
<b>12:30</b>	<b>-</b>	<b>Free Time, Tour</b>

## **19 October 2017 - Departure**

## ***PARTICIPANTS***

<b>N</b>	<b>Family name</b>	<b>Given name</b>	<b>Institution</b>
1	ALCALA	Lynette	West Visayas State University
2	ASHAKUL	Aphinat	King Mongkut's University of Technology Thonburi
3	AZEMA	Emilien	Université de Montpellier
4	BARTOLOME	Eduarne	University of Deusto
5	BENEITONE	Pablo	University of Deusto
6	BOUNCHAN	Youttiroung	University of Health Sciences
7	CHOLTIS	Dhirathiti	ASEAN Univeristy Network
8	DAYRIT	Manuel	Ateneo de Manila University
9	DEQUILLA	María Asunción	West Visayas State University
10	DYUKAREV	Ivan	University of Deusto
11	EMBOLTURA	Frank	University of San Agustin
12	ENA	Ouda Teda	Sanata Dharma University
13	ESCALONA	Neil	University of San Agustin
14	GOITIA UBIERNA	Sara	University of Deusto
15	GONZALEZ FERRERAS	Julia María	Education for an Interdenpedent World
16	HAN	Virak	Institute of Technology of Cambodia
17	JUGAR	Richard	University of San Carlos
18	LASMINTO	Umboro	Institut Teknologi Sepuluh Nopember
19	LO PRESTI	Diego	Università di Pisa
20	MARTY MALETA	Maida	University of Deusto
21	MAW	Naing Naing	Yangon University of Education
22	Md NOOR	Norhazilan Bin	Universiti Teknologi Malaysia
23	MELGAREJO	Emma	Education for an Interdenpedent World
24	MOE	Hla	University of Medicine Mandalay
25	MOHAMED	Abdul Rashid Bin	Universiti Sains Malaysia
26	MOHD SADULLAH	Ahmad Farhan Bin	Universiti Sains Malaysia
27	MOURAZ LOPES	Ana Maria	Universidade do Porto
28	NGUYEN	Tam Minh	Ho Chi Minh University of Technology
29	NGUYEN	Tien Dung	National University of Civil Engineering
30	PANSUK	Withit	Chulalongkorn University
31	PRATIWI	Yuni Susanti	Universitas Padjadjaran

<b>32</b>	<b>RATANAGOSOOM</b>	Korn	ASEAN Univeristy Network
<b>33</b>	<b>RUFFOLI</b>	Riccardo	Università di Pisa
<b>34</b>	<b>SAID</b>	Hamdan Bin	Universiti Teknologi Malaysia
<b>35</b>	<b>SALVILLA</b>	Remi	University of San Agustin
<b>36</b>	<b>SCHVED</b>	Jen-François	Université de Montpellier
<b>37</b>	<b>SUNGTONG</b>	Ekkarin	Prince of Songkla University
<b>38</b>	<b>TRAN</b>	Diep Tuan	The University of Medicine and Pharmacy at Ho Chi Minh City
<b>39</b>	<b>TUNGTAKANPOUNG</b>	Dondej	Naresuan University
<b>40</b>	<b>VADIVELU</b>	Jamunarani	University of Malaya
<b>41</b>	<b>van TRIGT</b>	Anna Maria	University of Groningen
<b>42</b>	<b>VERGEL</b>	Karl B.	University of the Philippines System
<b>43</b>	<b>WAGENAAR</b>	Robert	University of Groningen
<b>44</b>	<b>WAHYUDIN</b>	Dinn	Universitas Pendidikan Indonesia
<b>45</b>	<b>WIROONPETCH</b>	Achavadee	ASEAN Univeristy Network
<b>46</b>	<b>XUPRAVATI</b>	Penvara	Chulalongkorn University
<b>47</b>	<b>YAROSH</b>	Maria	University of Deusto
<b>48</b>	<b>YUSOFF</b>	Muhamad Saiful Bahri Bin	Universiti Sains Malaysia

## CONSULTATION WITH STAKEHOLDERS

### LIST OF COMPETENCES

Type	N	Competences
<b>Generic competences</b>	1	Ability to work collaboratively and effectively in diverse contexts
	2	Ability to use information and communication technology purposefully and responsibly
	3	Ability to uphold professional, moral and ethical values
	4	Ability to demonstrate responsibility and accountability towards the society and environment
	5	Ability to communicate clearly and effectively
	6	Ability to think critically, reflectively and innovatively
	7	Ability to understand, value, and respect diversity and multiculturalism
	8	Ability to carry out lifelong learning and continuous professional development
	9	Demonstrate problem solving abilities
	10	Ability to initiate, plan, organise, implement and evaluate course of actions
	11	Ability to conduct research
	12	Ability to demonstrate leadership attributes
	13	Ability to apply knowledge into practice
<b>Subject specific competences - Civil Engineering</b>	1	Ability to demonstrate entrepreneurial attributes (creative, risk taking, resilient and innovative) – transferred from the original generic competency
	2	Ability to show strong knowledge in science and mathematics (including statistics)
	3	Ability to interpret engineering drawings
	4	Ability to create algorithm to solve engineering problems
	5	Ability to understand principles of material science
	6	Ability to carry out civil engineering analysis
	7	Ability to interpret engineering data from testing
	8	Ability to utilise relevant design codes and regulations
	9	Ability to design civil engineering elements (e.g.: structural, geotechnical, water, transportation and highway, environmental engineering, and others)
	10	Ability to monitor the progress and quality of civil engineering works
	11	Ability to identify the appropriate construction technology and methods
	12	Ability to uphold safety
	13	Ability to evaluate the impact of engineering decisions
	14	Ability to integrate all civil engineering knowledge into a workable system



<b>Subject specific competences - Medicine</b>	1	Ability to practice according to good clinical practice (GCP) in various clinical settings
	2	Ability to appropriately perform history taking
	3	Ability to appropriately perform physical examination
	4	Ability to appropriately perform diagnostic investigation
	5	Ability to integrate clinical and work-up information to make diagnosis and differential diagnosis
	6	Ability to provide appropriate therapy with a biopsychosocial approach
	7	Ability to explain the benefit and risk of any therapeutic options
	8	Ability to perform consultation with patients and family with empathy
	9	Ability to manage medical record appropriately
	10	Ability to ensure and maintain patient safety
	11	Ability to promote health and preventive medicine
	12	Ability to recognize and address public concerns and controversial issues related to health
	13	Ability to demonstrate a balanced dedication to serve the interest of individual patient and the commitment to social justice and the common good
	14	Ability to recognize and estimate the health risks and healthcare needs of a defined population, particularly of vulnerable groups
<b>Subject specific competences - Teacher Education</b>	1	Have a meaningful and comprehensive knowledge of the subject matter they will teach
	2	Able to understand educational philosophy
	3	Understand pedagogy and learning approaches related to a specific specialization
	4	Comprehend concepts of testing, assessment and evaluation of learning
	5	Understand the curriculum development process, its structure, content and expected learning outcomes
	6	Understand the different characteristics of learners
	7	Able to use research findings to improve teaching and learning
	8	Demonstrate understanding of theory of multiculturalism and learning.
	9	Demonstrate understanding of different theories on learner's developmental process
	10	Ability to select teaching methods, learning activities, and instructional materials or resources appropriate to learners and aligned to the objectives of the lesson
	11	Ability to implement curricula related to assigned fields of study

	12	Ability to facilitate learners' potential development to actualize their various potentials and build students' understanding of different cultures and global citizenship.
	13	Ability to appropriately utilize information and communication technologies to support teaching/learning activities
	14	Utilize appropriate strategies for managing student behaviour
	15	Ensure a safe and conducive learning environment
	16	Ability to use appropriate assessment tools and methods to assess, and evaluate learning processes and outcomes
	17	Ability to utilize assessment data to improve the teaching-learning process
	18	Ability to demonstrate commitment to develop students to reach their potential
	19	Ability to demonstrate self-evaluation and use the results for improvement
	20	Ability to demonstrate integrity and professionalism
	21	Willingness to apply innovations to the teaching and learning process
	22	Ability to respect diversity in working with students, colleagues, families, community members and other stakeholders
	23	Willingness to learn from students, colleagues, and other professionals
	24	Ability to demonstrate commitment to the teaching profession
	25	Ability to practice reflective thinking to improve their teaching practices
	26	Ability to engage with fellow teachers and other professionals to enhance the teaching-learning process
	27	Ability to initiate and maintain mutually-beneficial linkages and networks
	28	Ability to conduct action research

## NUMBER OF RESPONDENTS

### NUMBER OF RESPONDENTS: GENERIC COMPETENCES

	Academics	Employers	Students	Graduates	TOTAL
ENGINEERING	297	222	688	364	1571
MEDICINE	330	224	754	305	1613
TEACHING EDUCATION	334	391	393	436	1554
<b>TOTAL</b>	<b>961</b>	<b>837</b>	<b>1835</b>	<b>1105</b>	<b>4738</b>

## NUMBER OF RESPONDENTS: SPECIFIC COMPETENCES

	Academics	Employers	Students	Graduates	TOTAL
<b>ENGINEERING</b>	260	206	619	310	1395
<b>MEDICINE</b>	312	214	717	286	1529
<b>TEACHING EDUCATION</b>	327	373	387	423	1510

## **GUIDELINES FOR INTERPRETATION OF RESULTS**

The results for specific competences are presented for every combination of Area/Group and separately for Ratings and Rankings as displayed in the corresponding labels on each slide. The results for generic competences are presented separately for each combination of Area/Group and for all areas together separated by groups.

### ***Ratings***

It refers to the means for each competence in the 1 to 4 scale. Each competence was rated in terms of *importance* and *achievement*, so there are two results for each competence. The first graphic displays results ordered from the most important to least important competence. Of course the mean for *achievement* does not follow strictly a descending pattern, as the reference for this order is the mean for *importance*. It should be noted that the maximum value for the mean is 4 and the minimum is 1. The mean for *achievement* is normally lower than the mean for *importance*. This is no surprise as this is the case in all other previous TUNING studies (and most studies using this double scale of 'importance' and 'achievement' show similar results). But of course the gap between both means is relevant as it shows how far both means are. A wide gap between two competences is more relevant if the competence is rated as a highly important competence.

After the graphic, the same means are provided in a table where the competences have been ordered by the mean of the *importance* rating score (descending order) as it was done in the graphics before.

### ***Ranking***

In the questionnaire, respondents chose the five most important competences. In order to analyze the results, the first chosen competence was assigned 5 points, the second one 4 points, the third one 3 points, the fourth 2 points and 1 point to the fifth and last one. The competences not chosen were assigned zero points. Therefore if all respondents chose one given competence as the first one, the mean of this assigned score would yield a top 5 for the mean of this competence. In the same manner, a given competence never chosen by any of the respondents among the top five would yield a mean of zero. The graphic shows the competences in descending order using this score.

After this graphic, the same results are given in the corresponding table where competences are ordered in ascending order.

### ***Correlations***

At the end of these results, correlations among the means given by groups have been calculated. This correlation coefficient measures the sign and intensity of the relationship between the means of the four groups considered in each result: importance, achievement and ranking. This most used coefficient has a minimum value of -1 (maximum possible negative relationship) and a maximum value of +1 (maximum possible positive relationship). A zero would indicate the absence of relationship between the results of any pair of given groups. As you may observe all correlations are positive, as expected. Note that a negative correlation would indicate that two given groups are behaving in an opposite manner. A correlation close to 1 for two groups, let's say *Academics* and *Students* as an example, shows that the means obtained for the set of competences behave in a very similar manner. If this

correlation refers to *Importance*, as an example again, it would mean that when a competence is judged by *Academics* as very important, *Students* have considered this competence as very important too (that does not imply that the means are equal in both groups, but both means will be high relatively in each group). In the same manner if a given competence is judged by *Academics* among the least important ones, *Students* will consider this competence as a competence of least importance (once again that does not imply that the means are equal in both groups, but both means will be relatively low in each group).

### ***Comparing importance and achievement separately between groups***

Two final slides are including showing graphics for importance and achievement ratings separately with four groups altogether in each graphic. This graphics allows for comparison between different groups. The competences are ordered just as they were listed in the original questionnaire.

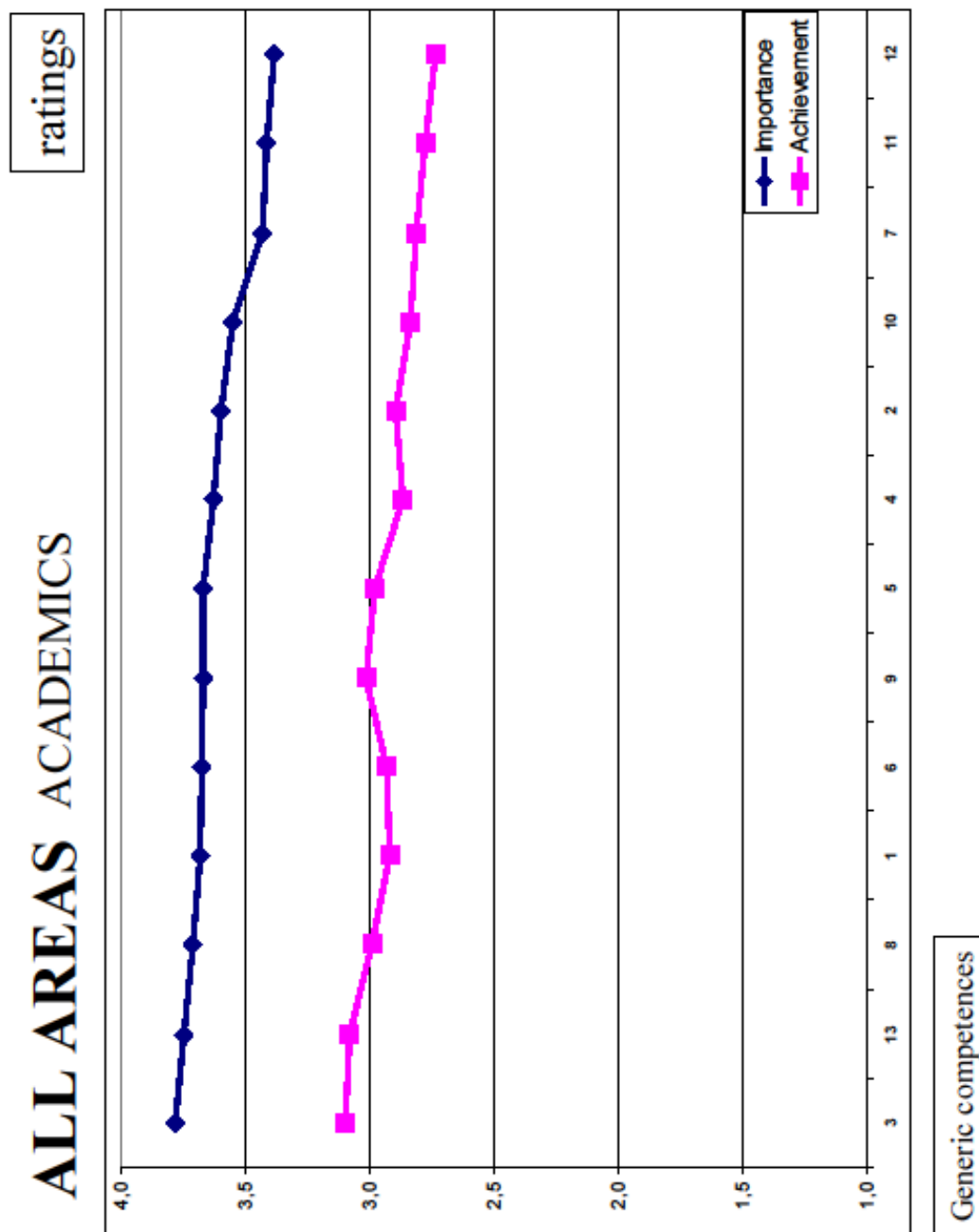
## RESULTS OF CONSULTATION WITH STAKEHOLDERS

### GENERIC COMPETENCES

#### *GENERIC COMPETENCES – ALL SUBJECT AREAS*

GENERIC COMPETENCES

ALL AREAS

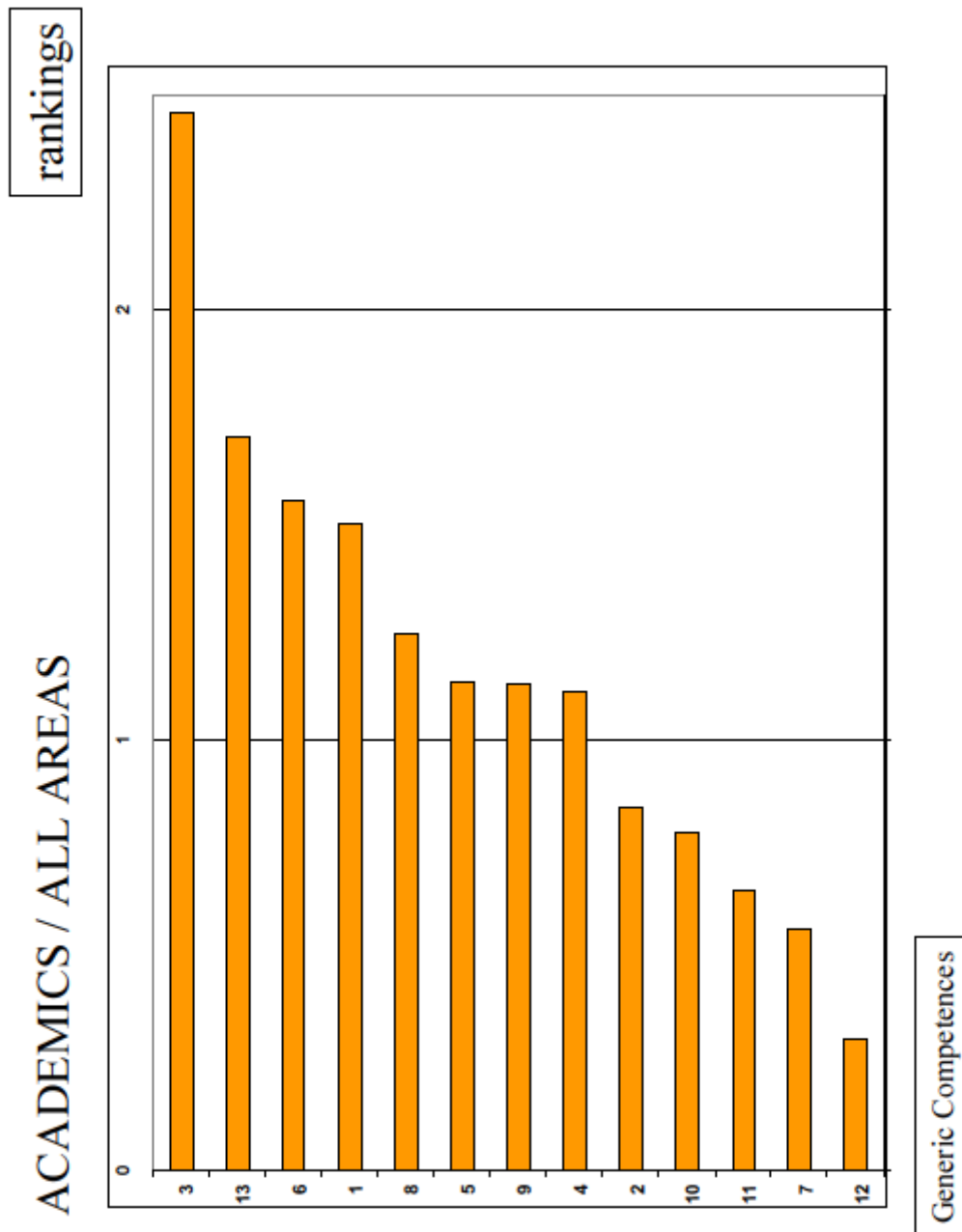




## ALL AREAS ACADEMICS

ratings

#	Description	Importance	Achievement
3	Ability to uphold professional, moral and ethical values	3,7865	3,1007
13	Ability to apply knowledge into practice	3,7519	3,0847
8	Ability to carry out lifelong learning and continuous professional development	3,7144	2,9941
1	Ability to work collaboratively and effectively in diverse contexts	3,6864	2,9203
6	Ability to think critically, reflectively and innovatively	3,6771	2,9339
9	Demonstrate problem solving abilities	3,6751	3,0149
5	Ability to communicate clearly and effectively	3,6729	2,9845
4	Ability to demonstrate responsibility and accountability towards the society and environment	3,6284	2,8714
2	Ability to use information and communication technology purposefully and responsibly	3,5997	2,8968
10	Ability to initiate, plan, organise, implement and evaluate course of actions	3,5534	2,8401
7	Ability to understand, value, and respect diversity and multiculturalism	3,4329	2,8172
11	Ability to conduct research	3,4162	2,7808
12	Ability to demonstrate leadership attributes	3,3857	2,7397

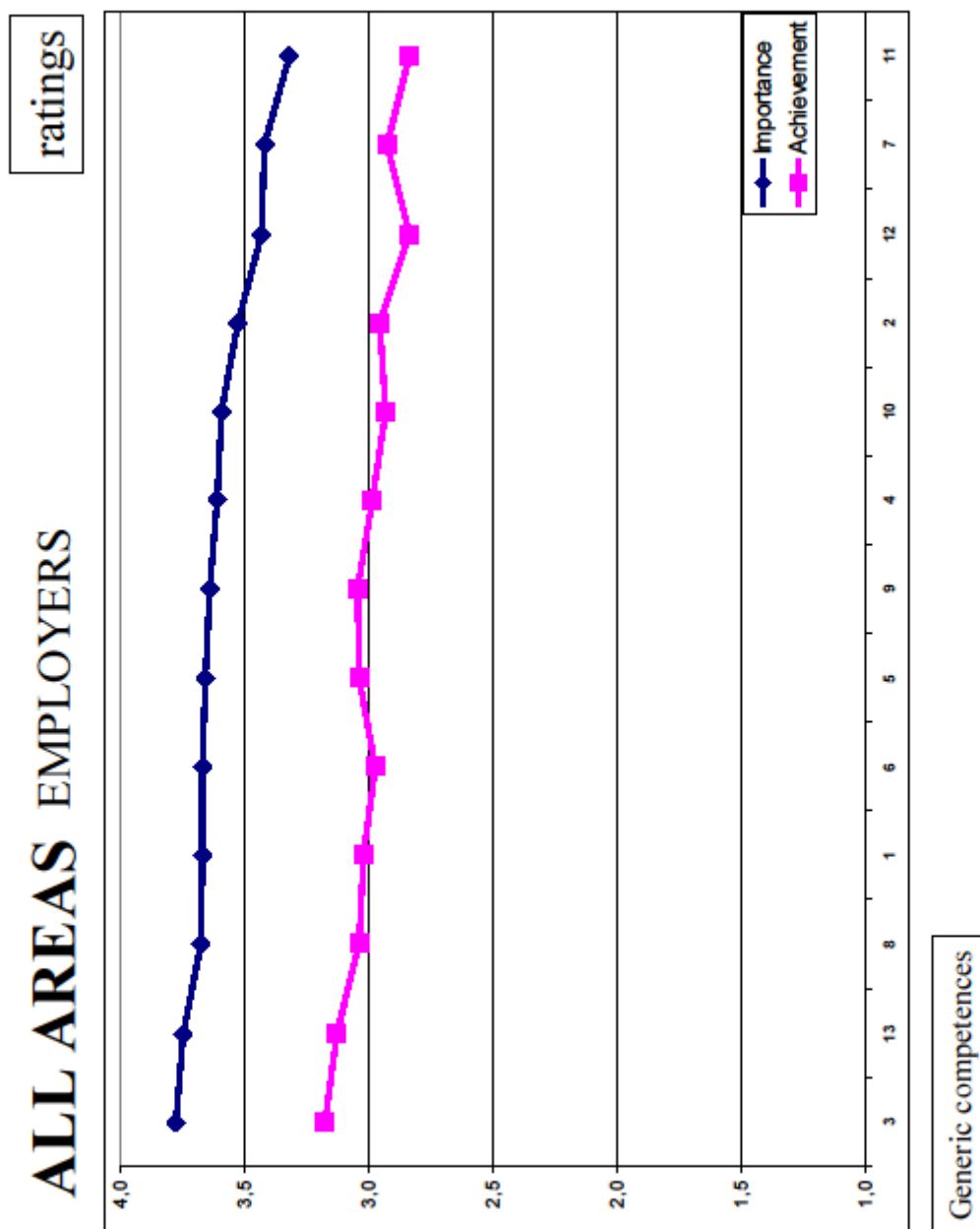


## ACADEMICS / ALL AREAS

### rankings

#	Description	Ranking
12	Ability to demonstrate leadership attributes	0.3074
7	Ability to understand, value, and respect diversity and multiculturalism	0.5584
11	Ability to conduct research	0.6519
10	Ability to initiate, plan, organise, implement and evaluate course of actions	0.7838
2	Ability to use information and communication technology purposefully and responsibly	0.8443
4	Ability to demonstrate responsibility and accountability towards the society and environment	1.1142
9	Demonstrate problem solving abilities	1.1327
5	Ability to communicate clearly and effectively	1.1351
8	Ability to carry out lifelong learning and continuous professional development	1.2458
1	Ability to work collaboratively and effectively in diverse contexts	1.5031
6	Ability to think critically, reflectively and innovatively	1.5607
13	Ability to apply knowledge into practice	1.7082
3	Ability to uphold professional, moral and ethical values	2.4640

### Generic Competences

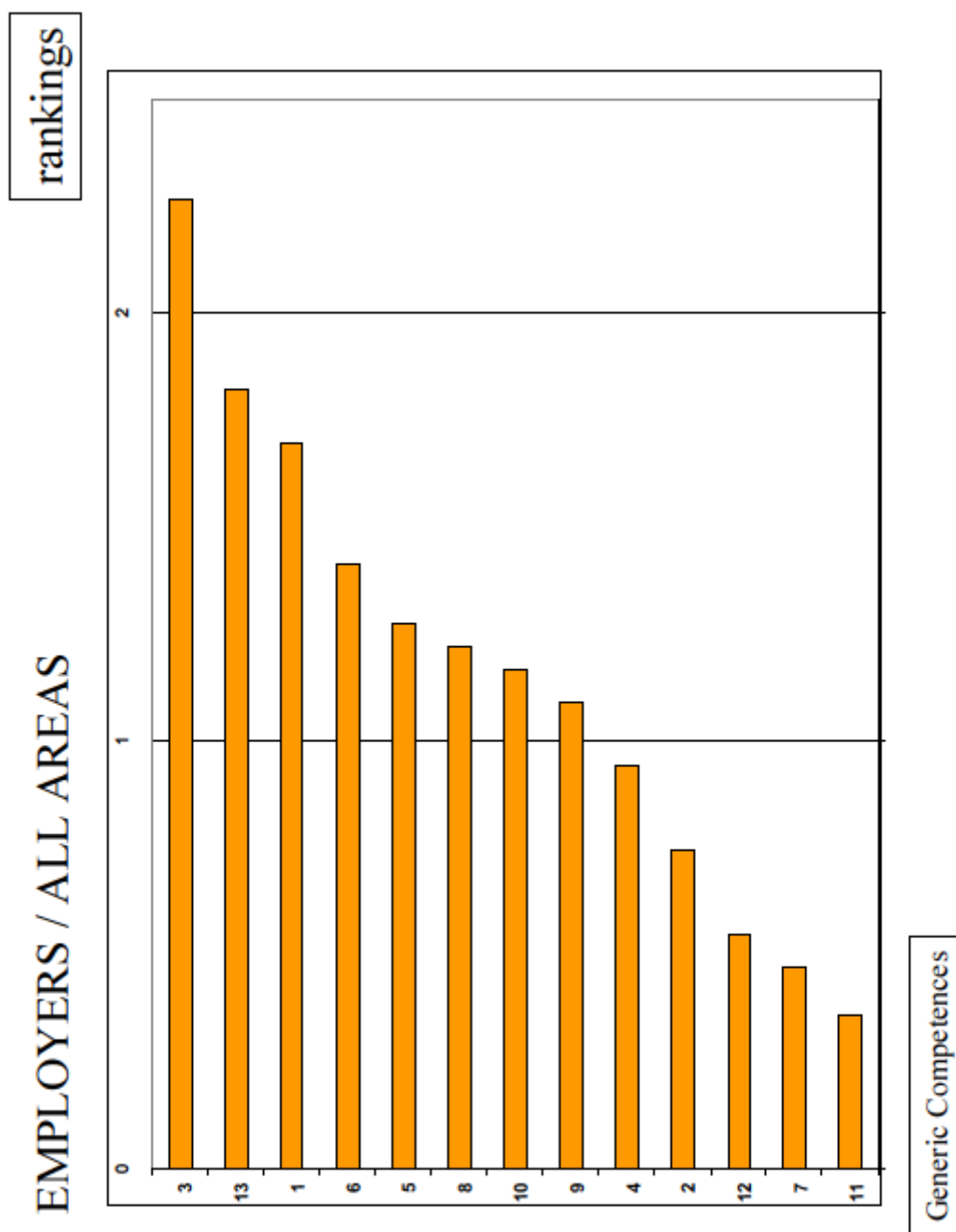


## ALL AREAS EMPLOYERS

ratings

#	Description	Importance	Achievement
3	Ability to uphold professional, moral and ethical values	3,7812	3,1805
13	Ability to apply knowledge into practice	3,7510	3,1332
8	Ability to carry out lifelong learning and continuous professional development	3,6806	3,0439
1	Ability to work collaboratively and effectively in diverse contexts	3,6739	3,0218
6	Ability to think critically, reflectively and innovatively	3,6712	2,9791
5	Ability to communicate clearly and effectively	3,6626	3,0401
9	Demonstrate problem solving abilities	3,6422	3,0462
4	Ability to demonstrate responsibility and accountability towards the society and environment	3,6119	2,9871
10	Ability to initiate, plan, organise, implement and evaluate course of actions	3,5960	2,9339
2	Ability to use information and communication technology purposefully and responsibly	3,5292	2,9584
12	Ability to demonstrate leadership attributes	3,4362	2,8394
7	Ability to understand, value, and respect diversity and multiculturalism	3,4246	2,9270
11	Ability to conduct research	3,3185	2,8367

Generic competences

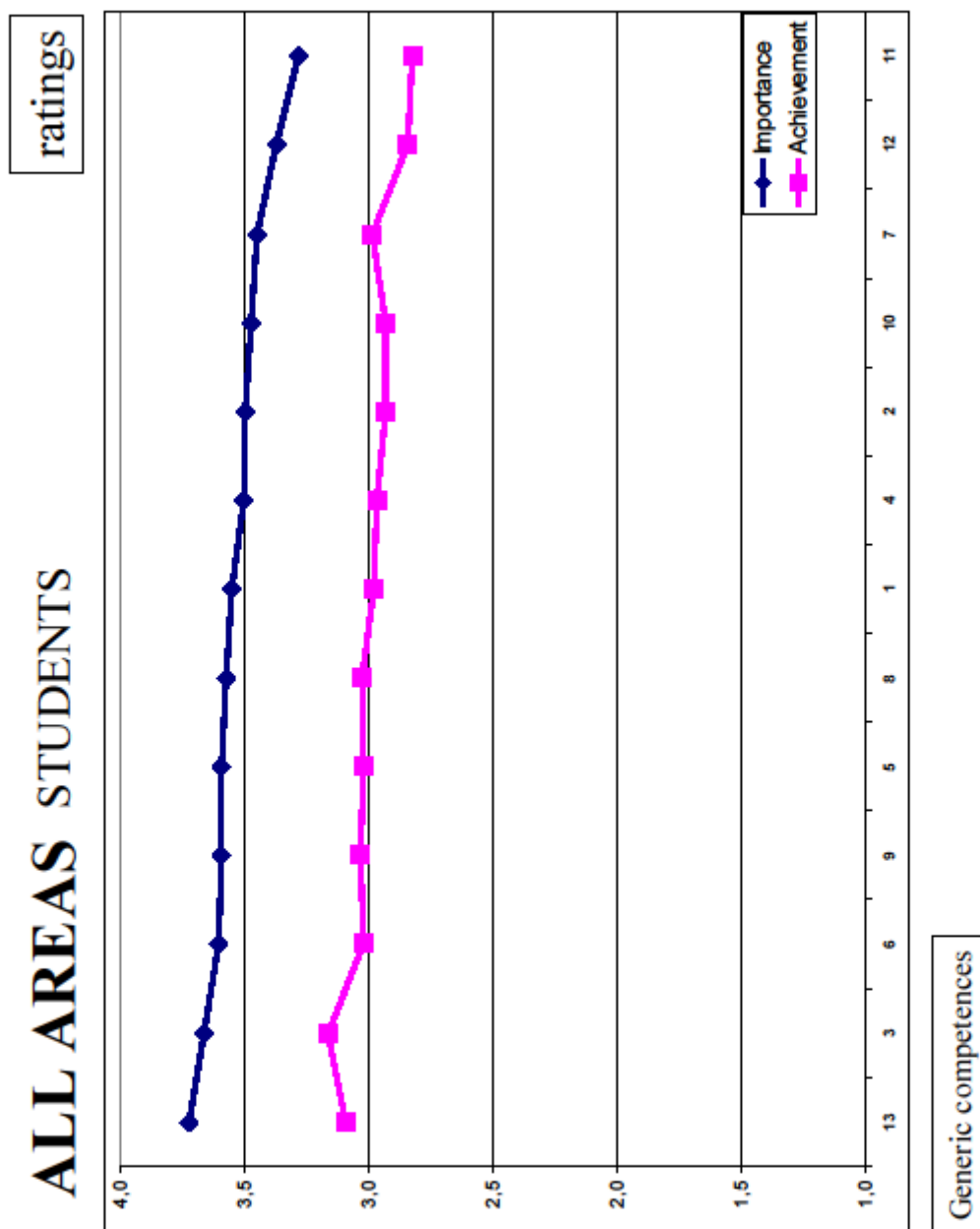


## EMPLOYERS / ALL AREAS

### rankings

#	Description	Ranking
11	Ability to conduct research	0,3556
7	Ability to understand, value, and respect diversity and multiculturalism	0,4702
12	Ability to demonstrate leadership attributes	0,5486
2	Ability to use information and communication technology purposefully and responsibly	0,7456
4	Ability to demonstrate responsibility and accountability towards the society and environment	0,9433
9	Demonstrate problem solving abilities	1,0927
10	Ability to initiate, plan, organise, implement and evaluate course of actions	1,1693
8	Ability to carry out lifelong learning and continuous professional development	1,2186
5	Ability to communicate clearly and effectively	1,2764
6	Ability to think critically, reflectively and innovatively	1,4156
1	Ability to work collaboratively and effectively in diverse contexts	1,6980
13	Ability to apply knowledge into practice	1,8219
3	Ability to uphold professional, moral and ethical values	2,2692

### Generic Competences



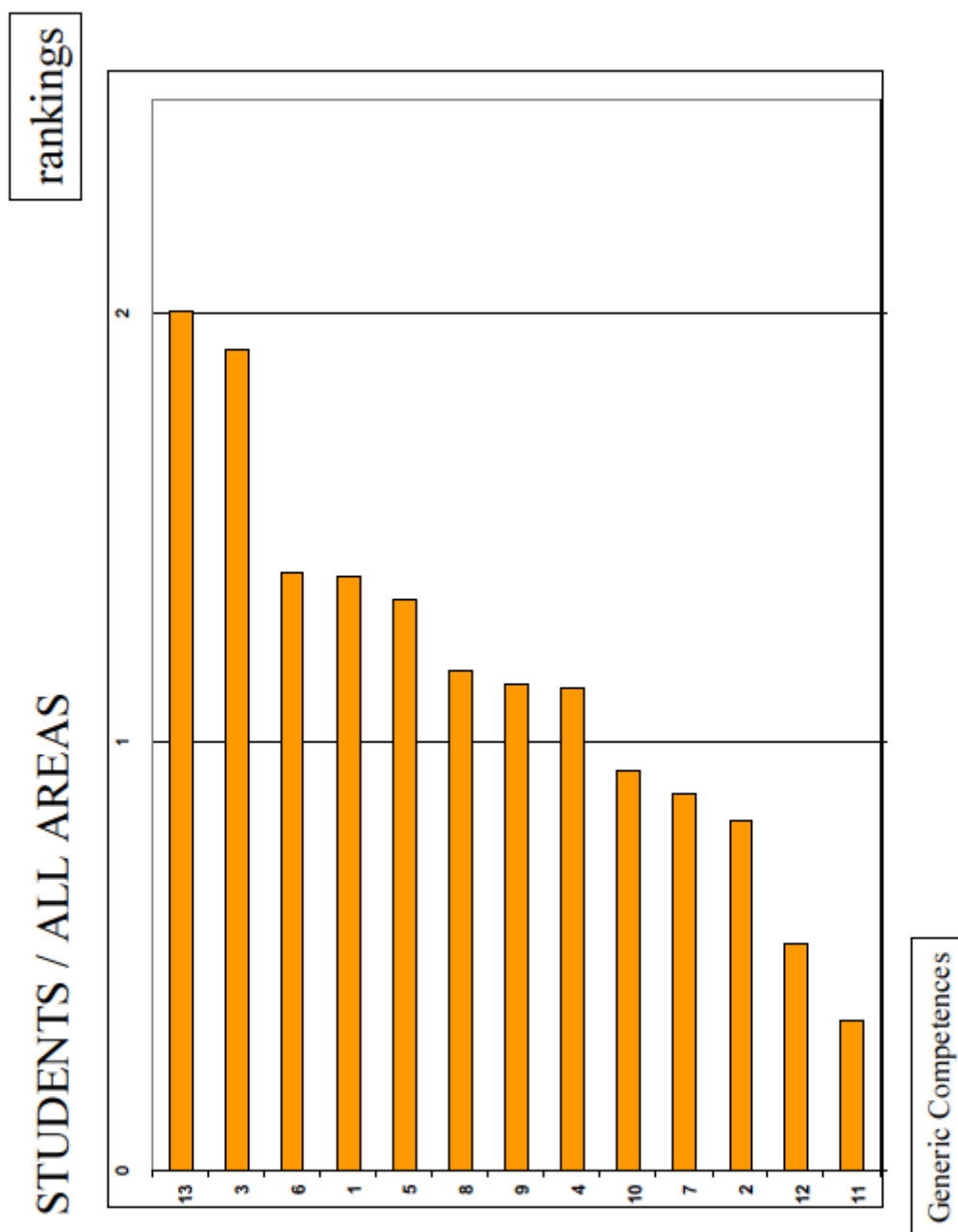


## ALL AREAS STUDENTS

ratings

#	Description	Importance	Achievement
13	Ability to apply knowledge into practice	3,7282	3,0949
3	Ability to uphold professional, moral and ethical values	3,6641	3,1688
6	Ability to think critically, reflectively and innovatively	3,6101	3,0233
9	Demonstrate problem solving abilities	3,5940	3,0330
5	Ability to communicate clearly and effectively	3,5934	3,0245
8	Ability to carry out lifelong learning and continuous professional development	3,5802	3,0298
1	Ability to work collaboratively and effectively in diverse contexts	3,5547	2,9811
4	Ability to demonstrate responsibility and accountability towards the society and environment	3,5084	2,9697
2	Ability to use information and communication technology purposefully and responsibly	3,4971	2,9350
10	Ability to initiate, plan, organise, implement and evaluate course of actions	3,4741	2,9355
7	Ability to understand, value, and respect diversity and multiculturalism	3,4517	2,9854
12	Ability to demonstrate leadership attributes	3,3746	2,8469
11	Ability to conduct research	3,2884	2,8260

Generic competences

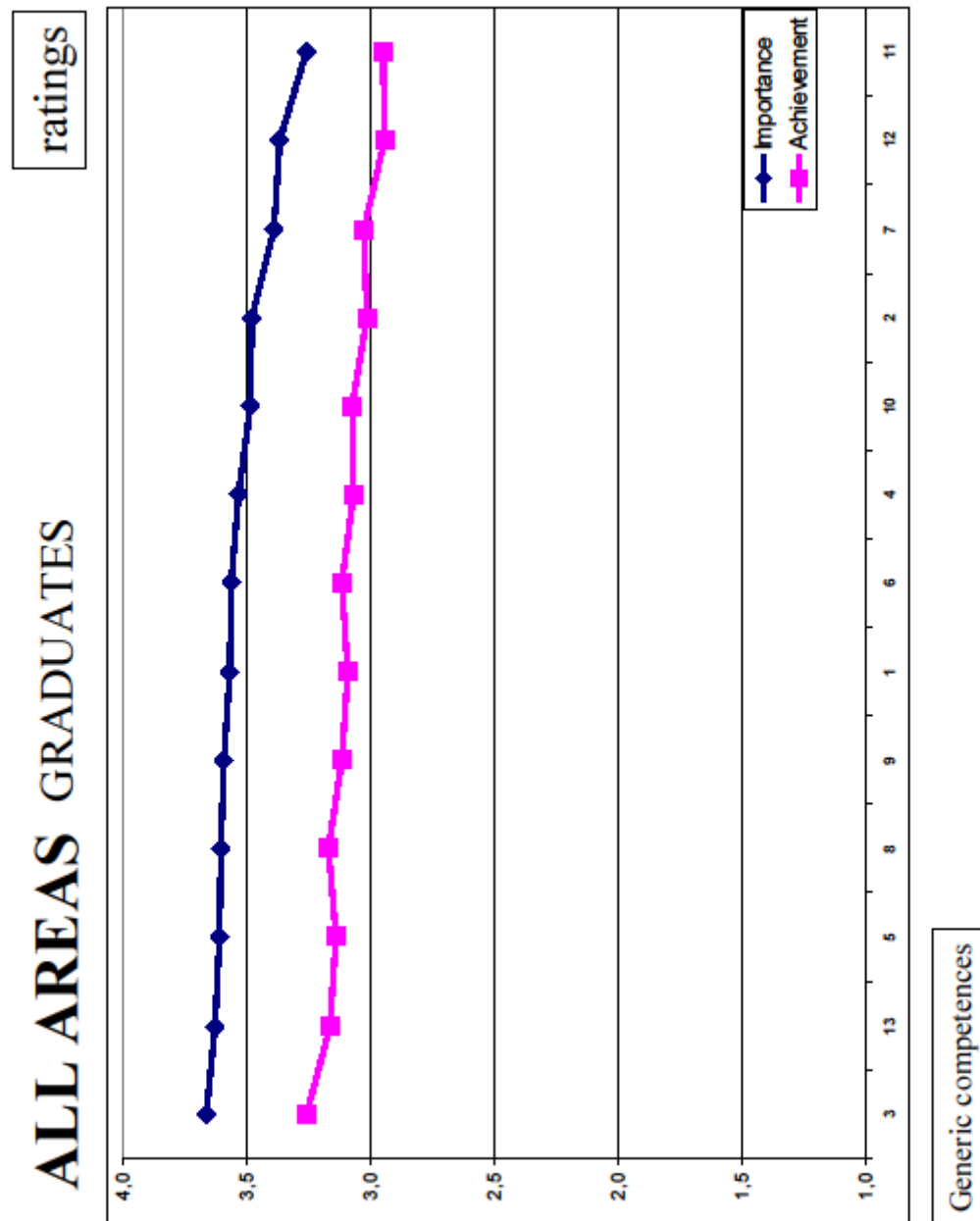


## rankings

## STUDENTS / ALL AREAS

#	Description	Ranking
11	Ability to conduct research	0,3508
12	Ability to demonstrate leadership attributes	0,5297
2	Ability to use information and communication technology purposefully and responsibly	0,8187
7	Ability to understand, value, and respect diversity and multiculturalism	0,8802
10	Ability to initiate, plan, organise, implement and evaluate course of actions	0,9325
4	Ability to demonstrate responsibility and accountability towards the society and environment	1,1298
9	Demonstrate problem solving abilities	1,1363
8	Ability to carry out lifelong learning and continuous professional development	1,1699
5	Ability to communicate clearly and effectively	1,3345
1	Ability to work collaboratively and effectively in diverse contexts	1,3868
6	Ability to think critically, reflectively and innovatively	1,3996
3	Ability to uphold professional, moral and ethical values	1,9161
13	Ability to apply knowledge into practice	2,0097

## Generic Competences

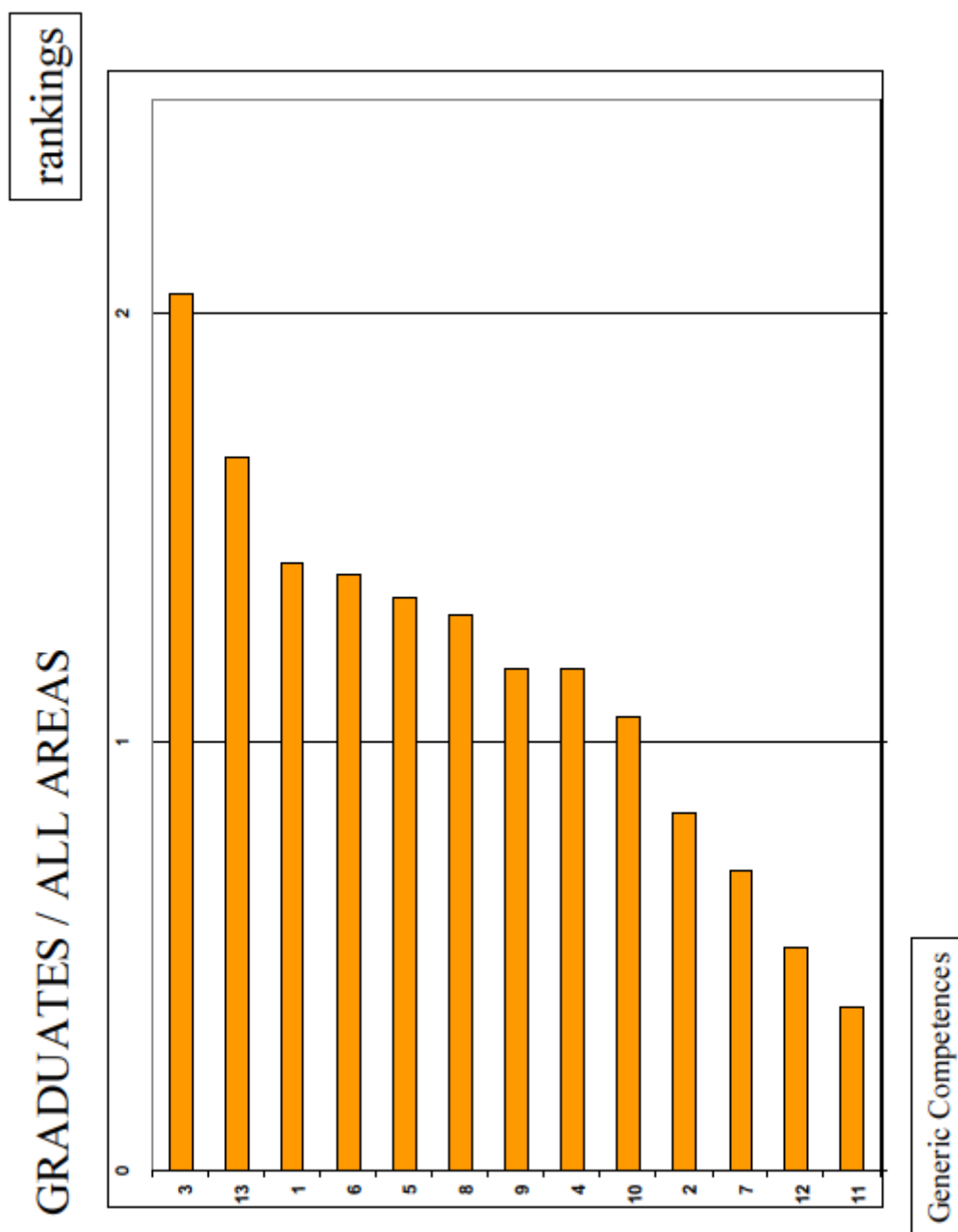


## ALL AREAS GRADUATES

ratings

#	Description	Importance	Achievement
3	Ability to uphold professional, moral and ethical values	3,6647	3,2606
13	Ability to apply knowledge into practice	3,6328	3,1669
5	Ability to communicate clearly and effectively	3,6149	3,1412
8	Ability to carry out lifelong learning and continuous professional development	3,6042	3,1744
9	Demonstrate problem solving abilities	3,5971	3,1204
1	Ability to work collaboratively and effectively in diverse contexts	3,5742	3,0951
6	Ability to think critically, reflectively and innovatively	3,5658	3,1185
4	Ability to demonstrate responsibility and accountability towards the society and environment	3,5361	3,0688
10	Ability to initiate, plan, organise, implement and evaluate course of actions	3,4887	3,0786
2	Ability to use information and communication technology purposefully and responsibly	3,4798	3,0201
7	Ability to understand, value, and respect diversity and multiculturalism	3,3901	3,0311
12	Ability to demonstrate leadership attributes	3,3683	2,9476
11	Ability to conduct research	3,2599	2,9510

Generic competences



rankings

## GRADUATES / ALL AREAS

#	Description	Ranking
11	Ability to conduct research	0,3819
12	Ability to demonstrate leadership attributes	0,5224
7	Ability to understand, value, and respect diversity and multiculturalism	0,7001
2	Ability to use information and communication technology purposefully and responsibly	0,8353
10	Ability to initiate, plan, organise, implement and evaluate course of actions	1,0610
4	Ability to demonstrate responsibility and accountability towards the society and environment	1,1722
9	Demonstrate problem solving abilities	1,1741
8	Ability to carry out lifelong learning and continuous professional development	1,2980
5	Ability to communicate clearly and effectively	1,3361
6	Ability to think critically, reflectively and innovatively	1,3900
1	Ability to work collaboratively and effectively in diverse contexts	1,4176
13	Ability to apply knowledge into practice	1,6636
3	Ability to uphold professional, moral and ethical values	2,0469

Generic Competences

# ALL AREAS

## CORRELATIONS AMONG GROUPS

### IMPORTANCE

	Academics	Employers	Students	Graduates
Academics	1			
Employers	0,9568	1		
Students	0,9245	0,9455	1	
Graduates	0,9562	0,9813	0,9503	1

### ACHIEVEMENT

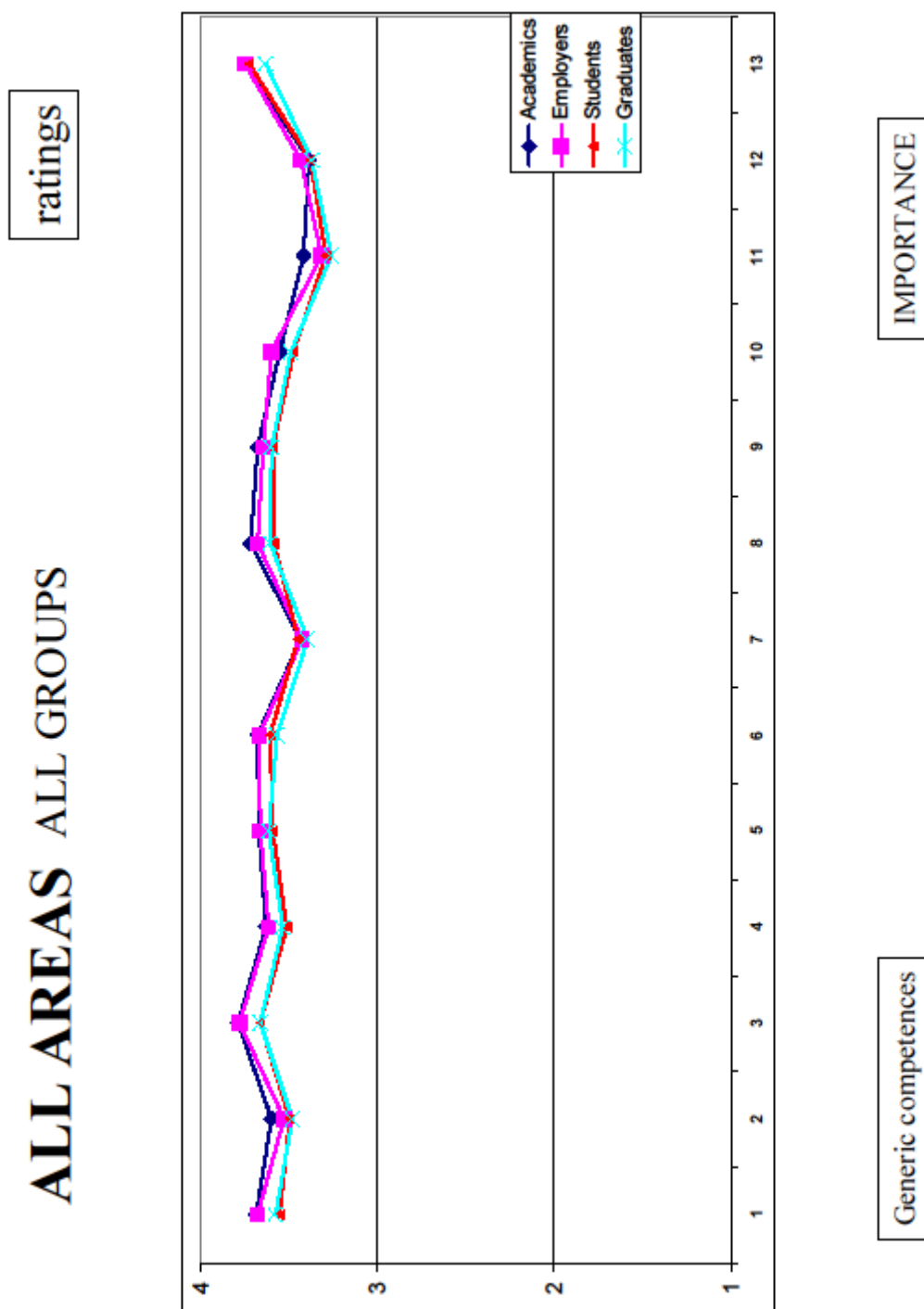
	Academics	Employers	Students	Graduates
Academics	1			
Employers	0,9706	1		
Students	0,9265	0,9590	1	
Graduates	0,9283	0,9486	0,9545	1

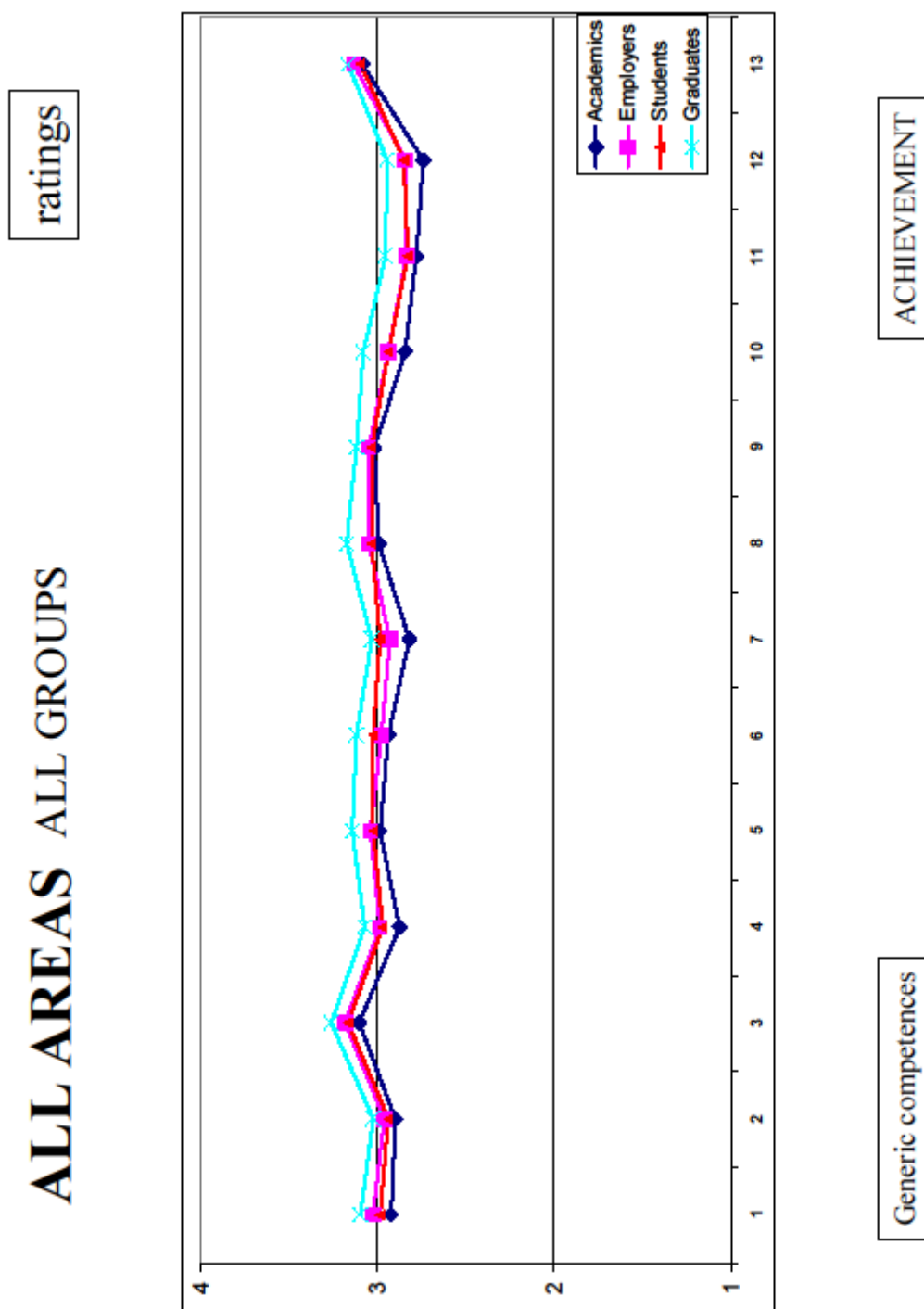
### RANKING

	Academics	Employers	Students	Graduates
Academics	1			
Employers	0,9381	1		
Students	0,9013	0,9302	1	
Graduates	0,9463	0,9711	0,9612	1

Generic competences

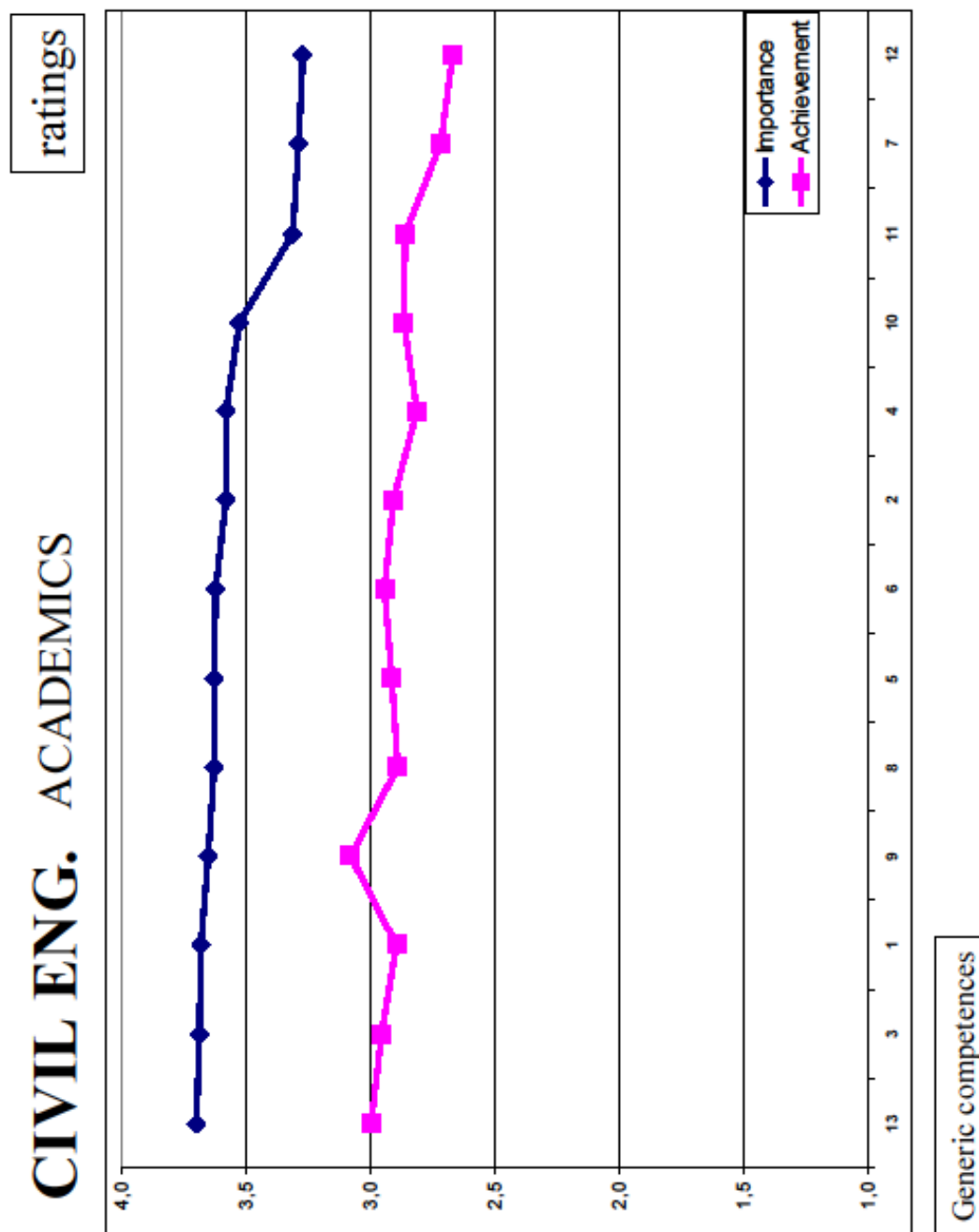






***GENERIC COMPETENCES – CIVIL ENGINEERING***

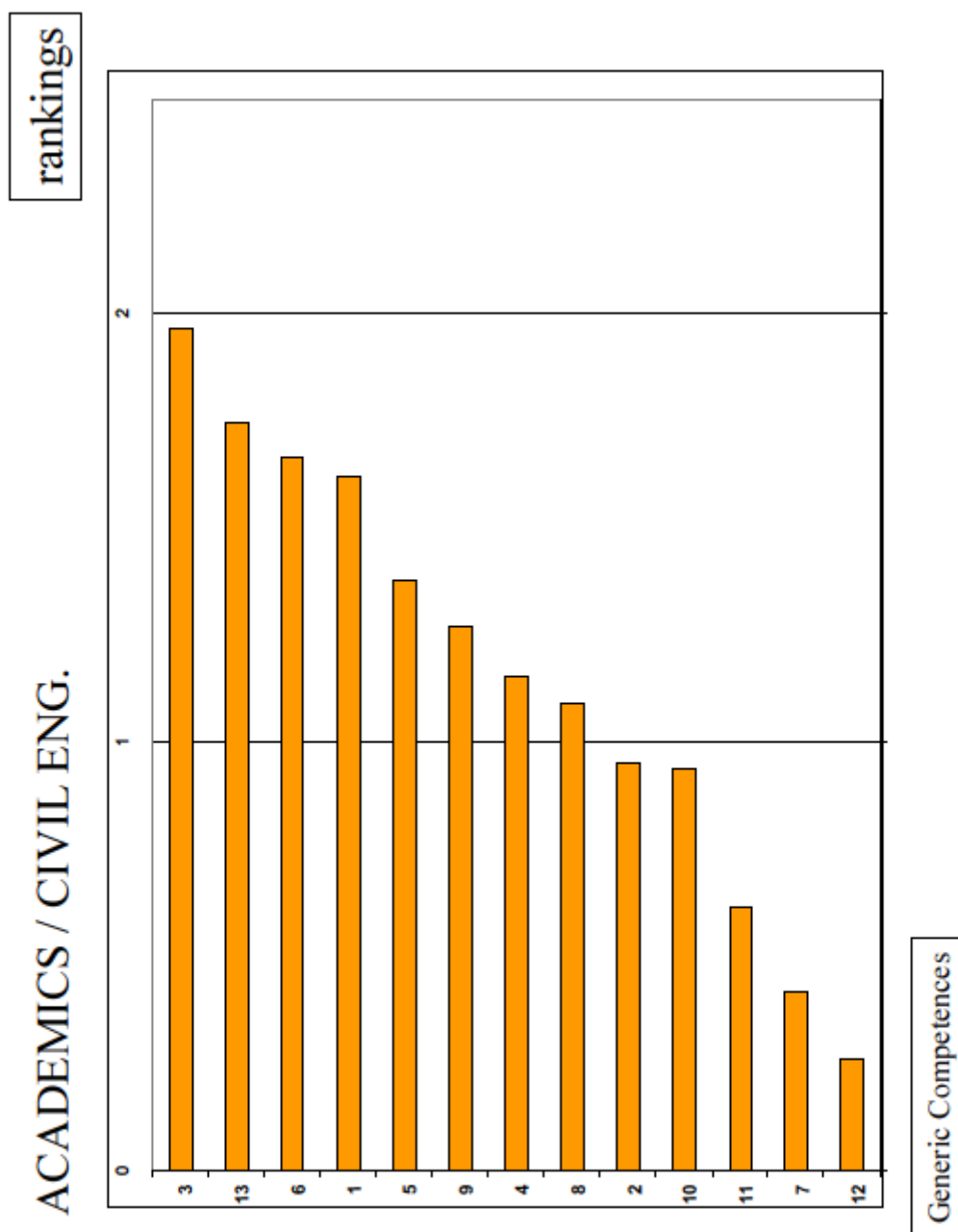
**GENERIC COMPETENCES**  
**CIVIL ENGINEERING**



## CIVIL ENG. ACADEMICS

ratings

#	Description	Importance	Achievement
13	Ability to apply knowledge into practice	3,7020	2,9983
3	Ability to uphold professional, moral and ethical values	3,6926	2,9565
1	Ability to work collaboratively and effectively in diverse contexts	3,6838	2,8959
9	Demonstrate problem solving abilities	3,6519	3,0806
8	Ability to carry out lifelong learning and continuous professional development	3,6312	2,8920
5	Ability to communicate clearly and effectively	3,6300	2,9185
6	Ability to think critically, reflectively and innovatively	3,6238	2,9451
2	Ability to use information and communication technology purposefully and responsibly	3,5859	2,9133
4	Ability to demonstrate responsibility and accountability towards the society and environment	3,5817	2,8150
10	Ability to initiate, plan, organise, implement and evaluate course of actions	3,5310	2,8701
11	Ability to conduct research	3,3173	2,8627
7	Ability to understand, value, and respect diversity and multiculturalism	3,2921	2,7176
12	Ability to demonstrate leadership attributes	3,2714	2,6748

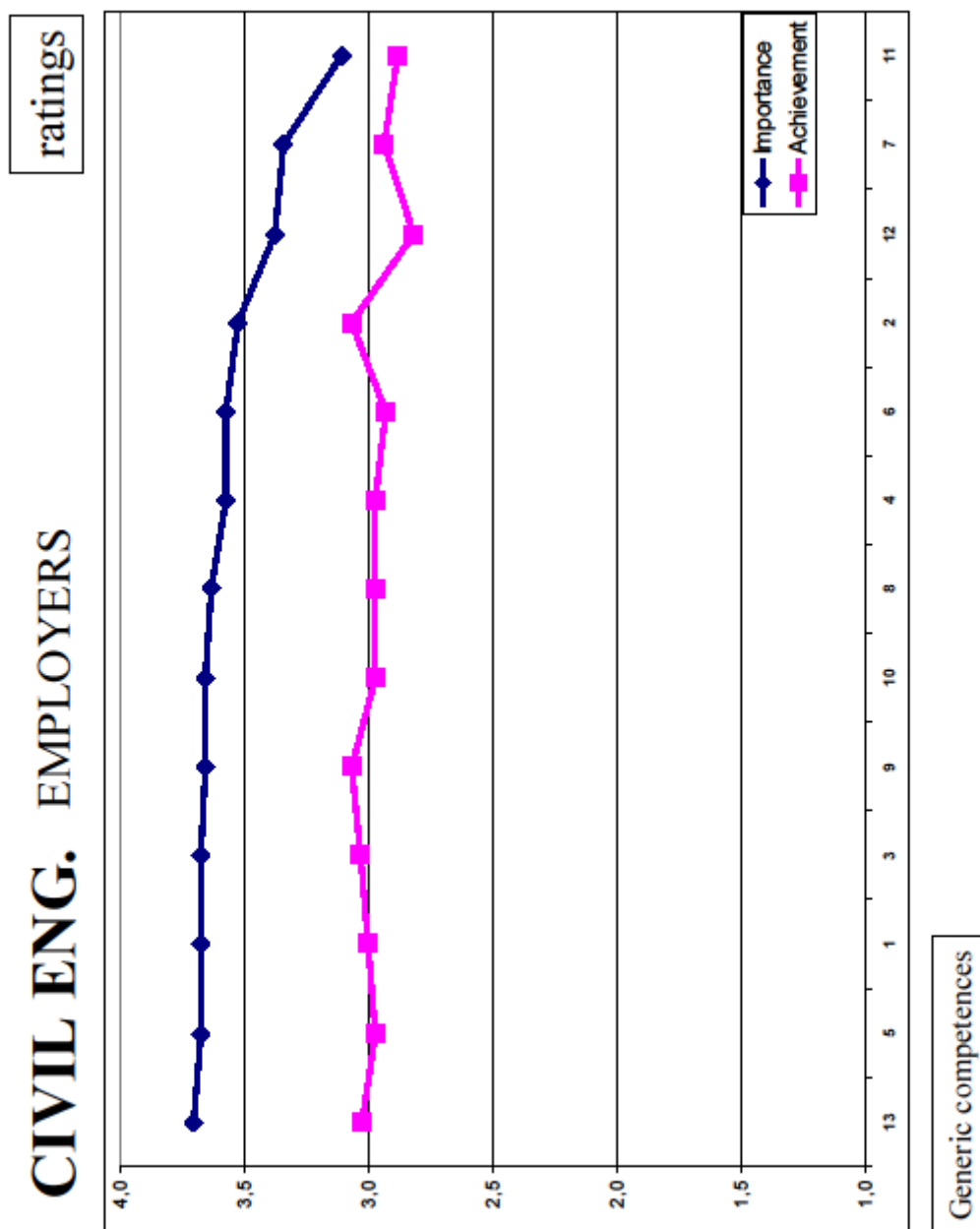


## ACADEMICS / CIVIL ENG.

### rankings

#	Description	Ranking
12	Ability to demonstrate leadership attributes	0.2587
7	Ability to understand, value, and respect diversity and multiculturalism	0.4173
11	Ability to conduct research	0.6175
10	Ability to initiate, plan, organise, implement and evaluate course of actions	0.9358
2	Ability to use information and communication technology purposefully and responsibly	0.9551
8	Ability to carry out lifelong learning and continuous professional development	1.0915
4	Ability to demonstrate responsibility and accountability towards the society and environment	1.1526
9	Demonstrate problem solving abilities	1.2709
5	Ability to communicate clearly and effectively	1.3771
1	Ability to work collaboratively and effectively in diverse contexts	1.6218
6	Ability to think critically, reflectively and innovatively	1.6649
13	Ability to apply knowledge into practice	1.7465
3	Ability to uphold professional, moral and ethical values	1.9675

### Generic Competences



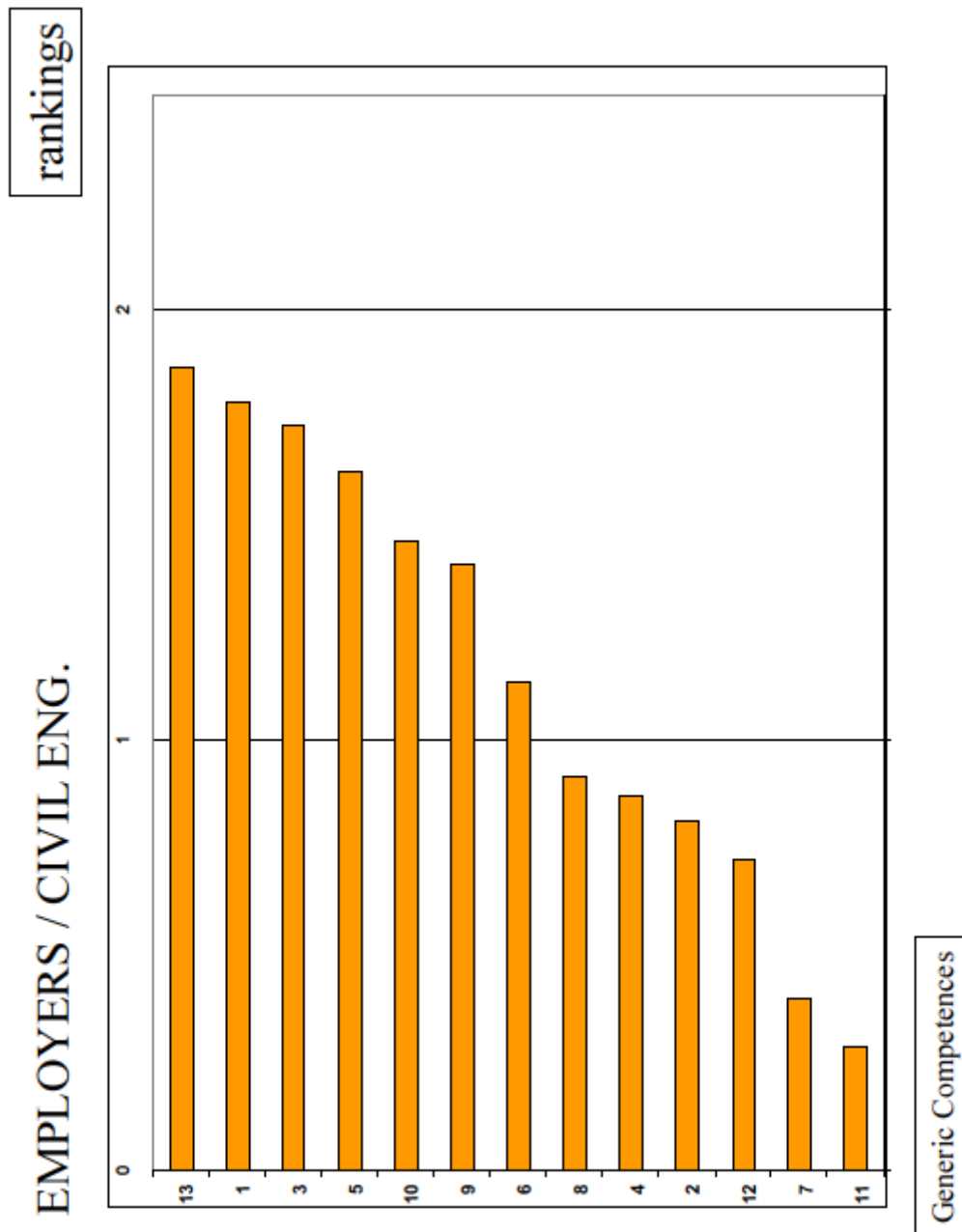


## CIVIL ENG. EMPLOYERS

ratings

#	Description	Importance	Achievement
13	Ability to apply knowledge into practice	3,7088	3,0300
5	Ability to communicate clearly and effectively	3,6814	2,9751
1	Ability to work collaboratively and effectively in diverse contexts	3,6806	3,0066
3	Ability to uphold professional, moral and ethical values	3,6773	3,0356
9	Demonstrate problem solving abilities	3,6631	3,0712
10	Ability to initiate, plan, organise, implement and evaluate course of actions	3,6619	2,9741
8	Ability to carry out lifelong learning and continuous professional development	3,6380	2,9763
4	Ability to demonstrate responsibility and accountability towards the society and environment	3,5776	2,9756
6	Ability to think critically, reflectively and innovatively	3,5776	2,9358
2	Ability to use information and communication technology purposefully and responsibly	3,5317	3,0707
12	Ability to demonstrate leadership attributes	3,3822	2,8232
7	Ability to understand, value, and respect diversity and multiculturalism	3,3475	2,9432
11	Ability to conduct research	3,1117	2,8843

Generic competences

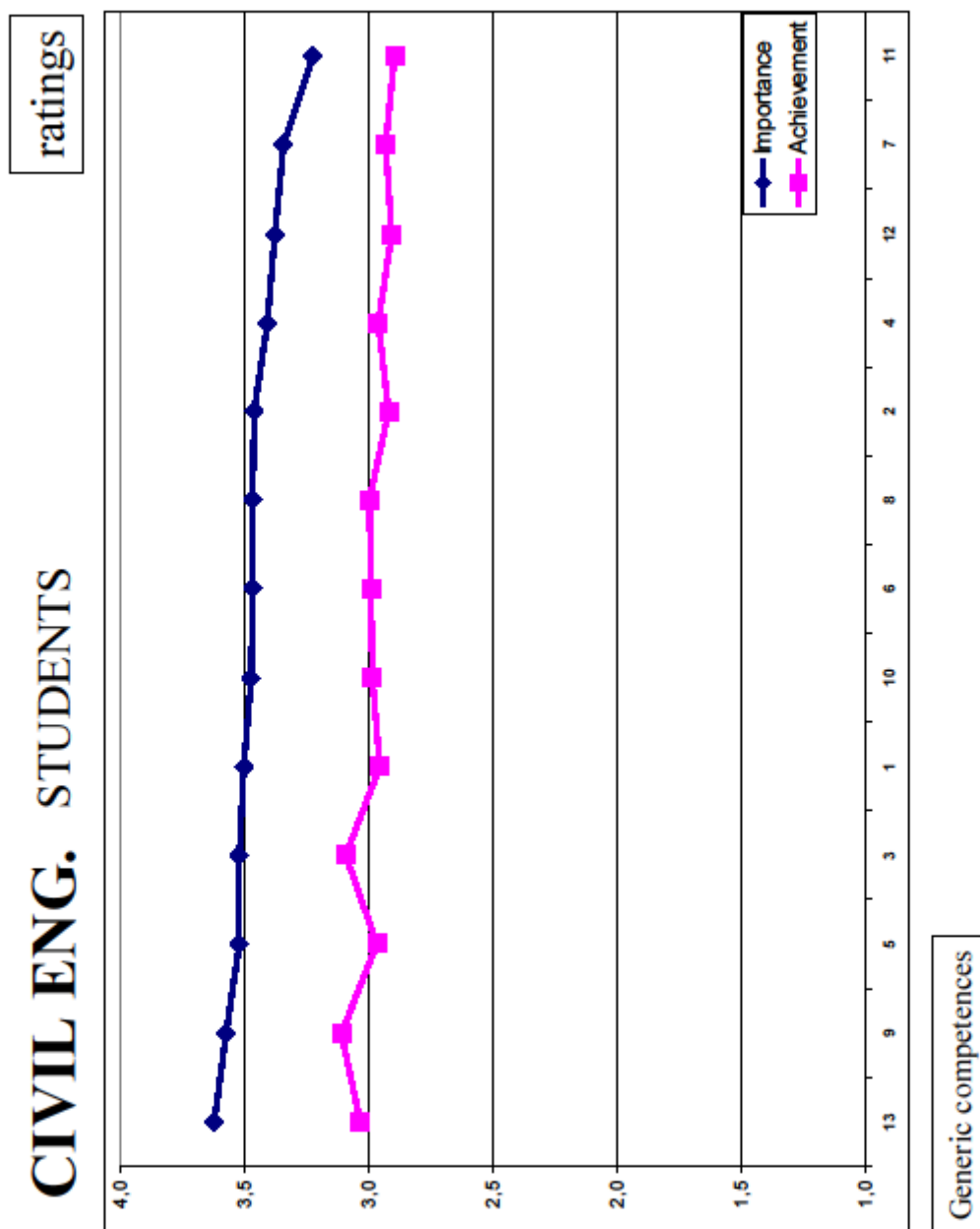


## EMPLOYERS / CIVIL ENG.

### rankings

#	Description	Ranking
11	Ability to conduct research	0.2878
7	Ability to understand, value, and respect diversity and multiculturalism	0.3998
12	Ability to demonstrate leadership attributes	0.7215
2	Ability to use information and communication technology purposefully and responsibly	0.8129
4	Ability to demonstrate responsibility and accountability towards the society and environment	0.8718
8	Ability to carry out lifelong learning and continuous professional development	0.9151
6	Ability to think critically, reflectively and innovatively	1.1340
9	Demonstrate problem solving abilities	1.4134
10	Ability to initiate, plan, organise, implement and evaluate course of actions	1.4628
5	Ability to communicate clearly and effectively	1.6280
3	Ability to uphold professional, moral and ethical values	1.7341
1	Ability to work collaboratively and effectively in diverse contexts	1.7904
13	Ability to apply knowledge into practice	1.8680

### Generic Competences

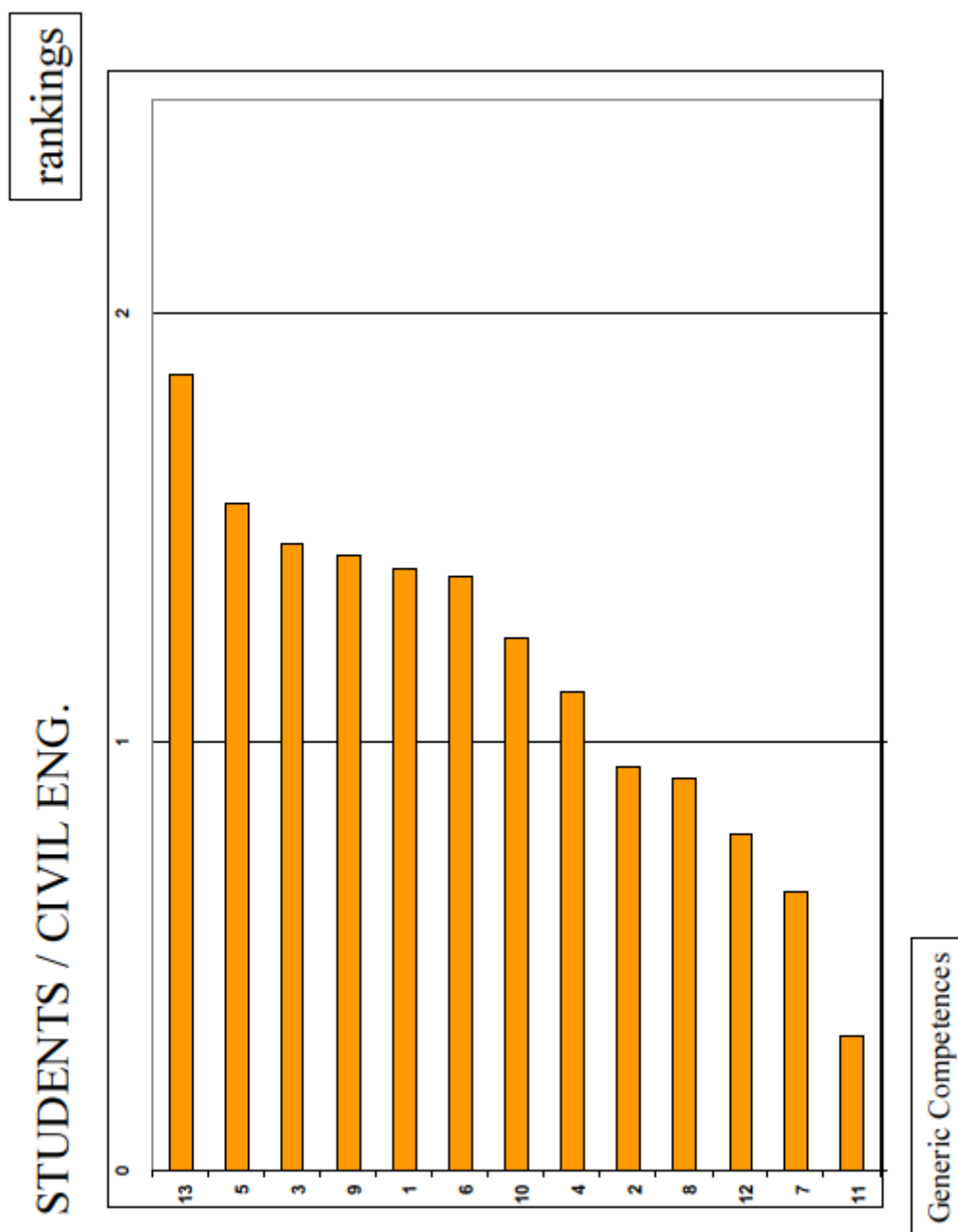


ratings

## CIVIL ENG. STUDENTS

#	Description	Importance	Achievement
13	Ability to apply knowledge into practice	3,6247	3,0346
9	Demonstrate problem solving abilities	3,5803	3,1147
5	Ability to communicate clearly and effectively	3,5246	2,9710
3	Ability to uphold professional, moral and ethical values	3,5227	3,0955
1	Ability to work collaboratively and effectively in diverse contexts	3,5033	2,9600
10	Ability to initiate, plan, organise, implement and evaluate course of actions	3,4789	2,9662
6	Ability to think critically, reflectively and innovatively	3,4721	2,9911
8	Ability to carry out lifelong learning and continuous professional development	3,4688	3,0001
2	Ability to use information and communication technology purposefully and responsibly	3,4621	2,9229
4	Ability to demonstrate responsibility and accountability towards the society and environment	3,4135	2,9655
12	Ability to demonstrate leadership attributes	3,3819	2,9087
7	Ability to understand, value, and respect diversity and multiculturalism	3,3455	2,9319
11	Ability to conduct research	3,2288	2,9012

Generic competences

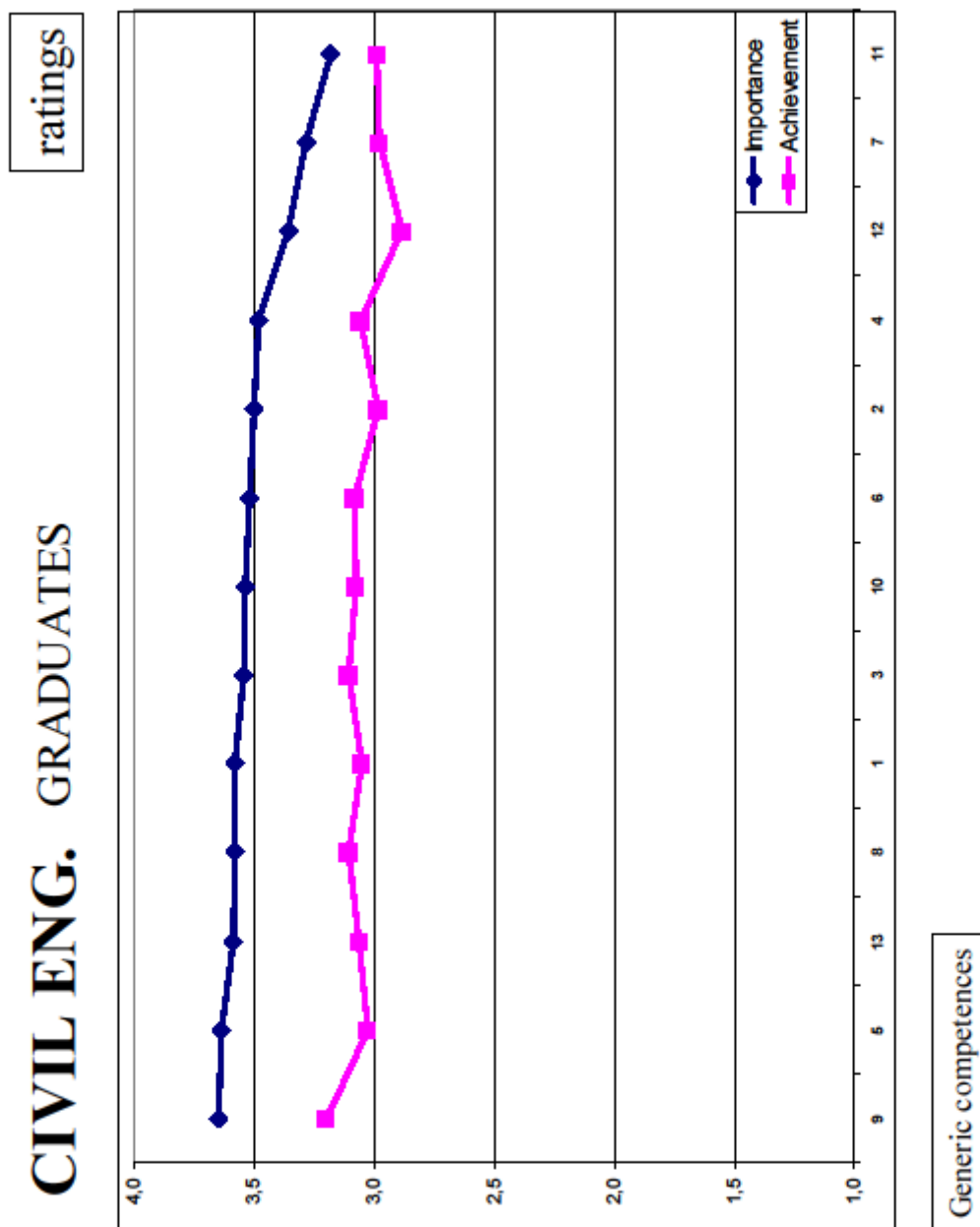


## rankings

## STUDENTS / CIVIL ENG.

#	Description	Ranking
11	Ability to conduct research	0,3123
7	Ability to understand, value, and respect diversity and multiculturalism	0,6511
12	Ability to demonstrate leadership attributes	0,7855
8	Ability to carry out lifelong learning and continuous professional development	0,9181
2	Ability to use information and communication technology purposefully and responsibly	0,9420
4	Ability to demonstrate responsibility and accountability towards the society and environment	1,1194
10	Ability to initiate, plan, organise, implement and evaluate course of actions	1,2442
6	Ability to think critically, reflectively and innovatively	1,3873
1	Ability to work collaboratively and effectively in diverse contexts	1,4065
9	Demonstrate problem solving abilities	1,4364
3	Ability to uphold professional, moral and ethical values	1,4669
5	Ability to communicate clearly and effectively	1,5556
13	Ability to apply knowledge into practice	1,8593

## Generic Competences



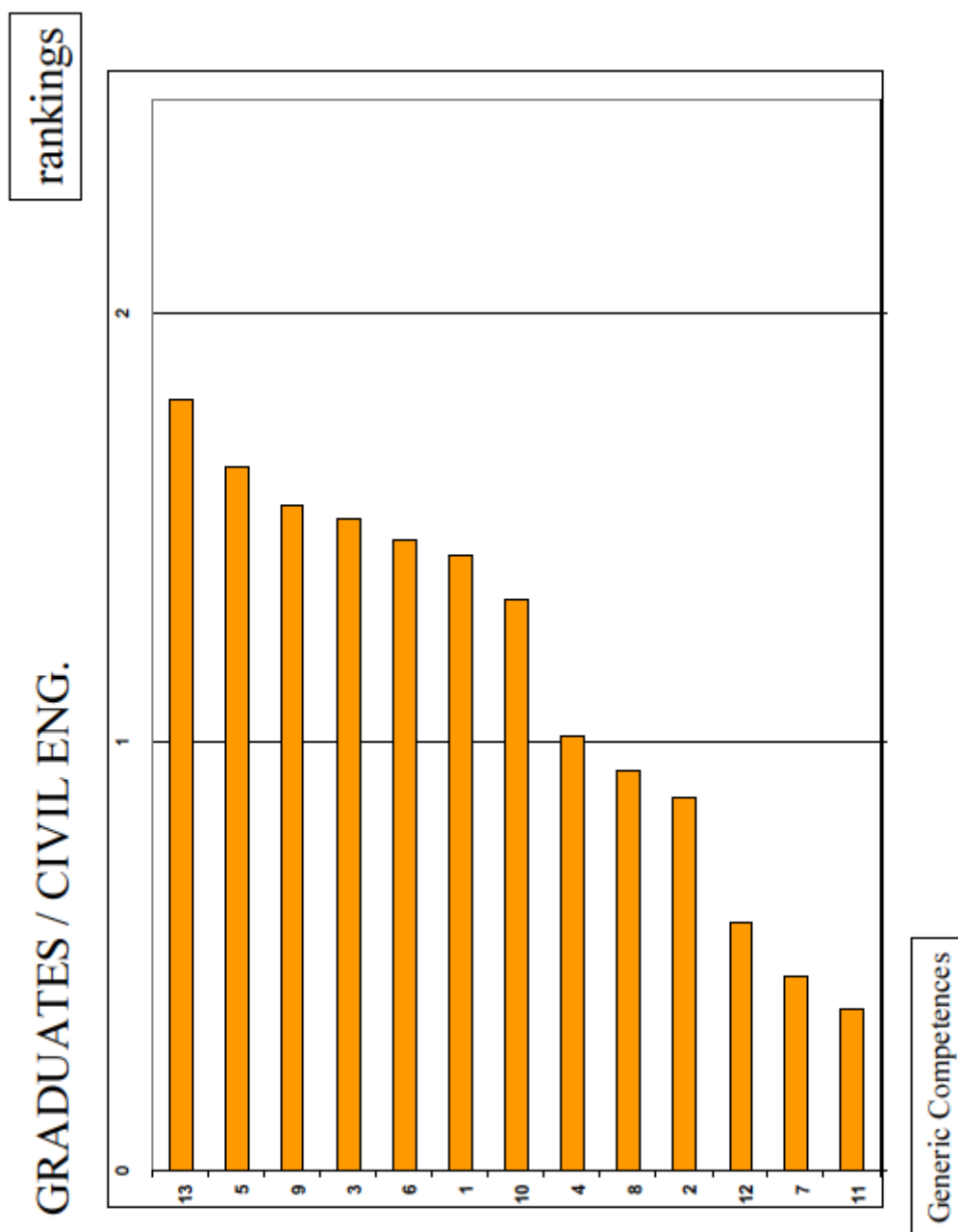


ratings

## CIVIL ENG. GRADUATES

#	Description	Importance	Achievement
9	Demonstrate problem solving abilities	3,8464	3,2007
5	Ability to communicate clearly and effectively	3,6377	3,0282
13	Ability to apply knowledge into practice	3,5849	3,0658
8	Ability to carry out lifelong learning and continuous professional development	3,5841	3,1069
1	Ability to work collaboratively and effectively in diverse contexts	3,5802	3,0498
3	Ability to uphold professional, moral and ethical values	3,5456	3,1037
10	Ability to initiate, plan, organise, implement and evaluate course of actions	3,5391	3,0772
6	Ability to think critically, reflectively and innovatively	3,5201	3,0826
2	Ability to use information and communication technology purposefully and responsibly	3,4995	2,9839
4	Ability to demonstrate responsibility and accountability towards the society and environment	3,4854	3,0580
12	Ability to demonstrate leadership attributes	3,3614	2,8844
7	Ability to understand, value, and respect diversity and multiculturalism	3,2859	2,9769
11	Ability to conduct research	3,1783	2,9901

Generic competences



## GRADUATES / CIVIL ENG.

### rankings

#	Description	Ranking
11	Ability to conduct research	0.3770
7	Ability to understand, value, and respect diversity and multiculturalism	0.4505
12	Ability to demonstrate leadership attributes	0.5794
2	Ability to use information and communication technology purposefully and responsibly	0.8721
8	Ability to carry out lifelong learning and continuous professional development	0.9337
4	Ability to demonstrate responsibility and accountability towards the society and environment	1.0140
10	Ability to initiate, plan, organise, implement and evaluate course of actions	1.3350
1	Ability to work collaboratively and effectively in diverse contexts	1.4363
6	Ability to think critically, reflectively and innovatively	1.4729
3	Ability to uphold professional, moral and ethical values	1.5240
9	Demonstrate problem solving abilities	1.5535
5	Ability to communicate clearly and effectively	1.6427
13	Ability to apply knowledge into practice	1.8029

### Generic Competences

# CIVIL ENG.

## CORRELATIONS AMONG GROUPS

### IMPORTANCE

	Academics	Employers	Students	Graduates
Academics	1			
Employers	0,8815	1		
Students	0,8426	0,9276	1	
Graduates	0,8899	0,9652	0,9238	1

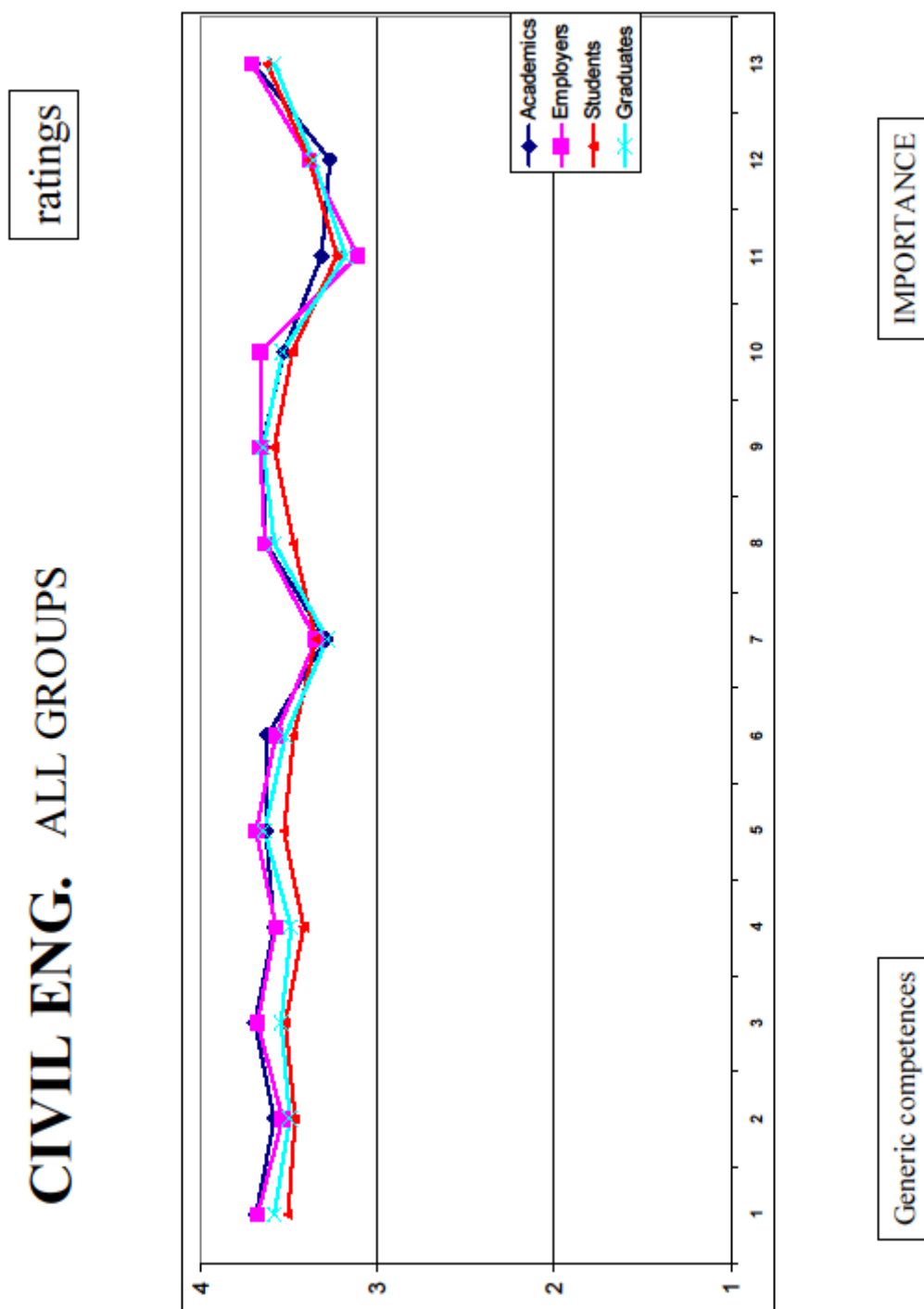
### ACHIEVEMENT

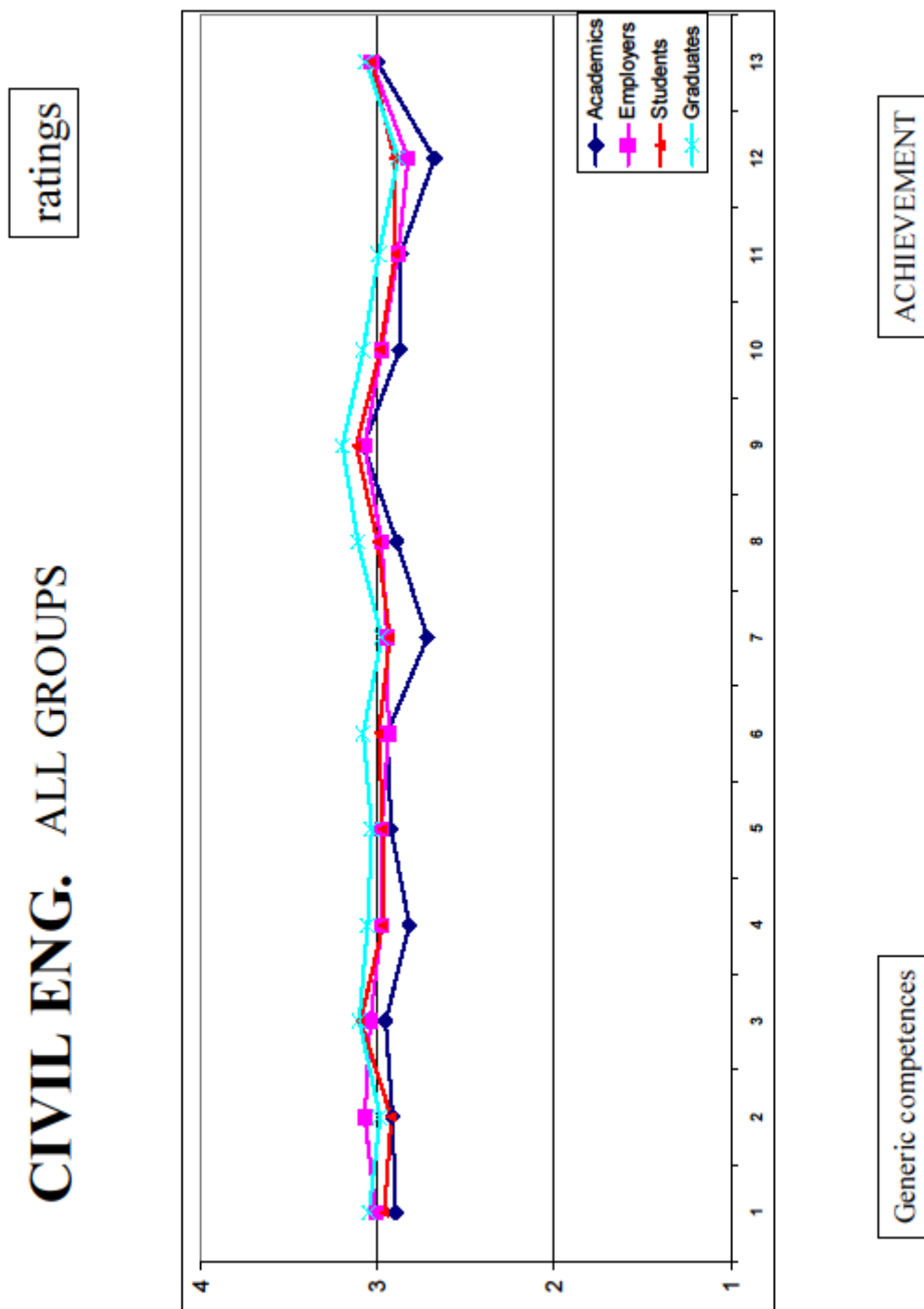
	Academics	Employers	Students	Graduates
Academics	1			
Employers	0,7573	1		
Students	0,7603	0,6398	1	
Graduates	0,8216	0,6708	0,8637	1

### RANKING

	Academics	Employers	Students	Graduates
Academics	1			
Employers	0,8213	1		
Students	0,8344	0,9367	1	
Graduates	0,8718	0,9436	0,9771	1

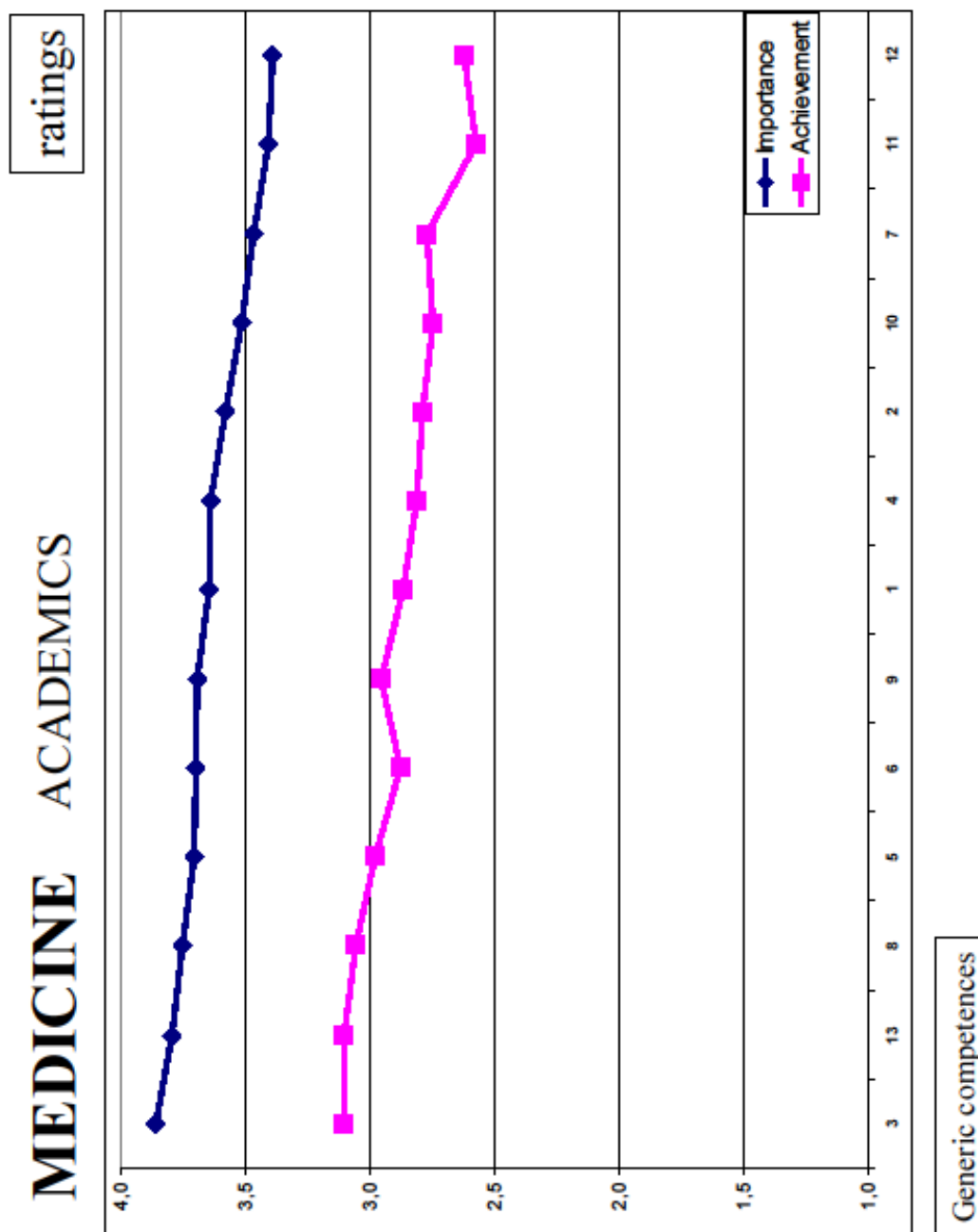
Generic competences





***GENERIC COMPETENCES – MEDICINE***

GENERIC COMPETENCES  
MEDICINE

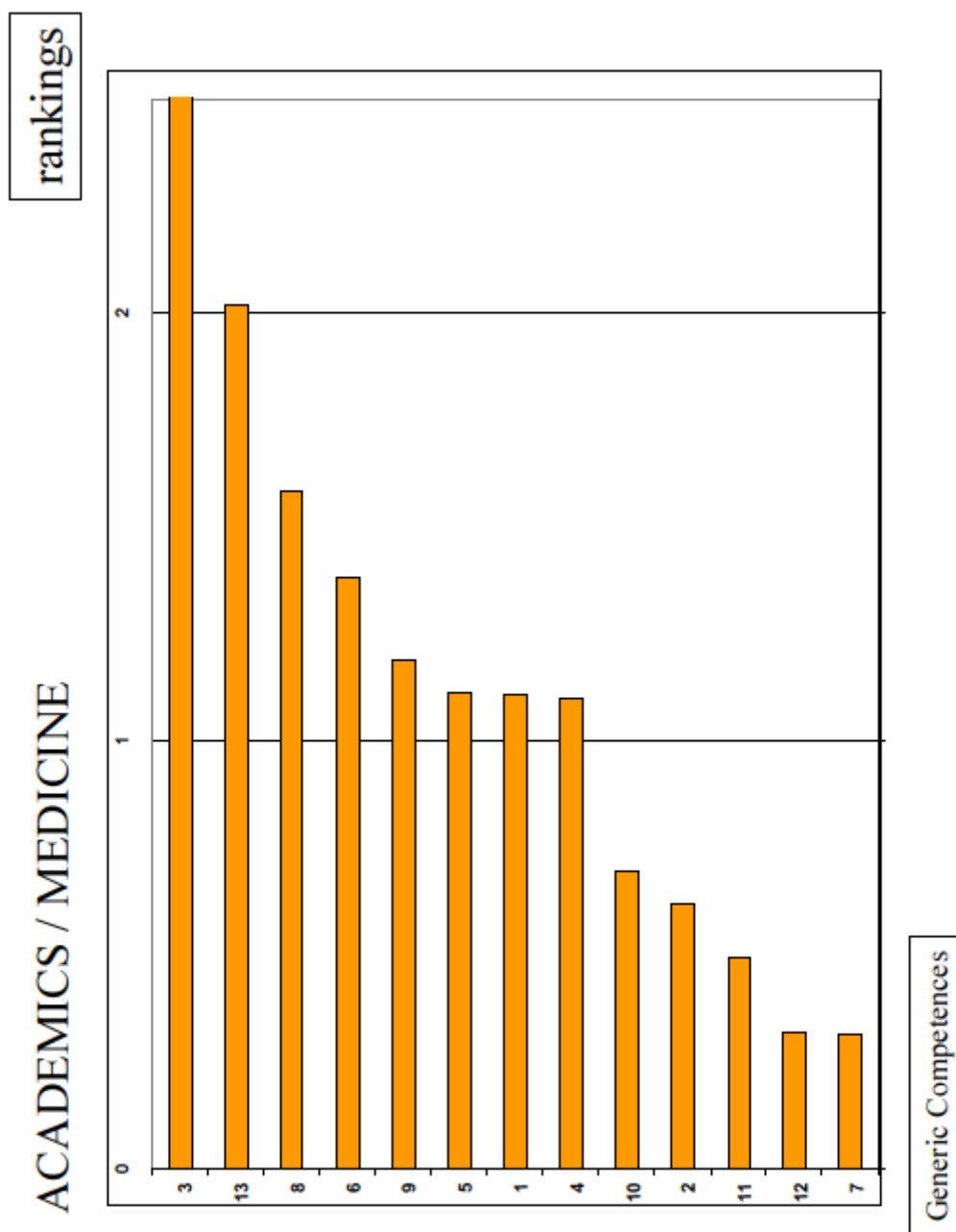




# MEDICINE ACADEMICS

ratings

#	Description	Importance	Achievement
3	Ability to uphold professional, moral and ethical values	3,8604	3,1087
13	Ability to apply knowledge into practice	3,7967	3,1062
8	Ability to carry out lifelong learning and continuous professional development	3,7550	3,0581
5	Ability to communicate clearly and effectively	3,7081	2,9818
6	Ability to think critically, reflectively and innovatively	3,7021	2,8787
9	Demonstrate problem solving abilities	3,6975	2,9613
1	Ability to work collaboratively and effectively in diverse contexts	3,6490	2,8694
4	Ability to demonstrate responsibility and accountability towards the society and environment	3,6405	2,8136
2	Ability to use information and communication technology purposefully and responsibly	3,5811	2,7914
10	Ability to initiate, plan, organise, implement and evaluate course of actions	3,5201	2,7496
7	Ability to understand, value, and respect diversity and multiculturalism	3,4708	2,7753
11	Ability to conduct research	3,4106	2,5752
12	Ability to demonstrate leadership attributes	3,3919	2,6278

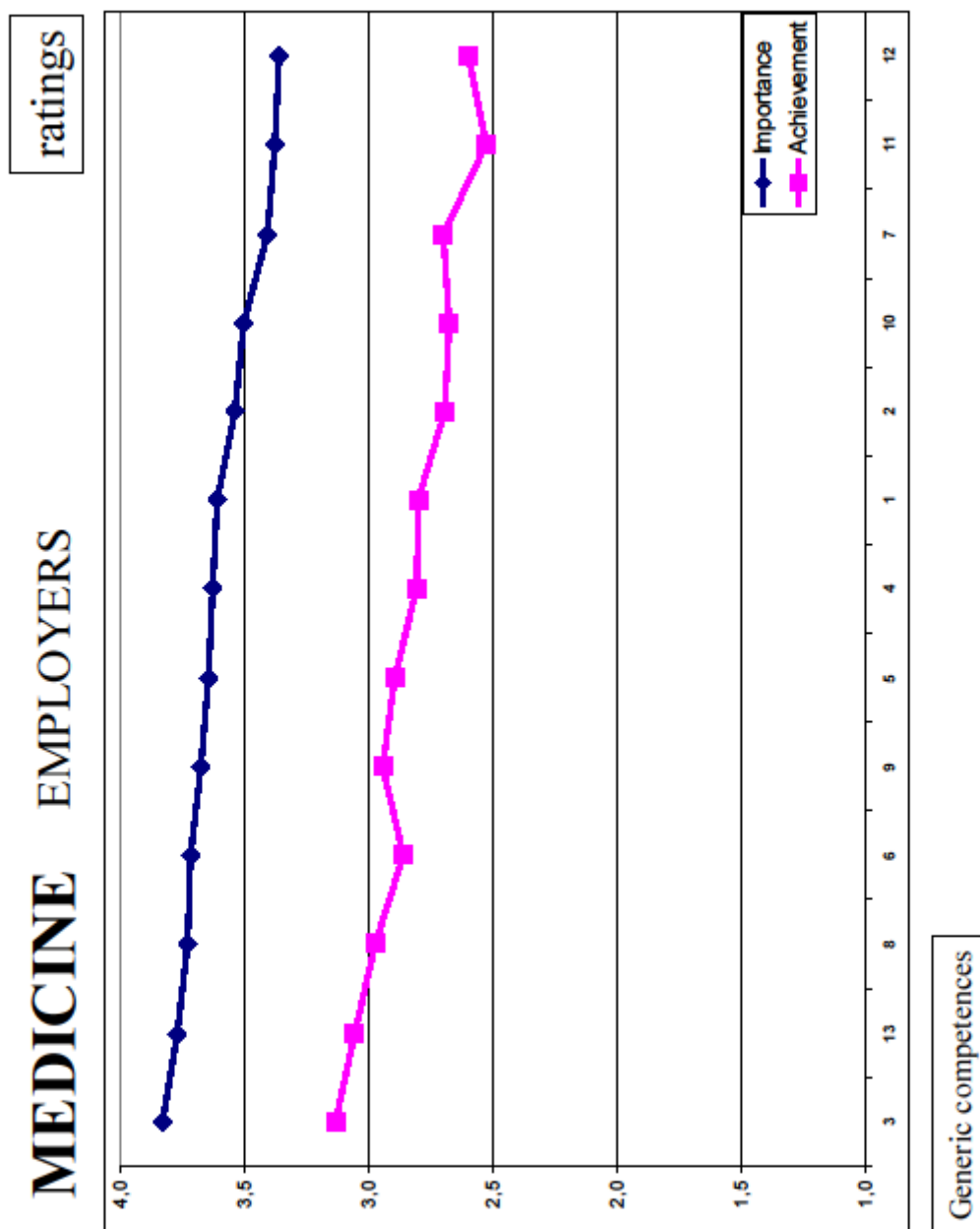


rankings

## ACADEMICS / MEDICINE

#	Description	Ranking
7	Ability to understand, value, and respect diversity and multiculturalism	0.3129
12	Ability to demonstrate leadership attributes	0.3178
11	Ability to conduct research	0.4965
2	Ability to use information and communication technology purposefully and responsibly	0.6185
10	Ability to initiate, plan, organise, implement and evaluate course of actions	0.6943
4	Ability to demonstrate responsibility and accountability towards the society and environment	1.1026
1	Ability to work collaboratively and effectively in diverse contexts	1.1099
5	Ability to communicate clearly and effectively	1.1120
9	Demonstrate problem solving abilities	1.1878
6	Ability to think critically, reflectively and innovatively	1.3809
8	Ability to carry out lifelong learning and continuous professional development	1.5827
13	Ability to apply knowledge into practice	2.0212
3	Ability to uphold professional, moral and ethical values	3.0149

Generic Competences

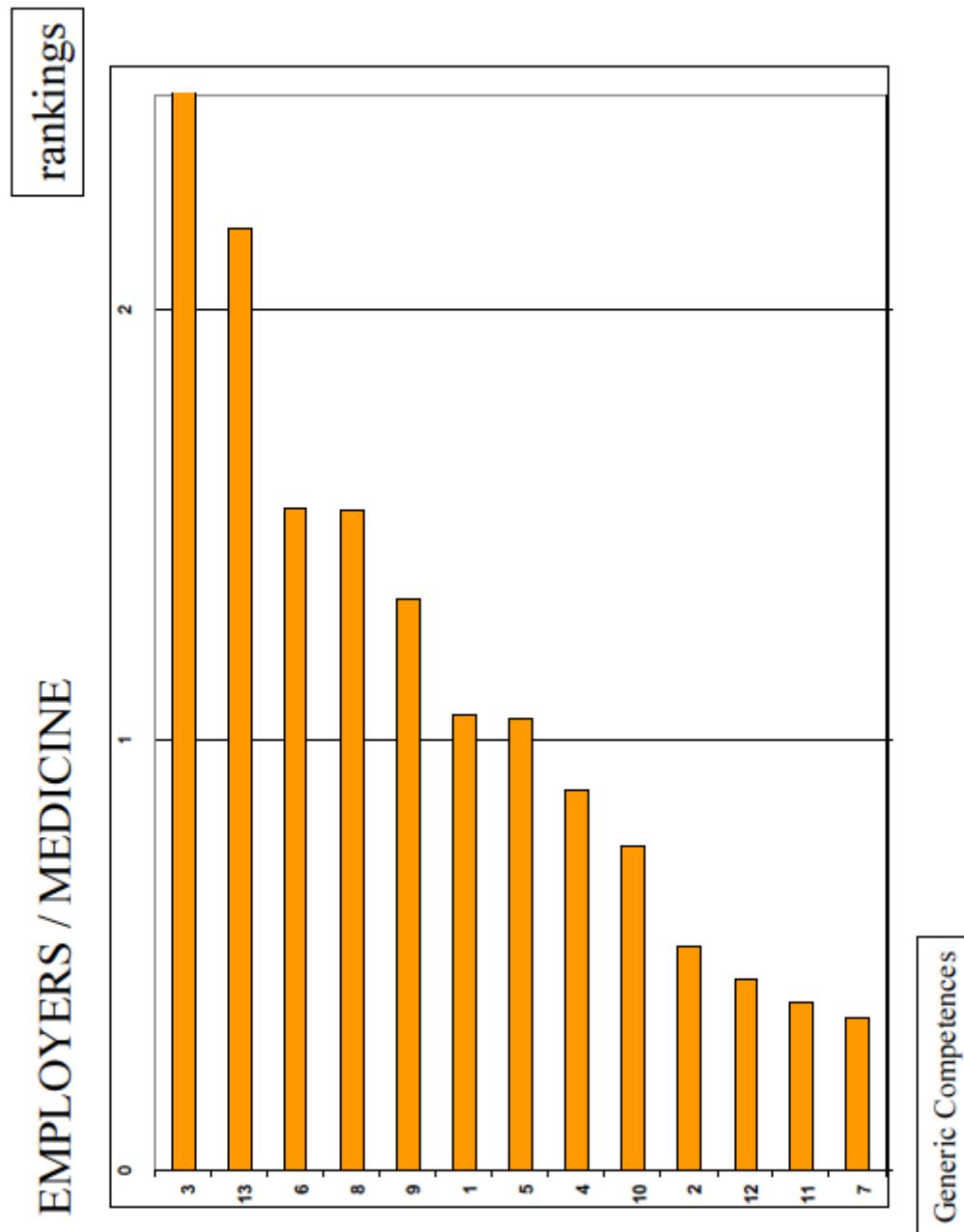


# MEDICINE EMPLOYERS

ratings

#	Description	Importance	Achievement
3	Ability to uphold professional, moral and ethical values	3,8317	3,1362
13	Ability to apply knowledge into practice	3,7743	3,0575
8	Ability to carry out lifelong learning and continuous professional development	3,7313	2,9785
6	Ability to think critically, reflectively and innovatively	3,7175	2,8608
9	Demonstrate problem solving abilities	3,6765	2,9435
5	Ability to communicate clearly and effectively	3,6491	2,8992
4	Ability to demonstrate responsibility and accountability towards the society and environment	3,6308	2,8108
1	Ability to work collaboratively and effectively in diverse contexts	3,6105	2,8058
2	Ability to use information and communication technology purposefully and responsibly	3,5439	2,6954
10	Ability to initiate, plan, organise, implement and evaluate course of actions	3,5054	2,6773
7	Ability to understand, value, and respect diversity and multiculturalism	3,4090	2,7050
11	Ability to conduct research	3,3822	2,5322
12	Ability to demonstrate leadership attributes	3,3608	2,5986

Generic competences

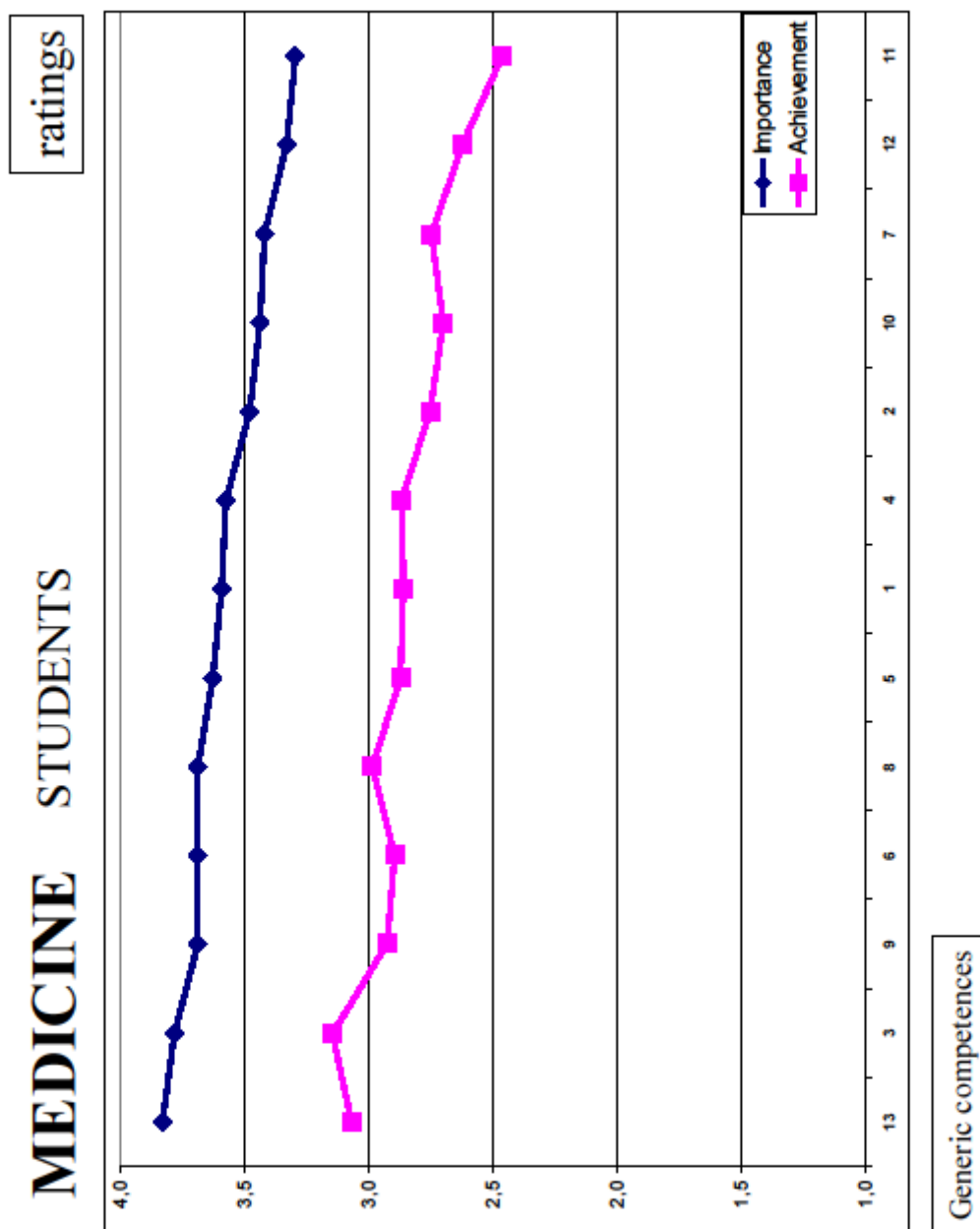


## rankings

## EMPLOYERS / MEDICINE

#	Description	Ranking
7	Ability to understand, value, and respect diversity and multiculturalism	0.3546
11	Ability to conduct research	0.3902
12	Ability to demonstrate leadership attributes	0.4439
2	Ability to use information and communication technology purposefully and responsibly	0.5199
10	Ability to initiate, plan, organise, implement and evaluate course of actions	0.7531
4	Ability to demonstrate responsibility and accountability towards the society and environment	0.8852
5	Ability to communicate clearly and effectively	1.0518
1	Ability to work collaboratively and effectively in diverse contexts	1.0579
9	Demonstrate problem solving abilities	1.3293
8	Ability to carry out lifelong learning and continuous professional development	1.5377
6	Ability to think critically, reflectively and innovatively	1.5399
13	Ability to apply knowledge into practice	2.1926
3	Ability to uphold professional, moral and ethical values	2.9284

## Generic Competences



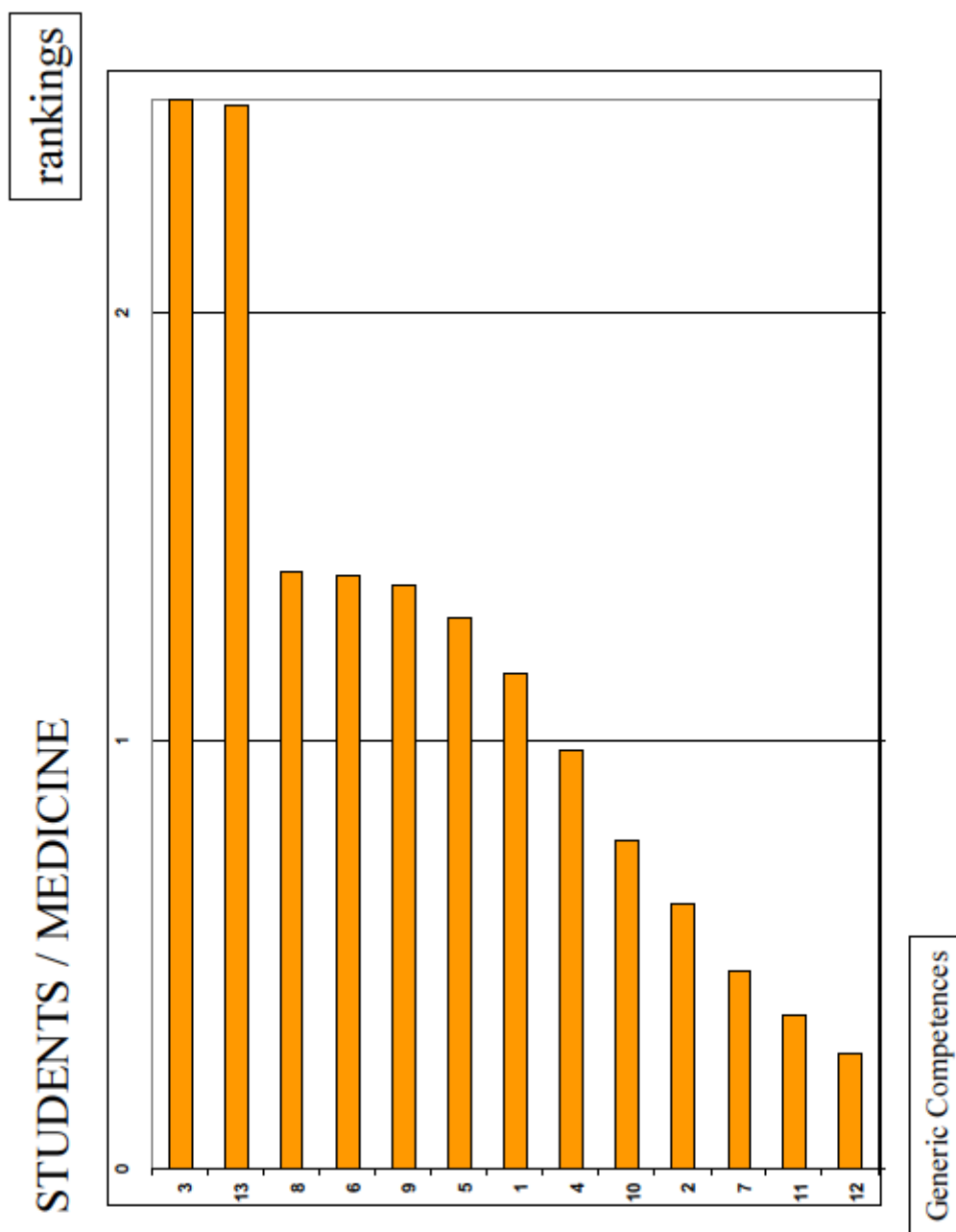


# MEDICINE STUDENTS

ratings

#	Description	Importance	Achievement
13	Ability to apply knowledge into practice	3,8319	3,0733
3	Ability to uphold professional, moral and ethical values	3,7855	3,1464
9	Demonstrate problem solving abilities	3,6923	2,9291
6	Ability to think critically, reflectively and innovatively	3,6903	2,8985
8	Ability to carry out lifelong learning and continuous professional development	3,6880	2,9899
5	Ability to communicate clearly and effectively	3,6285	2,8724
1	Ability to work collaboratively and effectively in diverse contexts	3,5933	2,8640
4	Ability to demonstrate responsibility and accountability towards the society and environment	3,5750	2,8695
2	Ability to use information and communication technology purposefully and responsibly	3,4816	2,7534
10	Ability to initiate, plan, organise, implement and evaluate course of actions	3,4412	2,7013
7	Ability to understand, value, and respect diversity and multiculturalism	3,4210	2,7516
12	Ability to demonstrate leadership attributes	3,3361	2,6247
11	Ability to conduct research	3,2953	2,4636

Generic competences

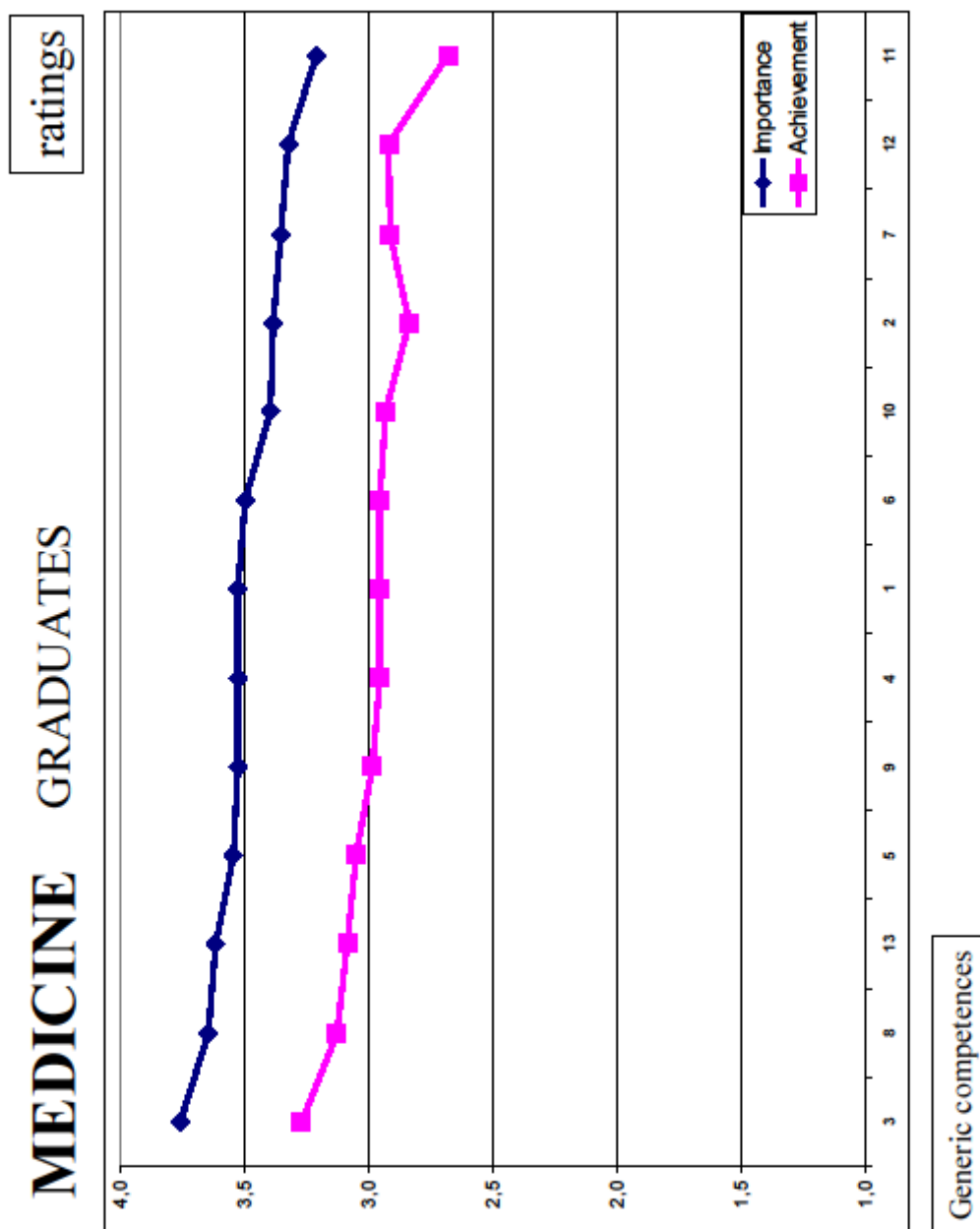


## rankings

## STUDENTS / MEDICINE

#	Description	Ranking
12	Ability to demonstrate leadership attributes	0,2679
11	Ability to conduct research	0,3589
7	Ability to understand, value, and respect diversity and multiculturalism	0,4603
2	Ability to use information and communication technology purposefully and responsibly	0,6207
10	Ability to initiate, plan, organise, implement and evaluate course of actions	0,7688
4	Ability to demonstrate responsibility and accountability towards the society and environment	0,9757
1	Ability to work collaboratively and effectively in diverse contexts	1,1587
5	Ability to communicate clearly and effectively	1,2880
9	Demonstrate problem solving abilities	1,3637
6	Ability to think critically, reflectively and innovatively	1,3880
8	Ability to carry out lifelong learning and continuous professional development	1,3954
13	Ability to apply knowledge into practice	2,4890
3	Ability to uphold professional, moral and ethical values	2,4993

## Generic Competences

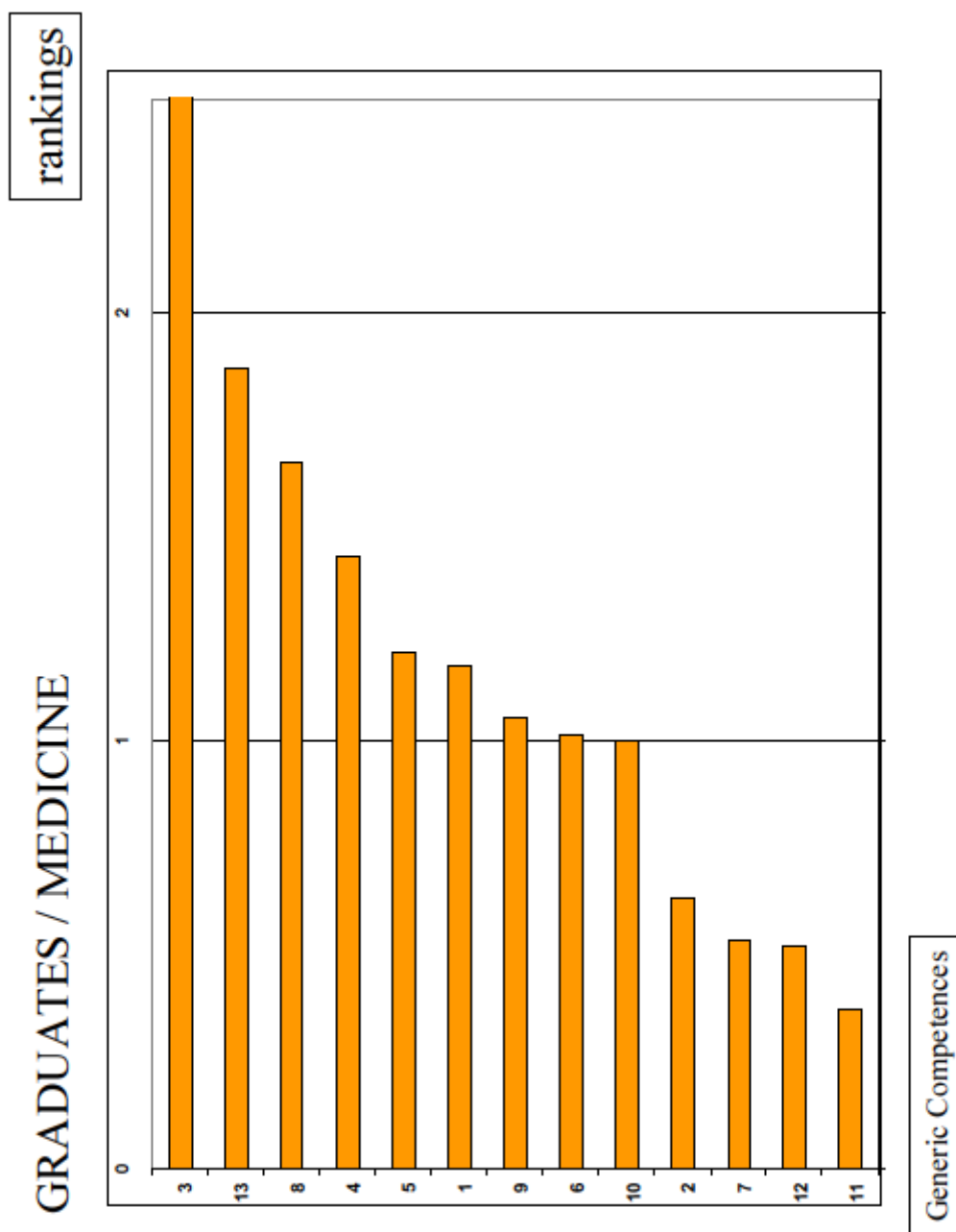


# MEDICINE GRADUATES

ratings

#	Description	Importance	Achievement
3	Ability to uphold professional, moral and ethical values	3,7625	3,2765
8	Ability to carry out lifelong learning and continuous professional development	3,6487	3,1290
13	Ability to apply knowledge into practice	3,6220	3,0889
5	Ability to communicate clearly and effectively	3,5472	3,0529
9	Demonstrate problem solving abilities	3,5326	2,9885
4	Ability to demonstrate responsibility and accountability towards the society and environment	3,5312	2,9560
1	Ability to work collaboratively and effectively in diverse contexts	3,5296	2,9590
6	Ability to think critically, reflectively and innovatively	3,5027	2,9612
10	Ability to initiate, plan, organise, implement and evaluate course of actions	3,3988	2,9365
2	Ability to use information and communication technology purposefully and responsibly	3,3879	2,8366
7	Ability to understand, value, and respect diversity and multiculturalism	3,3568	2,9196
12	Ability to demonstrate leadership attributes	3,3287	2,9231
11	Ability to conduct research	3,2121	2,6873

Generic competences



## GRADUATES / MEDICINE

### rankings

#	Description	Ranking
11	Ability to conduct research	0,3713
12	Ability to demonstrate leadership attributes	0,5178
7	Ability to understand, value, and respect diversity and multiculturalism	0,5333
2	Ability to use information and communication technology purposefully and responsibly	0,6348
10	Ability to initiate, plan, organise, implement and evaluate course of actions	1,0006
6	Ability to think critically, reflectively and innovatively	1,0133
9	Demonstrate problem solving abilities	1,0546
1	Ability to work collaboratively and effectively in diverse contexts	1,1770
5	Ability to communicate clearly and effectively	1,2055
4	Ability to demonstrate responsibility and accountability towards the society and environment	1,4333
8	Ability to carry out lifelong learning and continuous professional development	1,6495
13	Ability to apply knowledge into practice	1,8720
3	Ability to uphold professional, moral and ethical values	2,5560

### Generic Competences

# MEDICINE

## CORRELATIONS AMONG GROUPS

### IMPORTANCE

	Academics	Employers	Students	Graduates
Academics	1			
Employers	0,9917	1		
Students	0,9757	0,9751	1	
Graduates	0,9556	0,9405	0,9272	1

### ACHIEVEMENT

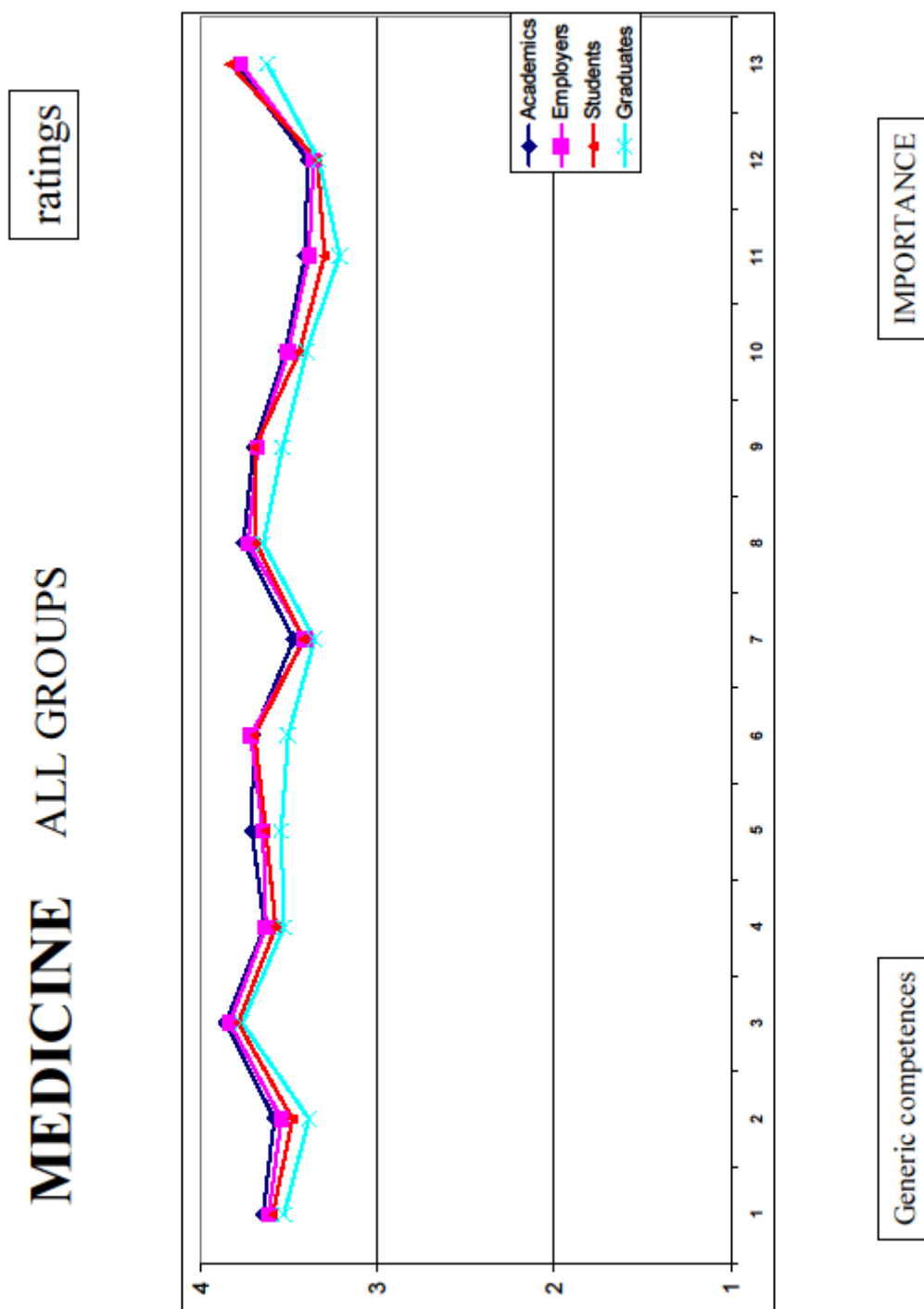
	Academics	Employers	Students	Graduates
Academics	1			
Employers	0,9796	1		
Students	0,9627	0,9791	1	
Graduates	0,8834	0,9063	0,9068	1

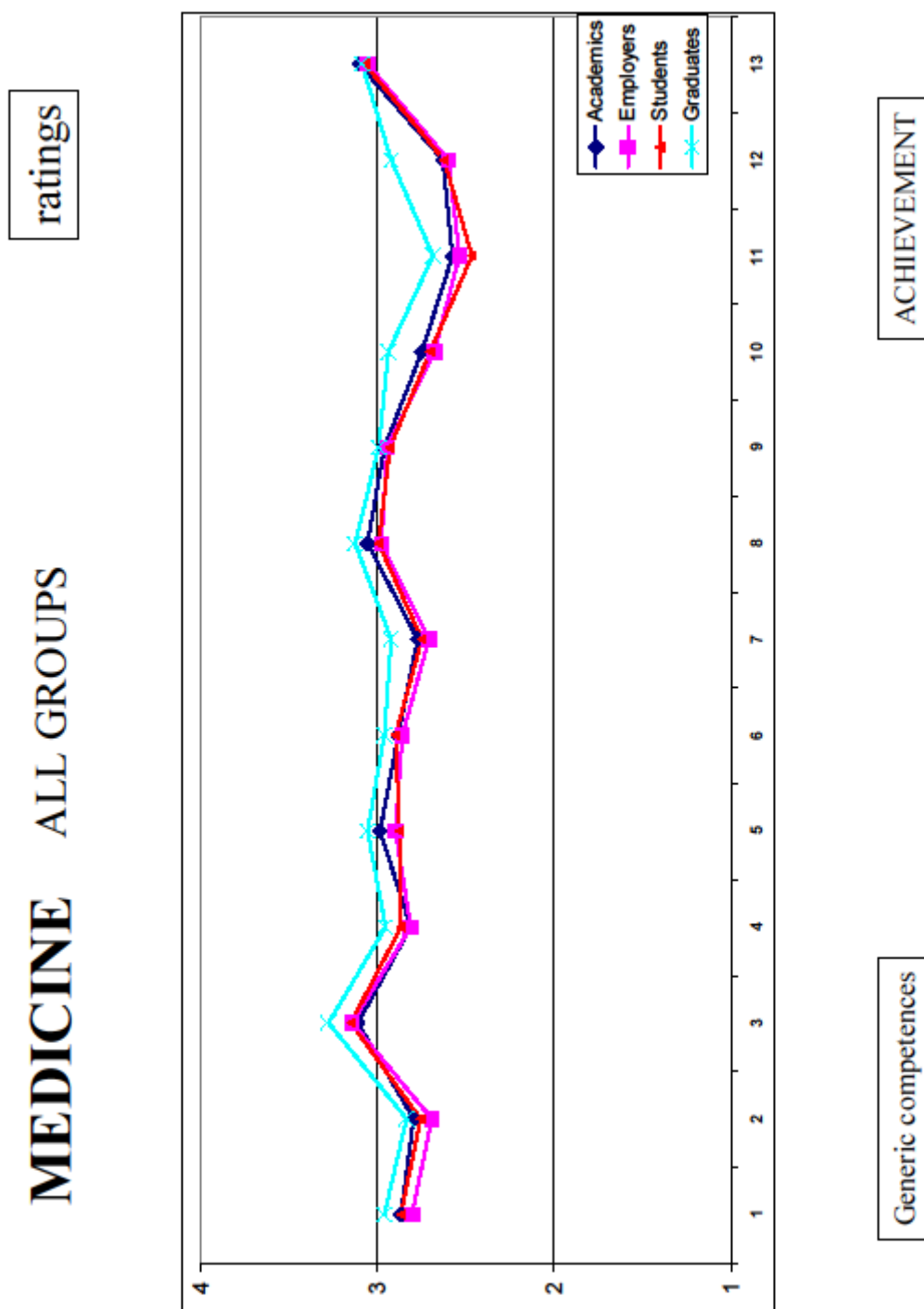
### RANKING

	Academics	Employers	Students	Graduates
Academics	1			
Employers	0,9870	1		
Students	0,9511	0,9679	1	
Graduates	0,9565	0,9284	0,9144	1

Generic competences

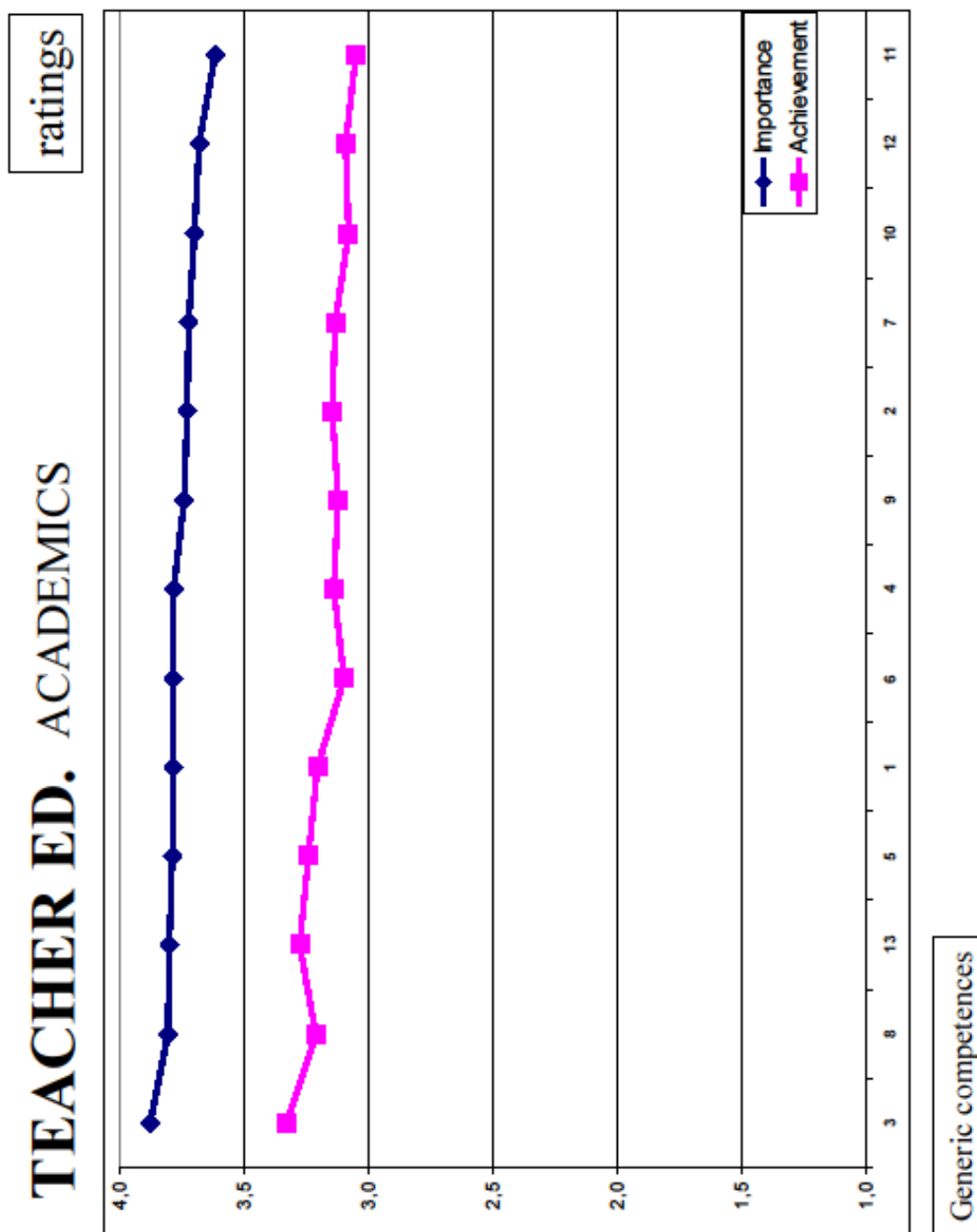






***GENERIC COMPETENCES – TEACHER EDUCATION***

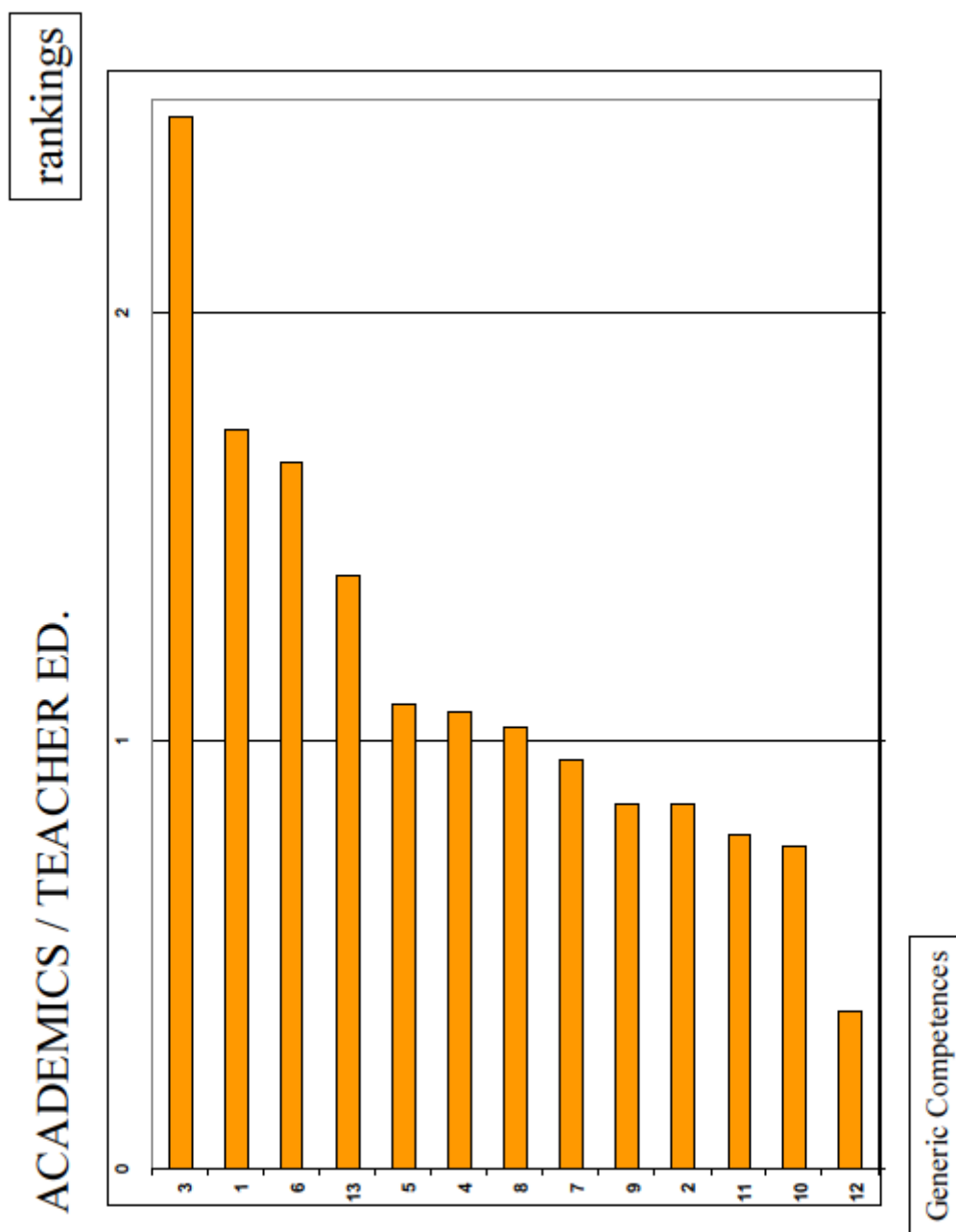
GENERIC COMPETENCES  
TEACHER EDUCATION



# TEACHER ED. ACADEMICS

ratings

#	Description	Importance	Achievement
3	Ability to uphold professional, moral and ethical values	3,8782	3,3304
8	Ability to carry out lifelong learning and continuous professional development	3,8073	3,2147
13	Ability to apply knowledge into practice	3,8020	3,2808
5	Ability to communicate clearly and effectively	3,7917	3,2468
1	Ability to work collaboratively and effectively in diverse contexts	3,7861	3,2081
6	Ability to think critically, reflectively and innovatively	3,7856	3,0999
4	Ability to demonstrate responsibility and accountability towards the society and environment	3,7847	3,1399
9	Demonstrate problem solving abilities	3,7423	3,1223
2	Ability to use information and communication technology purposefully and responsibly	3,7329	3,1505
7	Ability to understand, value, and respect diversity and multiculturalism	3,7234	3,1365
10	Ability to initiate, plan, organise, implement and evaluate course of actions	3,7053	3,0863
12	Ability to demonstrate leadership attributes	3,6830	3,0968
11	Ability to conduct research	3,6211	3,0554

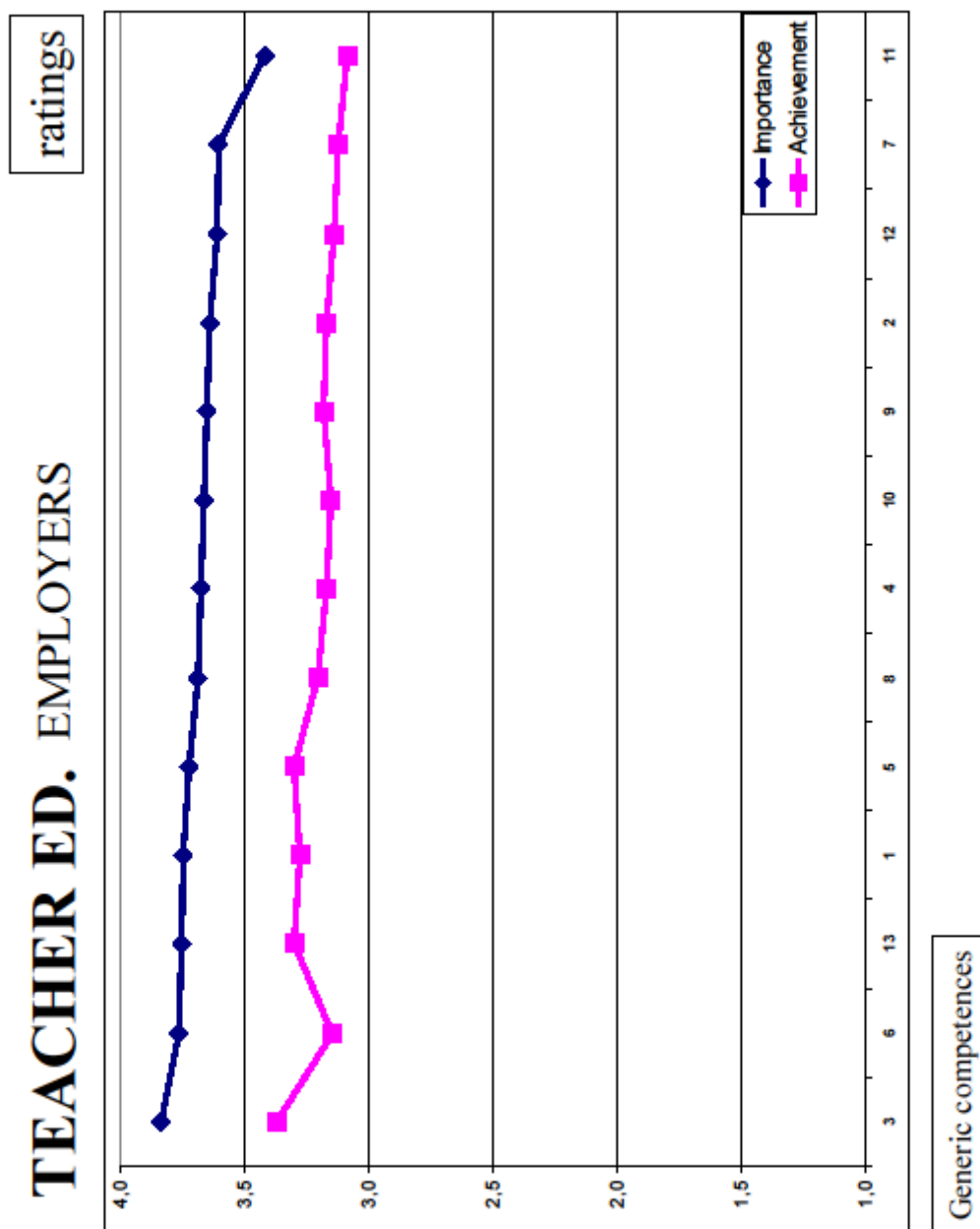


## ACADEMICS / TEACHER ED.

### rankings

#	Description	Ranking
12	Ability to demonstrate leadership attributes	0.3676
10	Ability to initiate, plan, organise, implement and evaluate course of actions	0.7555
11	Ability to conduct research	0.7814
2	Ability to use information and communication technology purposefully and responsibly	0.8519
9	Demonstrate problem solving abilities	0.8532
7	Ability to understand, value, and respect diversity and multiculturalism	0.9578
8	Ability to carry out lifelong learning and continuous professional development	1.0300
4	Ability to demonstrate responsibility and accountability towards the society and environment	1.0689
5	Ability to communicate clearly and effectively	1.0899
13	Ability to apply knowledge into practice	1.3867
6	Ability to think critically, reflectively and innovatively	1.6556
1	Ability to work collaboratively and effectively in diverse contexts	1.7279
3	Ability to uphold professional, moral and ethical values	2.4638

### Generic Competences



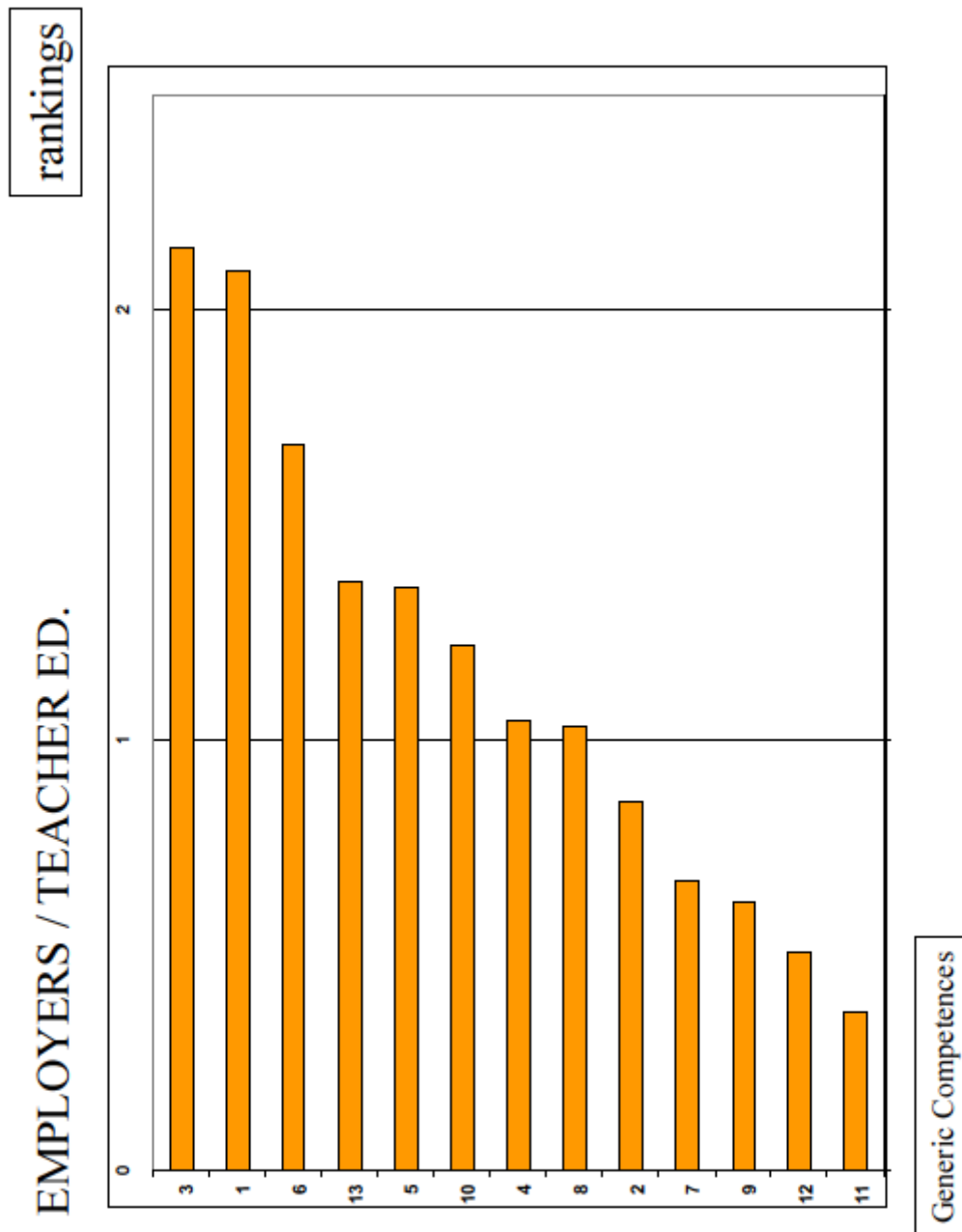


# TEACHER ED. EMPLOYERS

ratings

#	Description	Importance	Achievement
3	Ability to uphold professional, moral and ethical values	3,8414	3,3732
6	Ability to think critically, reflectively and innovatively	3,7676	3,1459
13	Ability to apply knowledge into practice	3,7563	3,3021
1	Ability to work collaboratively and effectively in diverse contexts	3,7507	3,2799
5	Ability to communicate clearly and effectively	3,7238	3,3038
8	Ability to carry out lifelong learning and continuous professional development	3,6919	3,2073
4	Ability to demonstrate responsibility and accountability towards the society and environment	3,6789	3,1700
10	Ability to initiate, plan, organise, implement and evaluate course of actions	3,6673	3,1555
9	Demonstrate problem solving abilities	3,6568	3,1858
2	Ability to use information and communication technology purposefully and responsibly	3,6431	3,1744
12	Ability to demonstrate leadership attributes	3,6117	3,1437
7	Ability to understand, value, and respect diversity and multiculturalism	3,6059	3,1223
11	Ability to conduct research	3,4201	3,0892

Generic competences

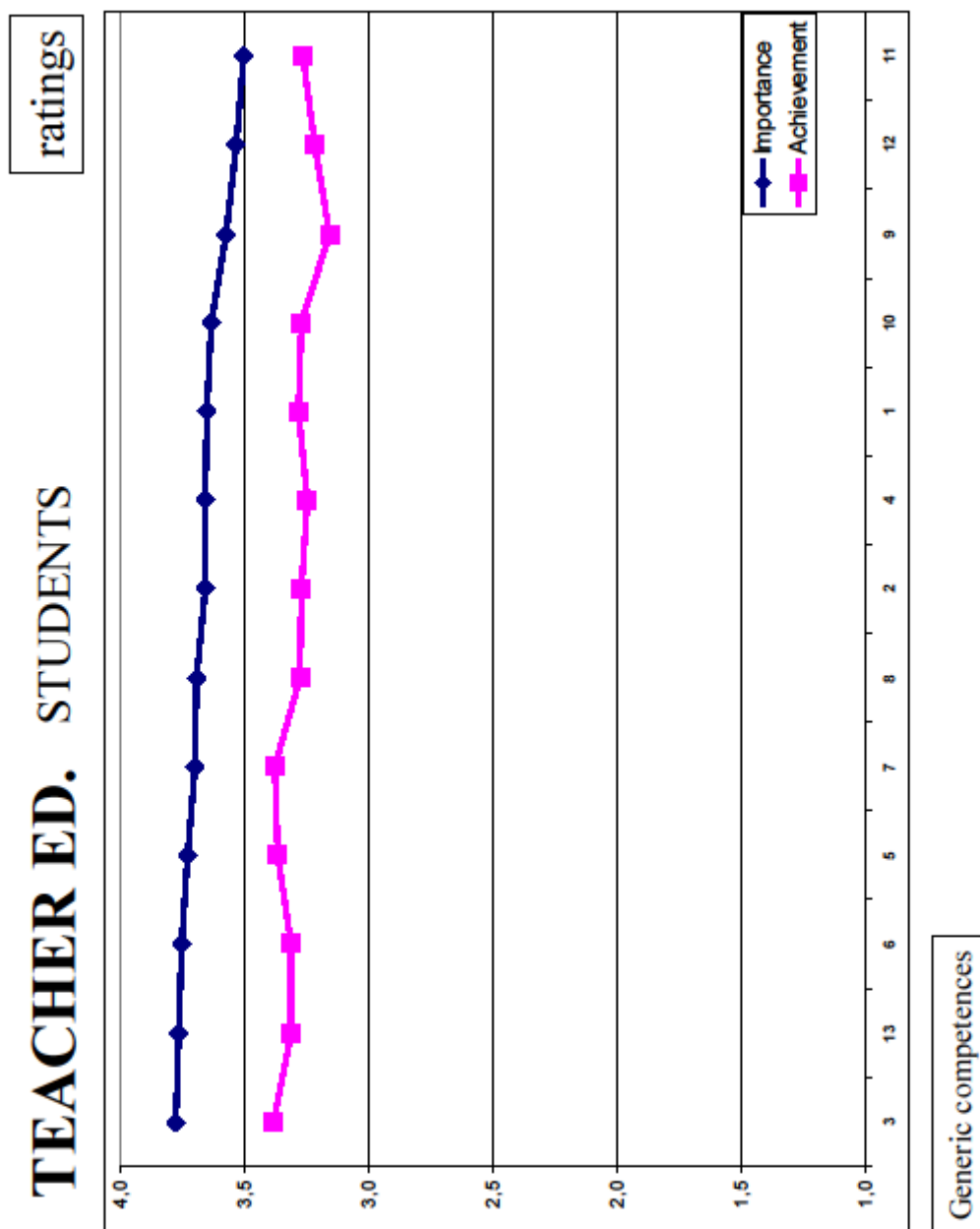


## EMPLOYERS / TEACHER ED.

### rankings

#	Description	Ranking
11	Ability to conduct research	0.3689
12	Ability to demonstrate leadership attributes	0.5095
9	Demonstrate problem solving abilities	0.6241
7	Ability to understand, value, and respect diversity and multiculturalism	0.6722
2	Ability to use information and communication technology purposefully and responsibly	0.8562
8	Ability to carry out lifelong learning and continuous professional development	1.0357
4	Ability to demonstrate responsibility and accountability towards the society and environment	1.0470
10	Ability to initiate, plan, organise, implement and evaluate course of actions	1.2227
5	Ability to communicate clearly and effectively	1.3592
13	Ability to apply knowledge into practice	1.3721
6	Ability to think critically, reflectively and innovatively	1.6869
1	Ability to work collaboratively and effectively in diverse contexts	2.0915
3	Ability to uphold professional, moral and ethical values	2.1458

### Generic Competences

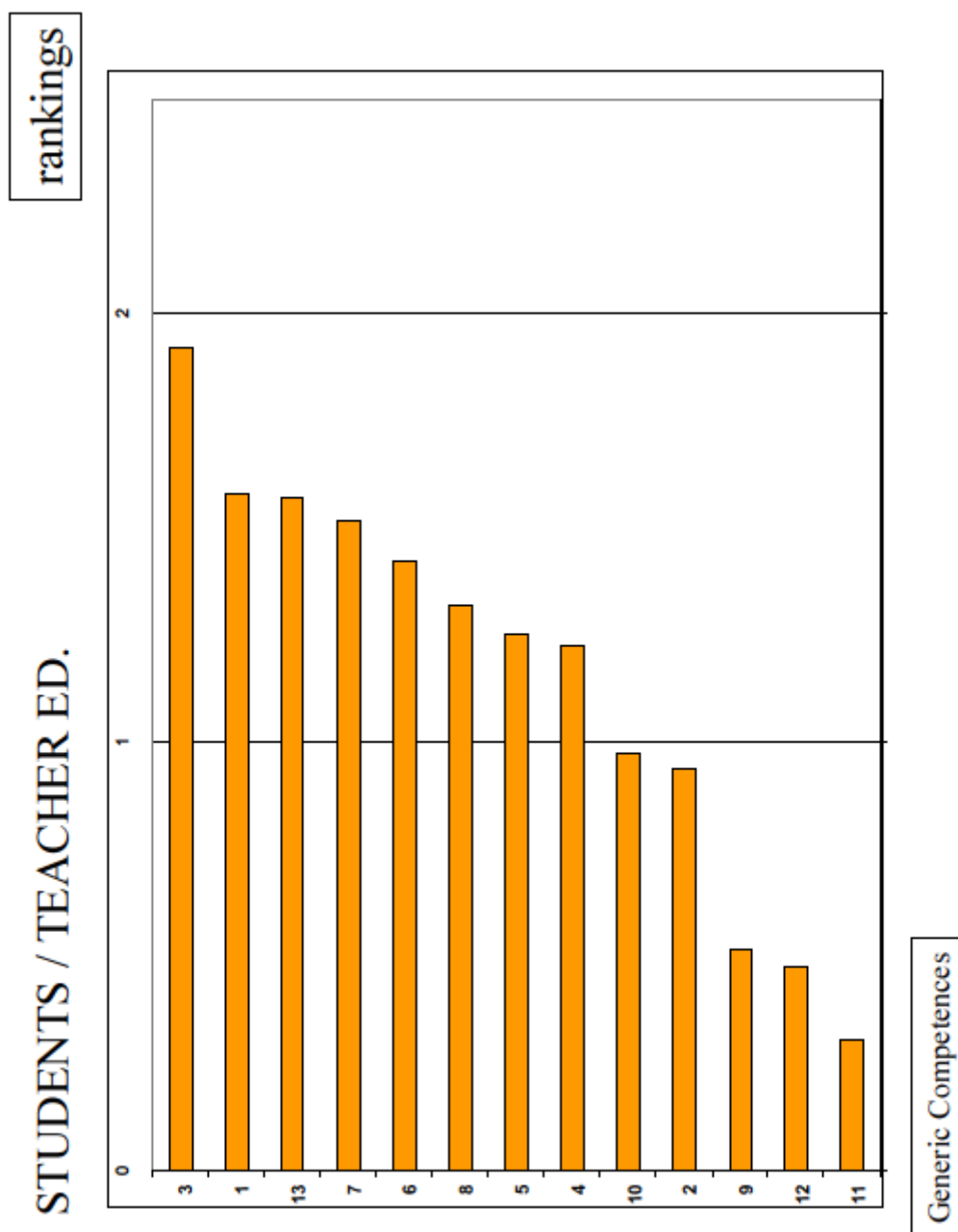


ratings

## TEACHER ED. STUDENTS

#	Description	Importance	Achievement
3	Ability to uphold professional, moral and ethical values	3,7810	3,3858
13	Ability to apply knowledge into practice	3,7671	3,3150
6	Ability to think critically, reflectively and innovatively	3,7546	3,3166
5	Ability to communicate clearly and effectively	3,7319	3,3714
7	Ability to understand, value, and respect diversity and multiculturalism	3,7044	3,3837
8	Ability to carry out lifelong learning and continuous professional development	3,6983	3,2775
2	Ability to use information and communication technology purposefully and responsibly	3,6612	3,2748
4	Ability to demonstrate responsibility and accountability towards the society and environment	3,6607	3,2493
1	Ability to work collaboratively and effectively in diverse contexts	3,6570	3,2837
10	Ability to initiate, plan, organise, implement and evaluate course of actions	3,6340	3,2759
9	Demonstrate problem solving abilities	3,5763	3,1584
12	Ability to demonstrate leadership attributes	3,5362	3,2210
11	Ability to conduct research	3,5089	3,2664

Generic competences

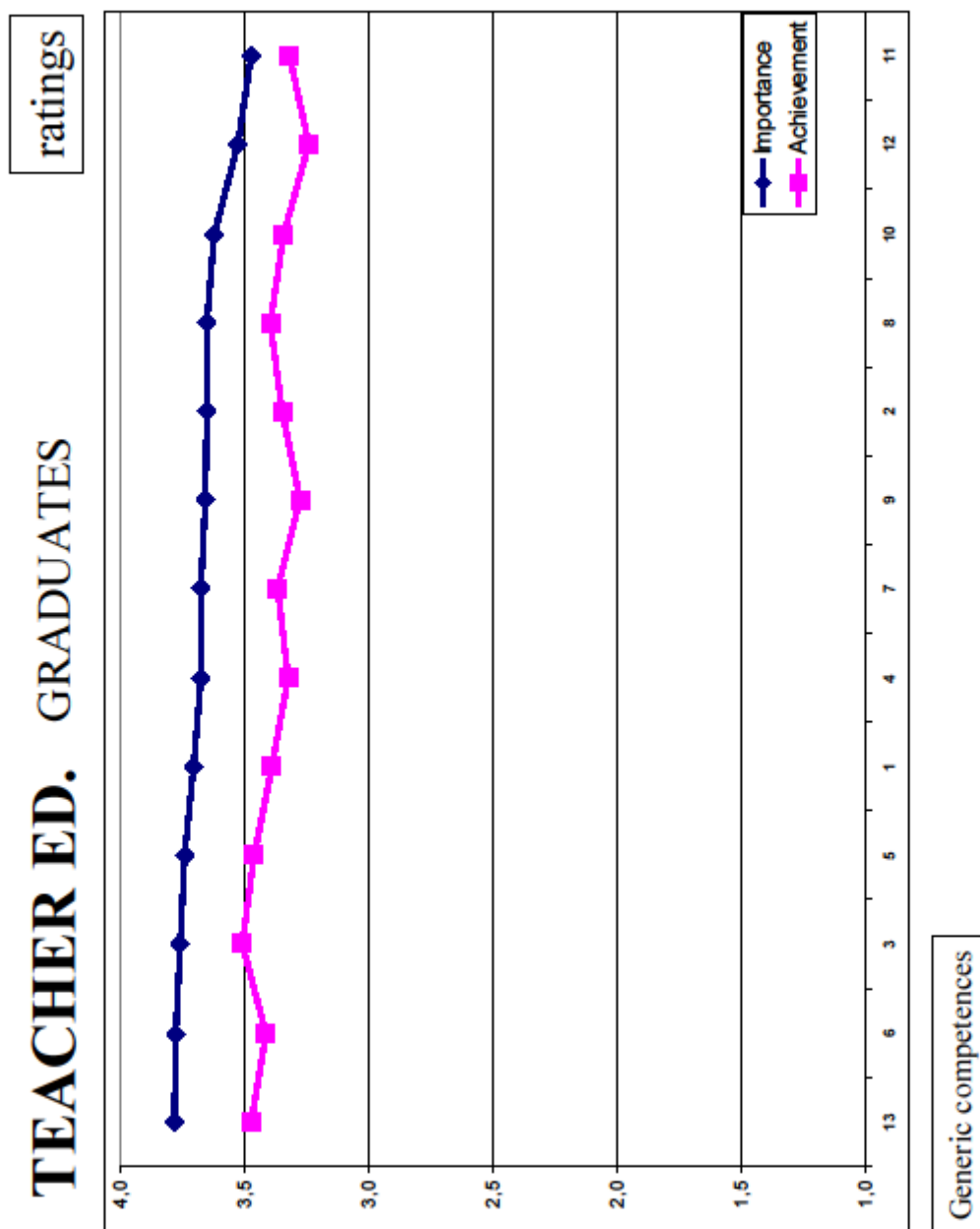


## rankings

## STUDENTS / TEACHER ED.

#	Description	Ranking
11	Ability to conduct research	0.3058
12	Ability to demonstrate leadership attributes	0.4761
9	Demonstrate problem solving abilities	0.5162
2	Ability to use information and communication technology purposefully and responsibly	0.9391
10	Ability to initiate, plan, organise, implement and evaluate course of actions	0.9743
4	Ability to demonstrate responsibility and accountability towards the society and environment	1.2248
5	Ability to communicate clearly and effectively	1.2540
8	Ability to carry out lifelong learning and continuous professional development	1.3199
6	Ability to think critically, reflectively and innovatively	1.4261
7	Ability to understand, value, and respect diversity and multiculturalism	1.5148
13	Ability to apply knowledge into practice	1.5721
1	Ability to work collaboratively and effectively in diverse contexts	1.5802
3	Ability to uphold professional, moral and ethical values	1.9234

## Generic Competences



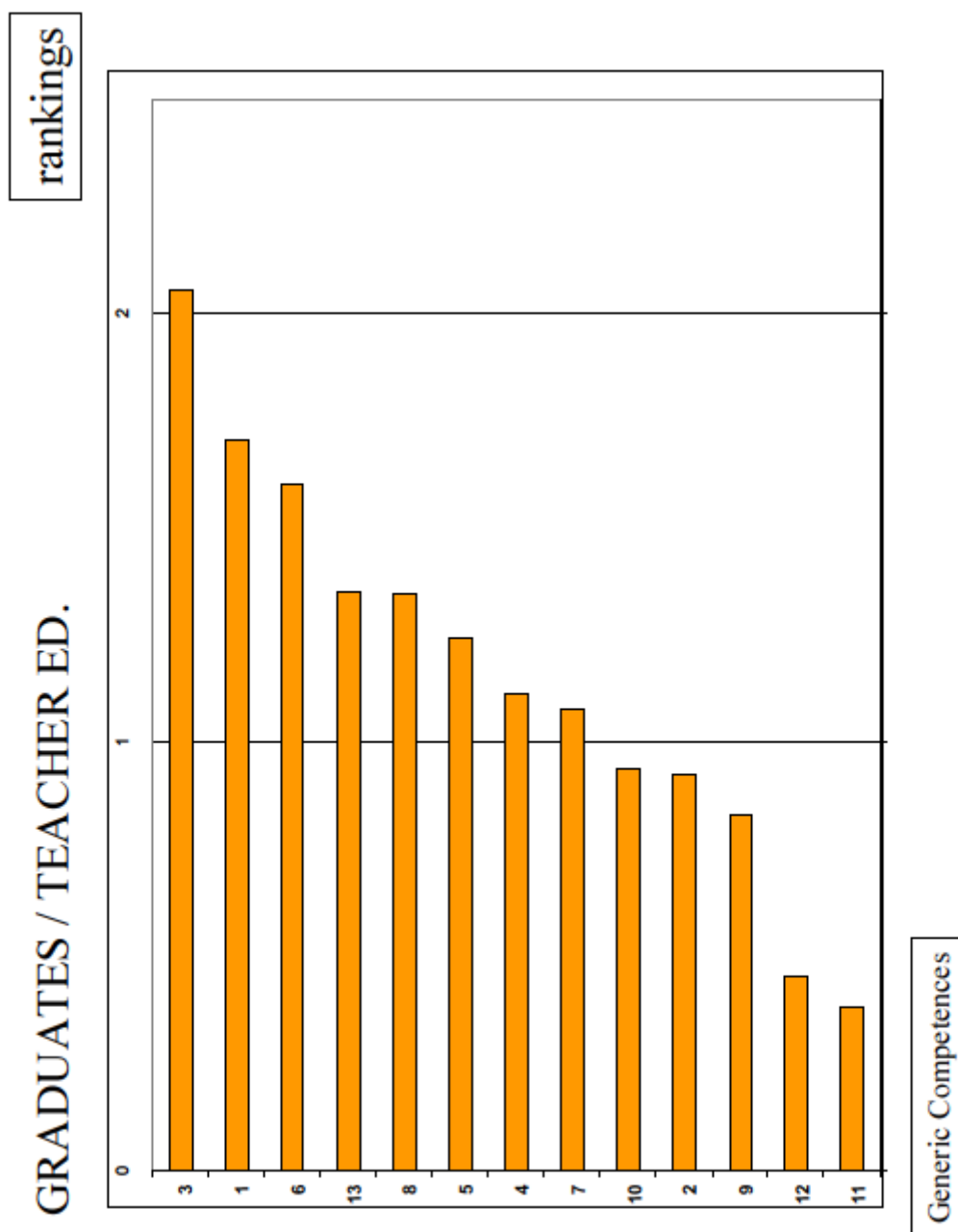


ratings

## TEACHER ED. GRADUATES

#	Description	Importance	Achievement
13	Ability to apply knowledge into practice	3,7838	3,4779
6	Ability to think critically, reflectively and innovatively	3,7787	3,4154
3	Ability to uphold professional, moral and ethical values	3,7640	3,5148
5	Ability to communicate clearly and effectively	3,7431	3,4658
1	Ability to work collaboratively and effectively in diverse contexts	3,7089	3,3927
4	Ability to demonstrate responsibility and accountability towards the society and environment	3,6786	3,3249
7	Ability to understand, value, and respect diversity and multiculturalism	3,6756	3,3719
9	Demonstrate problem solving abilities	3,6579	3,2768
2	Ability to use information and communication technology purposefully and responsibly	3,6572	3,3508
8	Ability to carry out lifelong learning and continuous professional development	3,6551	3,3963
10	Ability to initiate, plan, organise, implement and evaluate course of actions	3,6237	3,3448
12	Ability to demonstrate leadership attributes	3,5300	3,2426
11	Ability to conduct research	3,4789	3,3214

Generic competences



## GRADUATES / TEACHER ED.

### rankings

#	Description	Ranking
11	Ability to conduct research	0.3821
12	Ability to demonstrate leadership attributes	0.4546
9	Demonstrate problem solving abilities	0.8278
2	Ability to use information and communication technology purposefully and responsibly	0.9246
10	Ability to initiate, plan, organise, implement and evaluate course of actions	0.9375
7	Ability to understand, value, and respect diversity and multiculturalism	1.0788
4	Ability to demonstrate responsibility and accountability towards the society and environment	1.1105
5	Ability to communicate clearly and effectively	1.2429
8	Ability to carry out lifelong learning and continuous professional development	1.3486
13	Ability to apply knowledge into practice	1.3522
6	Ability to think critically, reflectively and innovatively	1.6040
1	Ability to work collaboratively and effectively in diverse contexts	1.7081
3	Ability to uphold professional, moral and ethical values	2.0593

### Generic Competences

# TEACHER ED.

## CORRELATIONS AMONG GROUPS

### IMPORTANCE

	Academics	Employers	Students	Graduates
Academics	1			
Employers	0,9231	1		
Students	0,8482	0,8157	1	
Graduates	0,9648	0,8870	0,9258	1

### ACHIEVEMENT

	Academics	Employers	Students	Graduates
Academics	1			
Employers	0,9488	1		
Students	0,5465	0,4374	1	
Graduates	0,8257	0,7742	0,8093	1

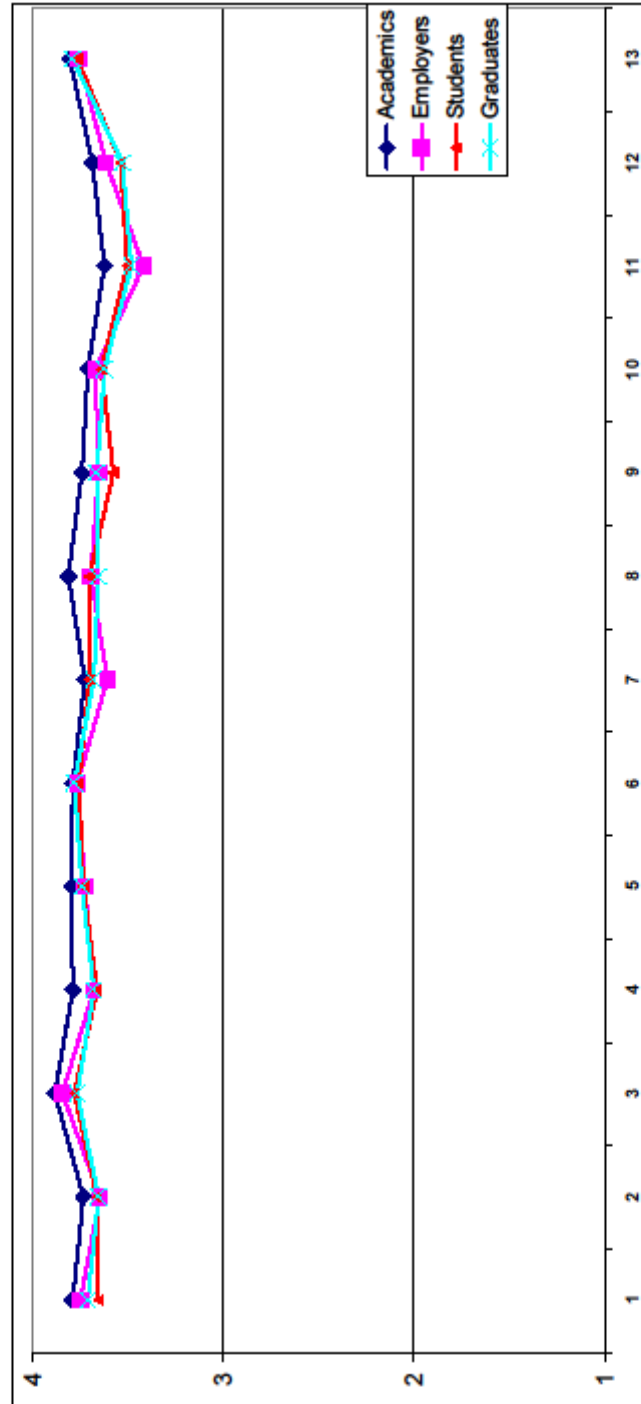
### RANKING

	Academics	Employers	Students	Graduates
Academics	1			
Employers	0,8865	1		
Students	0,8076	0,8118	1	
Graduates	0,9250	0,9284	0,9242	1

Generic competences

# TEACHER ED. ALL GROUPS

ratings

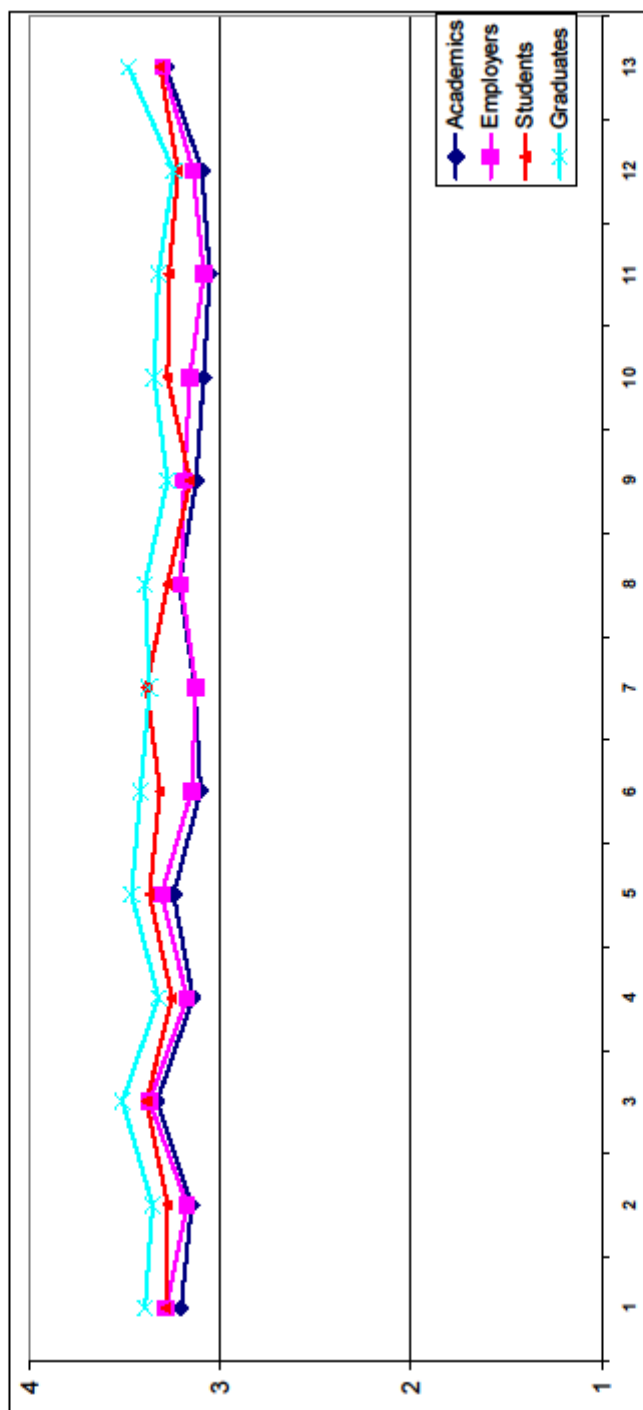


IMPORTANCE

Generic competences

# TEACHER ED. ALL GROUPS

ratings



Generic competences

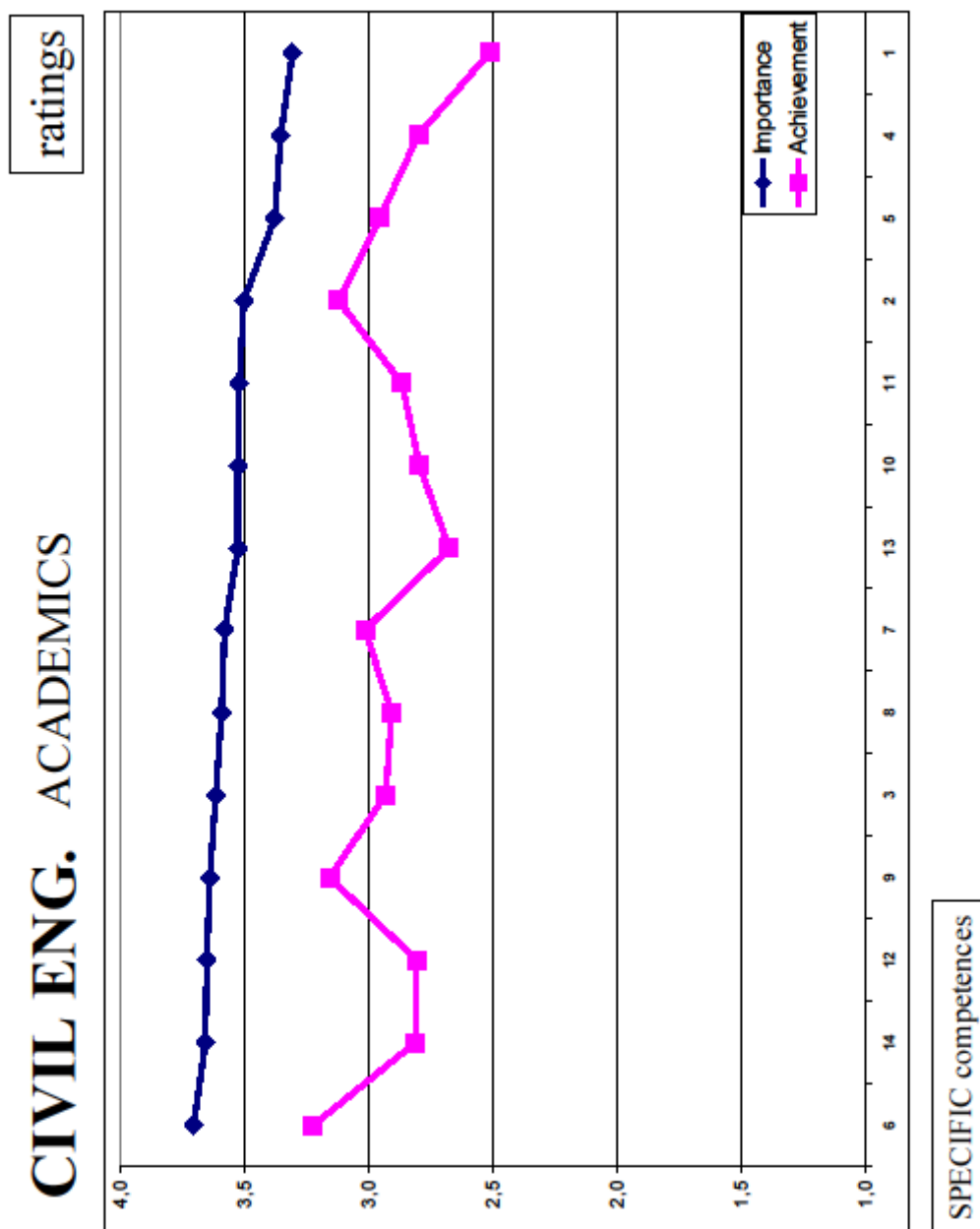
ACHIEVEMENT

## **SUBJECT SPECIFIC COMPETENCES**

### ***SPECIFIC COMPETENCES – CIVIL ENGINEERING***

# **SPECIFIC COMPETENCES**

## **CIVIL ENGINEERING**

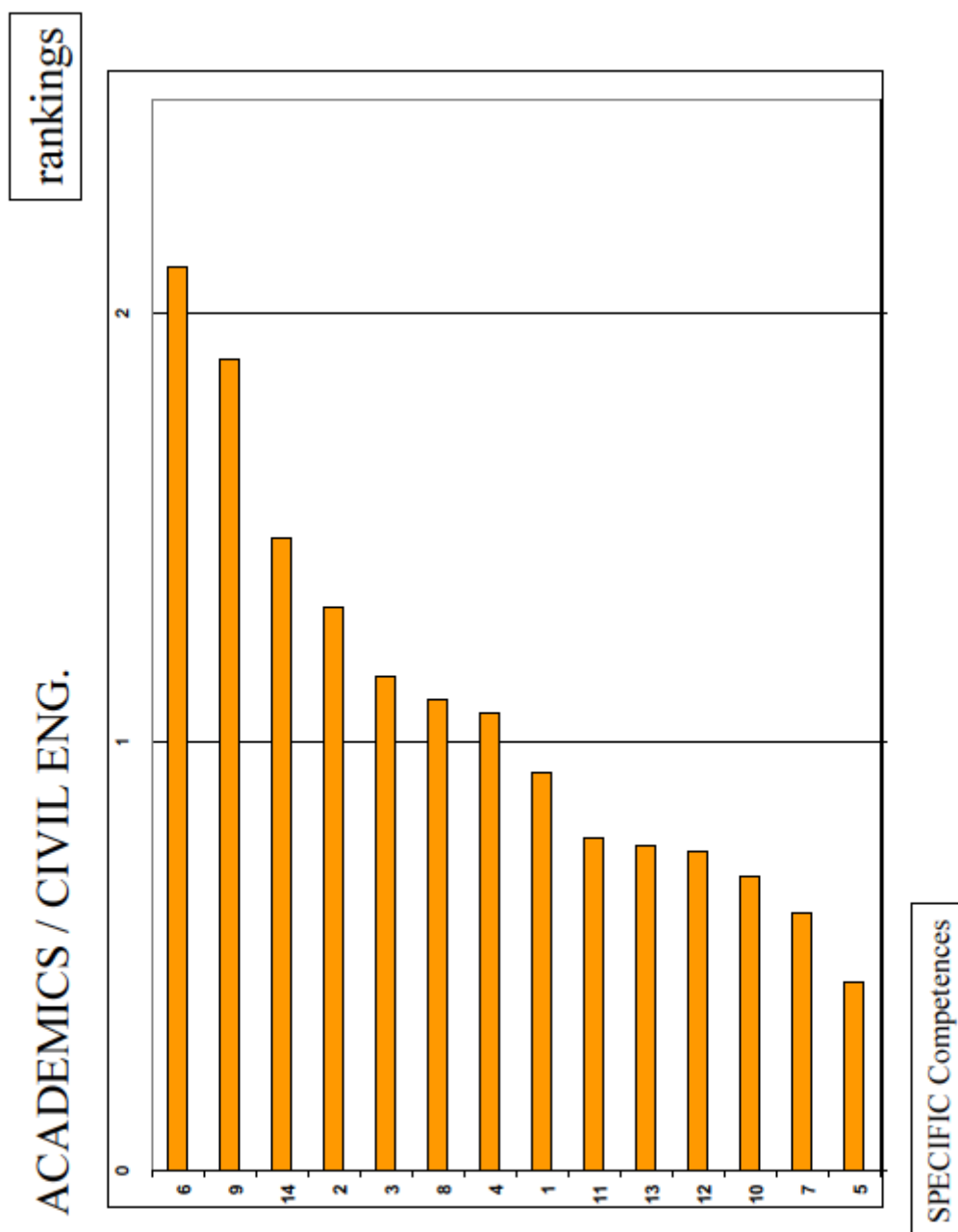




# CIVIL ENG. ACADEMICS

ratings

#	Description	Importance	Achievement
6	Ability to carry out civil engineering analysis	3,71	3,23
14	Ability to integrate all civil engineering knowledge into a workable system	3,66	2,82
12	Ability to uphold safety	3,66	2,81
9	Ability to design civil engineering elements (e.g.: structural, geotechnical, water, transportation...)	3,64	3,16
3	Ability to interpret engineering drawings	3,62	2,94
8	Ability to utilise relevant design codes and regulations	3,59	2,91
7	Ability to interpret engineering data from testing	3,58	3,02
13	Ability to evaluate the impact of engineering decisions	3,53	2,68
10	Ability to monitor the progress and quality of civil engineering works	3,53	2,80
11	Ability to identify the appropriate construction technology and methods	3,52	2,87
2	Ability to show strong knowledge in science and mathematics (including statistics)	3,51	3,12
5	Ability to understand principles of material science	3,38	2,96
4	Ability to create algorithm to solve engineering problems	3,36	2,80
1	Ability to demonstrate entrepreneurial attributes (creative, risk taking, resilient and innovative)...	3,31	2,52

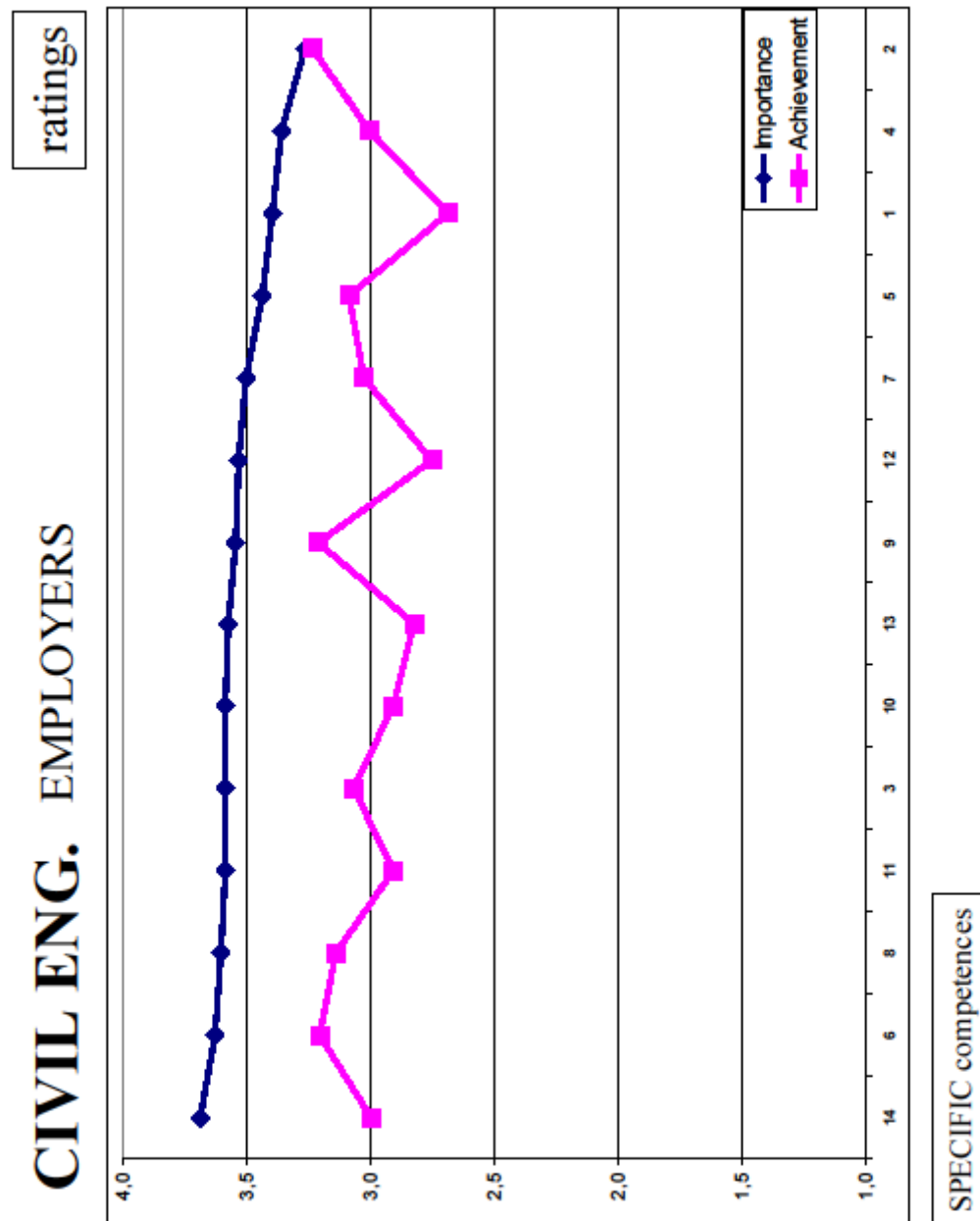


## rankings

## ACADEMICS / CIVIL ENG.

#	Description	Ranking
5	Ability to understand principles of material science	0,44
7	Ability to interpret engineering data from testing	0,60
10	Ability to monitor the progress and quality of civil engineering works	0,69
12	Ability to uphold safety	0,75
13	Ability to evaluate the impact of engineering decisions	0,76
11	Ability to identify the appropriate construction technology and methods	0,78
1	Ability to demonstrate entrepreneurial attributes (creative, risk taking, resilient and innovative)...	0,93
4	Ability to create algorithm to solve engineering problems	1,07
8	Ability to utilise relevant design codes and regulations	1,10
3	Ability to interpret engineering drawings	1,15
2	Ability to show strong knowledge in science and mathematics (including statistics)	1,32
14	Ability to integrate all civil engineering knowledge into a workable system	1,48
9	Ability to design civil engineering elements (e.g : structural, geotechnical, water, transportation ...	1,90
6	Ability to carry out civil engineering analysis	2,11

## SPECIFIC Competences

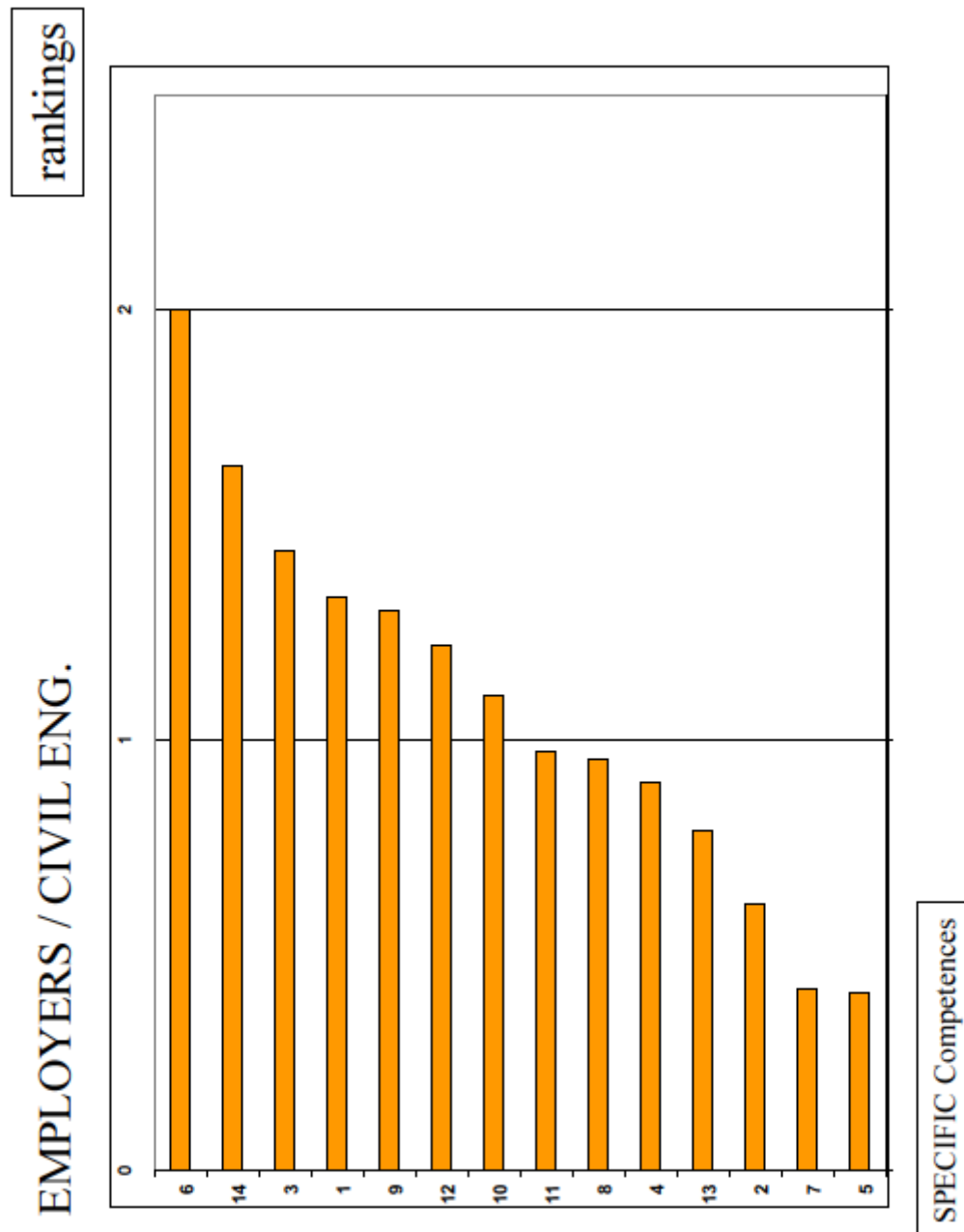


ratings

## CIVIL ENG. EMPLOYERS

#	Description	Importance	Achievement
14	Ability to integrate all civil engineering knowledge into a workable system	3.69	3.00
6	Ability to carry out civil engineering analysis	3.63	3.21
8	Ability to utilise relevant design codes and regulations	3.61	3.14
11	Ability to identify the appropriate construction technology and methods	3.59	2.91
3	Ability to interpret engineering drawings	3.59	3.07
10	Ability to monitor the progress and quality of civil engineering works	3.59	2.91
13	Ability to evaluate the impact of engineering decisions	3.57	2.83
9	Ability to design civil engineering elements (e.g.: structural, geotechnical, water, transportation...	3.55	3.21
12	Ability to uphold safety	3.54	2.76
7	Ability to interpret engineering data from testing	3.51	3.03
5	Ability to understand principles of material science	3.44	3.09
1	Ability to demonstrate entrepreneurial attributes (creative, risk taking, resilient and innovative)...	3.40	2.69
4	Ability to create algorithm to solve engineering problems	3.36	3.01
2	Ability to show strong knowledge in science and mathematics (including statistics)	3.27	3.24

SPECIFIC competences

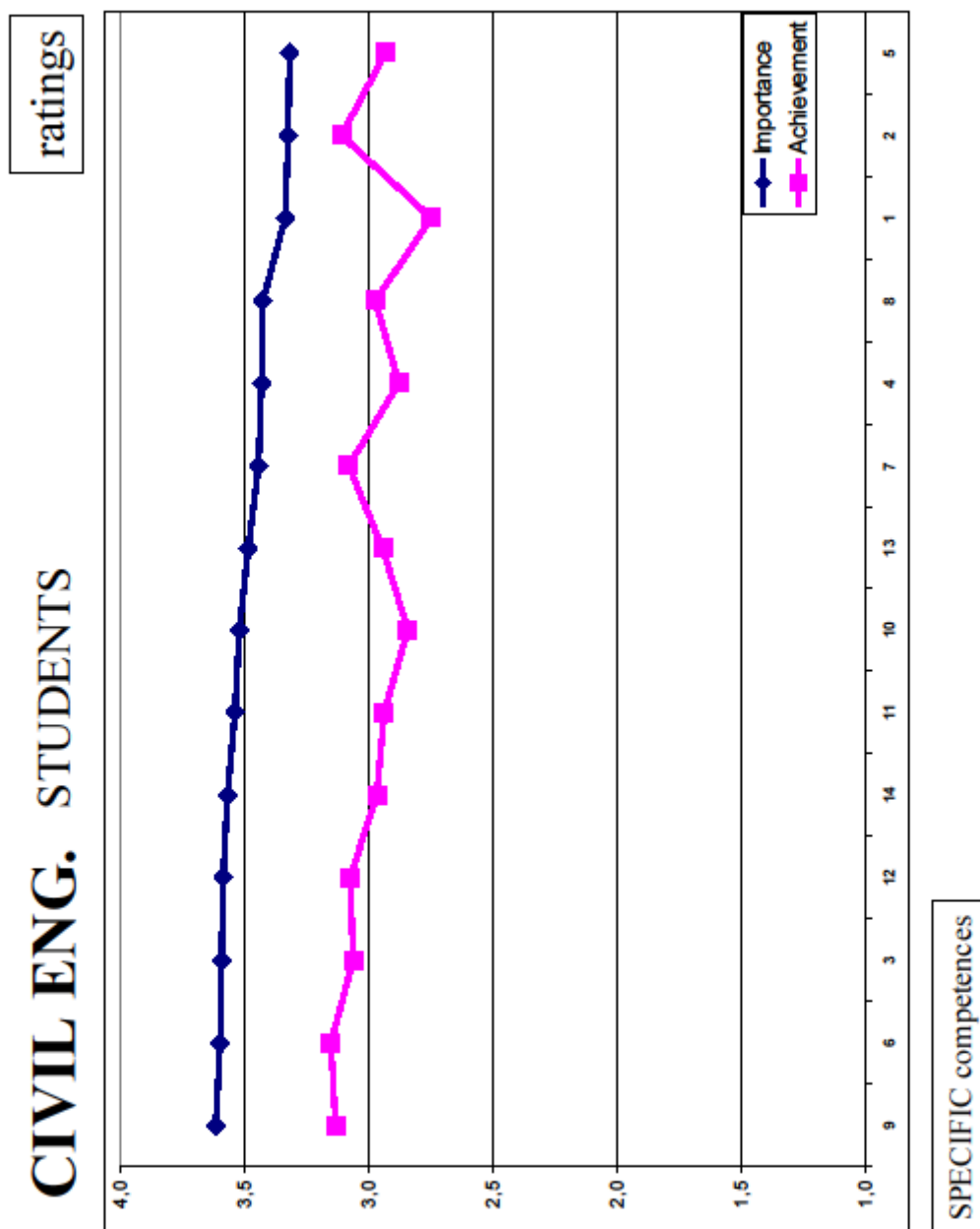


## rankings

## EMPLOYERS / CIVIL ENG.

#	Description	Ranking
5	Ability to understand principles of material science	0,41
7	Ability to interpret engineering data from testing	0,42
2	Ability to show strong knowledge in science and mathematics (including statistics)	0,62
13	Ability to evaluate the impact of engineering decisions	0,79
4	Ability to create algorithm to solve engineering problems	0,90
8	Ability to utilise relevant design codes and regulations	0,96
11	Ability to identify the appropriate construction technology and methods	0,97
10	Ability to monitor the progress and quality of civil engineering works	1,11
12	Ability to uphold safety	1,22
9	Ability to design civil engineering elements (e.g. : structural, geotechnical, water, transportation ...)	1,30
1	Ability to demonstrate entrepreneurial attributes (creative, risk taking, resilient and innovative)...	1,34
3	Ability to interpret engineering drawings	1,44
14	Ability to integrate all civil engineering knowledge into a workable system	1,64
6	Ability to carry out civil engineering analysis	2,00

## SPECIFIC Competences



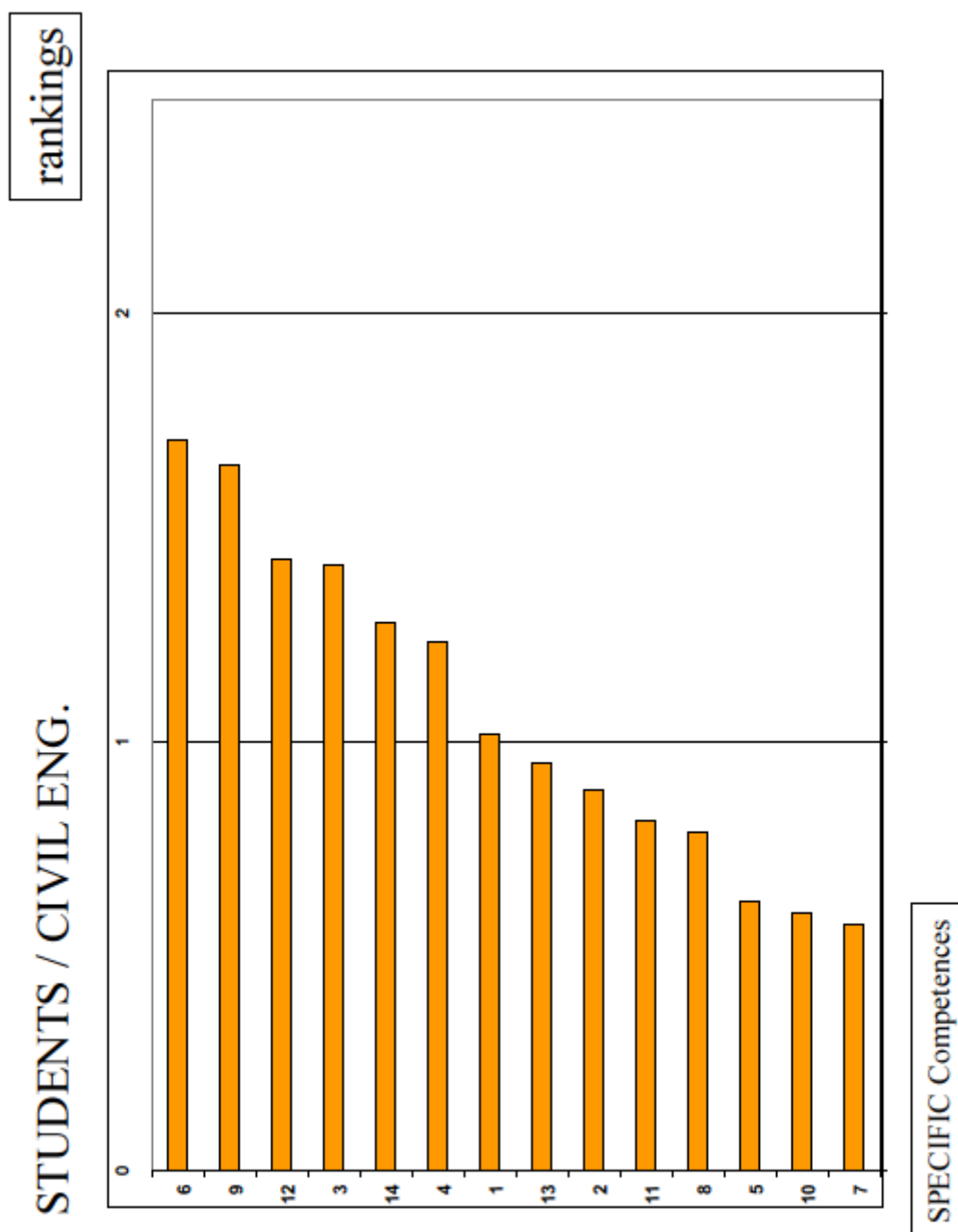


ratings

## CIVIL ENG. STUDENTS

#	Description	Importance	Achievement
9	Ability to design civil engineering elements (e.g.: structural, geotechnical, water, transportation...	3,62	3,14
6	Ability to carry out civil engineering analysis	3,60	3,15
3	Ability to interpret engineering drawings	3,59	3,06
12	Ability to uphold safety	3,59	3,08
14	Ability to integrate all civil engineering knowledge into a workable system	3,57	2,97
11	Ability to identify the appropriate construction technology and methods	3,54	2,94
10	Ability to monitor the progress and quality of civil engineering works	3,52	2,85
13	Ability to evaluate the impact of engineering decisions	3,49	2,95
7	Ability to interpret engineering data from testing	3,45	3,08
4	Ability to create algorithm to solve engineering problems	3,43	2,88
8	Ability to utilise relevant design codes and regulations	3,43	2,98
1	Ability to demonstrate entrepreneurial attributes (creative, risk taking, resilient and innovative)...	3,34	2,75
2	Ability to show strong knowledge in science and mathematics (including statistics)	3,33	3,11
5	Ability to understand principles of material science	3,32	2,94

SPECIFIC competences

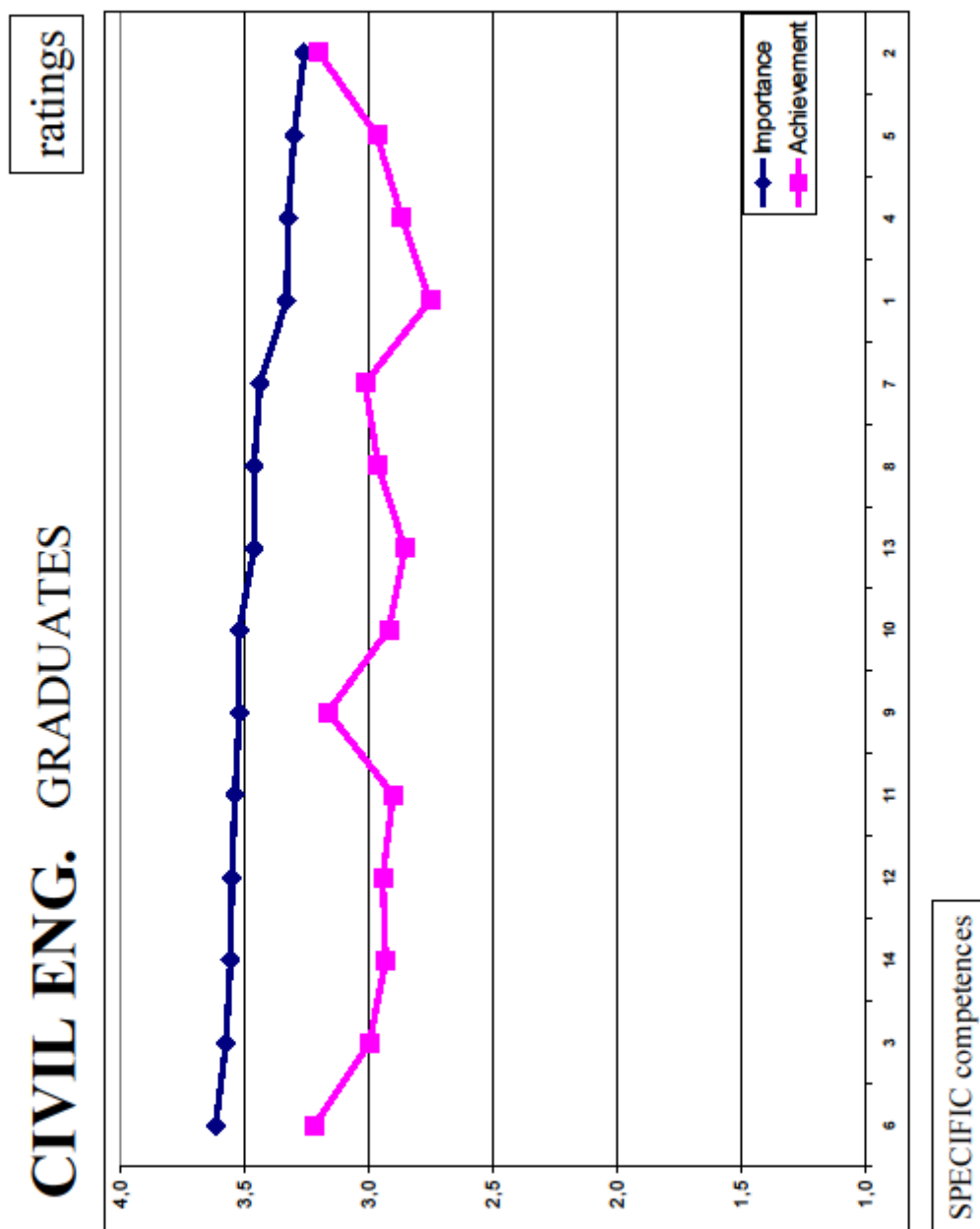


## rankings

## STUDENTS / CIVIL ENG.

#	Description	Ranking
7	Ability to interpret engineering data from testing	0,57
10	Ability to monitor the progress and quality of civil engineering works	0,60
5	Ability to understand principles of material science	0,63
8	Ability to utilise relevant design codes and regulations	0,79
11	Ability to identify the appropriate construction technology and methods	0,82
2	Ability to show strong knowledge in science and mathematics (including statistics)	0,89
13	Ability to evaluate the impact of engineering decisions	0,95
1	Ability to demonstrate entrepreneurial attributes (creative, risk taking, resilient and innovative) —	1,02
4	Ability to create algorithm to solve engineering problems	1,23
14	Ability to integrate all civil engineering knowledge into a workable system	1,28
3	Ability to interpret engineering drawings	1,42
12	Ability to uphold safety	1,43
9	Ability to design civil engineering elements (e.g.: structural, geotechnical, water, transportation ...)	1,65
6	Ability to carry out civil engineering analysis	1,70

## SPECIFIC Competences

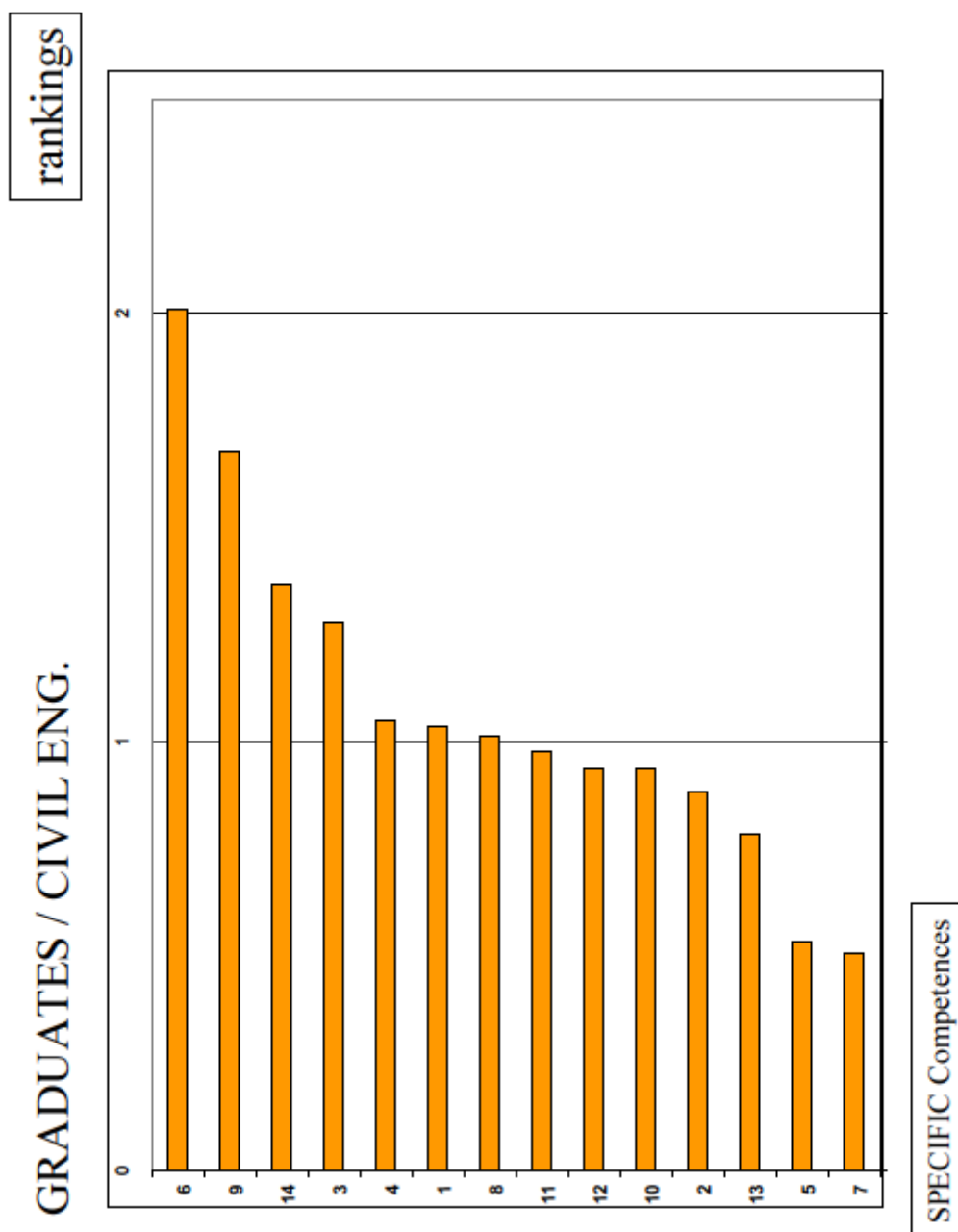


## CIVIL ENG. GRADUATES

ratings

#	Description	Importance	Achievement
6	Ability to carry out civil engineering analysis	3,62	3,22
3	Ability to interpret engineering drawings	3,58	3,00
14	Ability to integrate all civil engineering knowledge into a workable system	3,56	2,93
12	Ability to uphold safety	3,56	2,95
11	Ability to identify the appropriate construction technology and methods	3,54	2,90
9	Ability to design civil engineering elements (e.g.: structural, geotechnical, water, transportation, ...)	3,52	3,17
10	Ability to monitor the progress and quality of civil engineering works	3,52	2,92
13	Ability to evaluate the impact of engineering decisions	3,47	2,86
8	Ability to utilise relevant design codes and regulations	3,47	2,97
7	Ability to interpret engineering data from testing	3,44	3,02
1	Ability to demonstrate entrepreneurial attributes (creative, risk taking, resilient and innovative) ...	3,33	2,76
4	Ability to create algorithm to solve engineering problems	3,33	2,87
5	Ability to understand principles of material science	3,30	2,97
2	Ability to show strong knowledge in science and mathematics (including statistics)	3,26	3,20

SPECIFIC competences



## GRADUATES / CIVIL ENG.

### rankings

#	Description	Ranking
7	Ability to interpret engineering data from testing	0,51
5	Ability to understand principles of material science	0,53
13	Ability to evaluate the impact of engineering decisions	0,78
2	Ability to show strong knowledge in science and mathematics (including statistics)	0,88
10	Ability to monitor the progress and quality of civil engineering works	0,94
12	Ability to uphold safety	0,94
11	Ability to identify the appropriate construction technology and methods	0,98
8	Ability to utilise relevant design codes and regulations	1,01
1	Ability to demonstrate entrepreneurial attributes (creative, risk taking, resilient and innovative)...	1,04
4	Ability to create algorithm to solve engineering problems	1,05
3	Ability to interpret engineering drawings	1,28
14	Ability to integrate all civil engineering knowledge into a workable system	1,37
9	Ability to design civil engineering elements (e.g : structural, geotechnical, water, transportation...	1,68
6	Ability to carry out civil engineering analysis	2,01

### SPECIFIC Competences

# CIVIL ENG.

## CORRELATIONS AMONG GROUPS

### IMPORTANCE

	Academics	Employers	Students	Graduates
Academics	1,0000			
Employers	0,6946	1,0000		
Students	0,7903	0,7498	1,0000	
Graduates	0,8178	0,8959	0,9353	1,0000

### ACHIEVEMENT

	Academics	Employers	Students	Graduates
Academics	1,0000			
Employers	0,8924	1,0000		
Students	0,8544	0,6548	1,0000	
Graduates	0,9605	0,8432	0,8779	1,0000

### RANKING

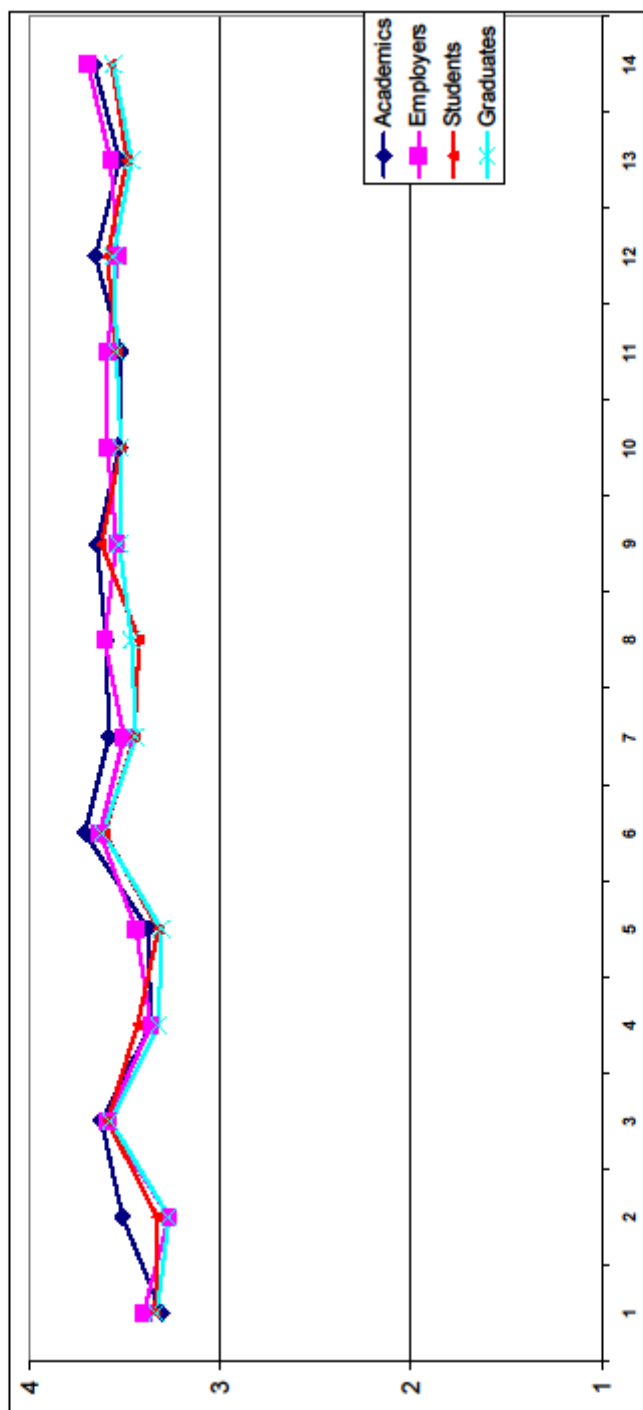
	Academics	Employers	Students	Graduates
Academics	1,0000			
Employers	0,7153	1,0000		
Students	0,7817	0,7789	1,0000	
Graduates	0,9284	0,8893	0,8484	1,0000

SPECIFIC competences



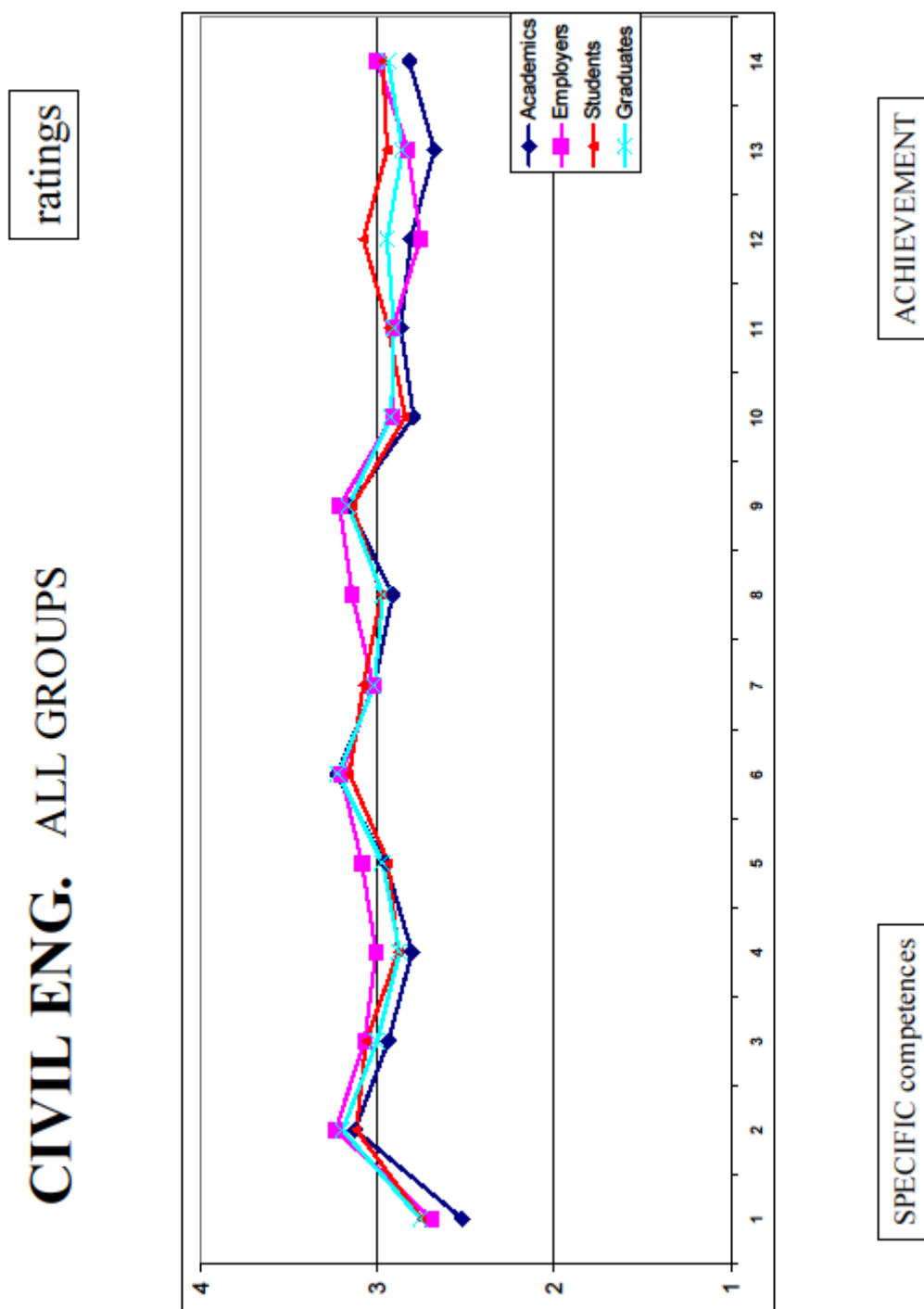
# CIVIL ENG. ALL GROUPS

ratings



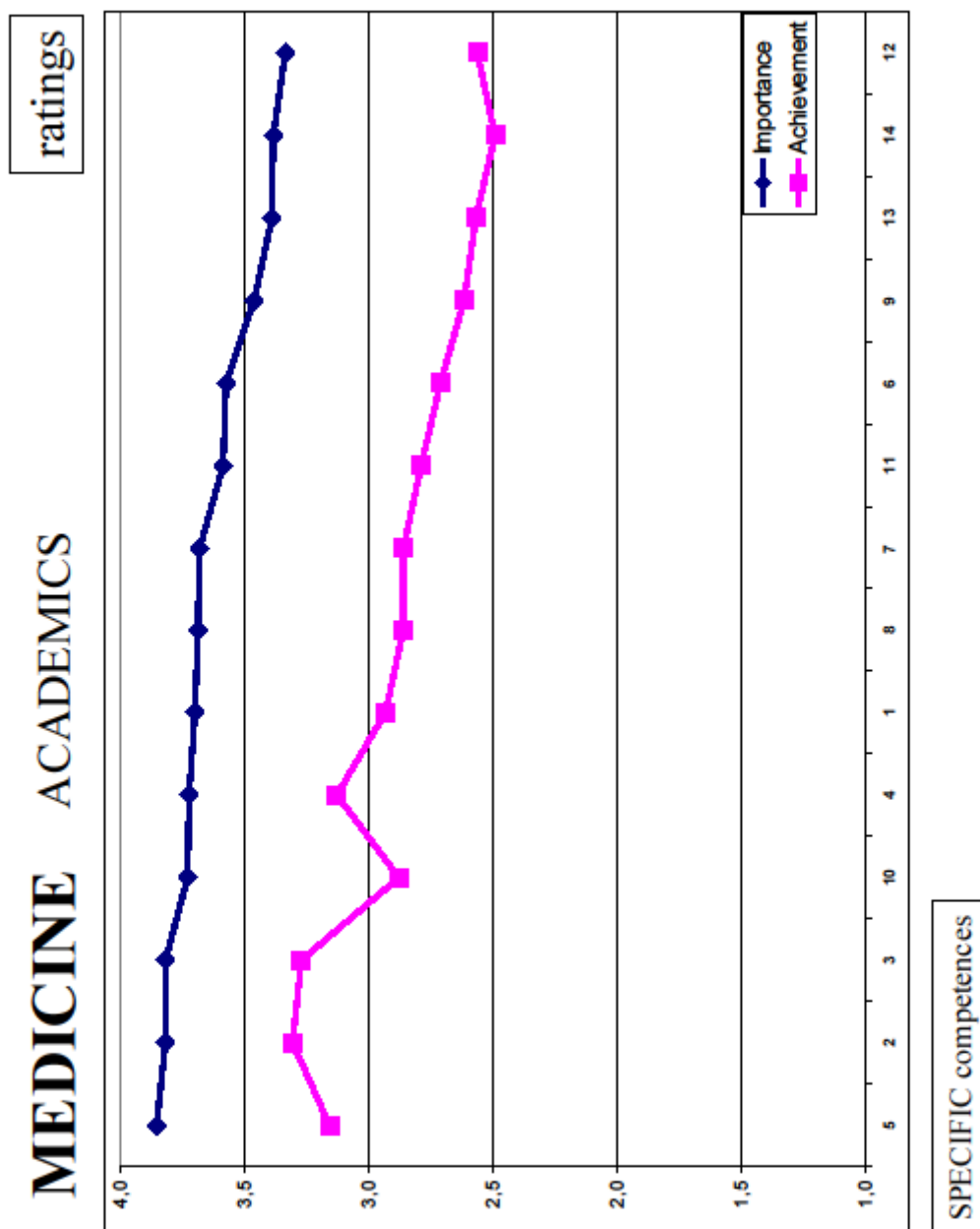
SPECIFIC competences

IMPORTANCE



***SPECIFIC COMPETENCES – MEDICINE***

**SPECIFIC COMPETENCES**  
**MEDICINE**

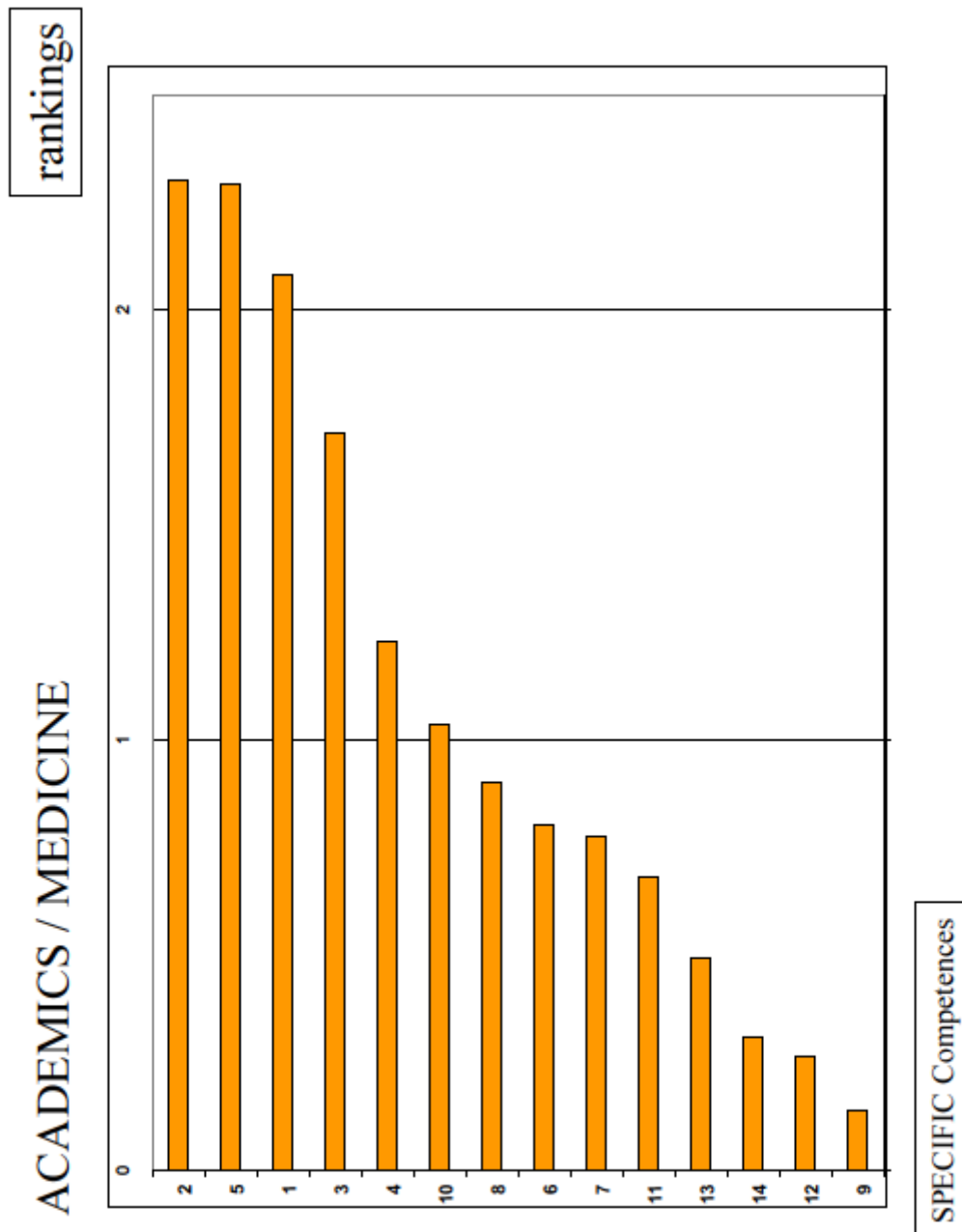


ratings

## MEDICINE ACADEMICS

#	Description	Importance	Achievement
5	Ability to integrate clinical and work-up information to make diagnosis and differential diagnosis	3,86	3,16
2	Ability to appropriately perform history taking	3,82	3,31
3	Ability to appropriately perform physical examination	3,82	3,27
10	Ability to ensure and maintain patient safety	3,73	2,88
4	Ability to appropriately perform diagnostic investigation	3,73	3,13
1	Ability to practice according to good clinical practice (GCP) in various clinical settings	3,70	2,93
8	Ability to perform consultation with patients and family with empathy	3,69	2,87
7	Ability to explain the benefit and risk of any therapeutic options	3,68	2,87
11	Ability to promote health and preventive medicine	3,59	2,79
6	Ability to provide appropriate therapy with a biopsychosocial approach	3,58	2,72
9	Ability to manage medical record appropriately	3,46	2,62
13	Ability to demonstrate a balanced dedication to serve the interest of individual patient and the commitment...	3,39	2,57
14	Ability to recognize and estimate the health risks and healthcare needs of a defined population...	3,39	2,49
12	Ability to recognize and address public concerns and controversial issues related to health	3,34	2,57

SPECIFIC competences

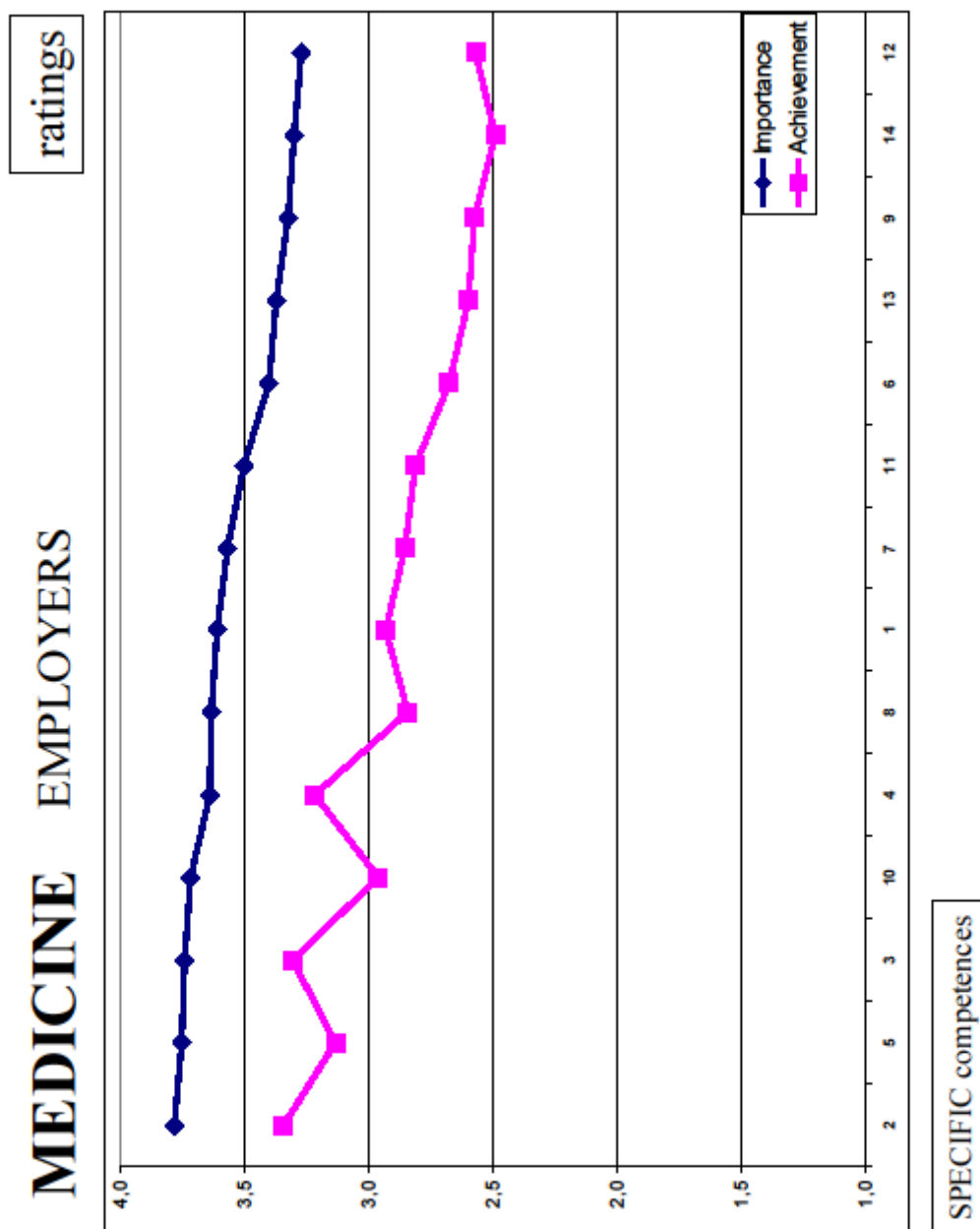


## rankings

## ACADEMICS / MEDICINE

#	Description	Ranking
9	Ability to manage medical record appropriately	0,14
12	Ability to recognize and address public concerns and controversial issues related to health	0,27
14	Ability to recognize and estimate the health risks and healthcare needs of a defined population...	0,31
13	Ability to demonstrate a balanced dedication to serve the interest of individual patient and the commitment...	0,50
11	Ability to promote health and preventive medicine	0,68
7	Ability to explain the benefit and risk of any therapeutic options	0,78
6	Ability to provide appropriate therapy with a biopsychosocial approach	0,80
8	Ability to perform consultation with patients and family with empathy	0,90
10	Ability to ensure and maintain patient safety	1,04
4	Ability to appropriately perform diagnostic investigation	1,23
3	Ability to appropriately perform physical examination	1,72
1	Ability to practice according to good clinical practice (GCP) in various clinical settings	2,09
5	Ability to integrate clinical and work-up information to make diagnosis and differential diagnosis	2,29
2	Ability to appropriately perform history taking	2,31

## SPECIFIC Competences



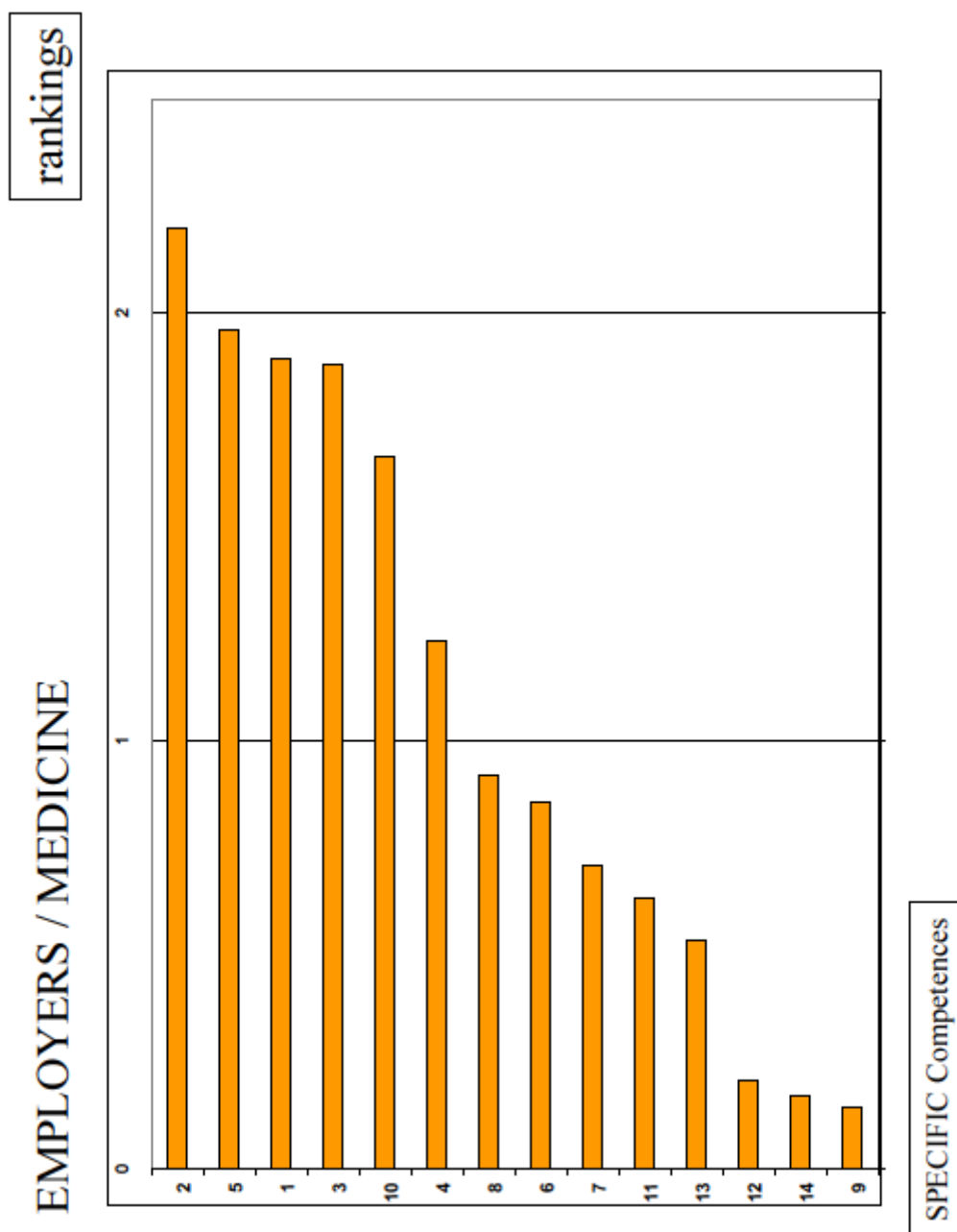


# MEDICINE EMPLOYERS

ratings

#	Description	Importance	Achievement
2	Ability to appropriately perform history taking	3,79	3,35
5	Ability to integrate clinical and work-up information to make diagnosis and differential diagnosis	3,75	3,14
3	Ability to appropriately perform physical examination	3,74	3,31
10	Ability to ensure and maintain patient safety	3,72	2,96
4	Ability to appropriately perform diagnostic investigation	3,64	3,22
8	Ability to perform consultation with patients and family with empathy	3,64	2,85
1	Ability to practice according to good clinical practice (GCP) in various clinical settings	3,61	2,93
7	Ability to explain the benefit and risk of any therapeutic options	3,57	2,86
11	Ability to promote health and preventive medicine	3,51	2,81
6	Ability to provide appropriate therapy with a biopsychosocial approach	3,41	2,68
13	Ability to demonstrate a balanced dedication to serve the interest of individual patient and the commitment...	3,38	2,60
9	Ability to manage medical record appropriately	3,33	2,58
14	Ability to recognize and estimate the health risks and health care needs of a defined population...	3,31	2,50
12	Ability to recognize and address public concerns and controversial issues related to health	3,27	2,57

SPECIFIC competences

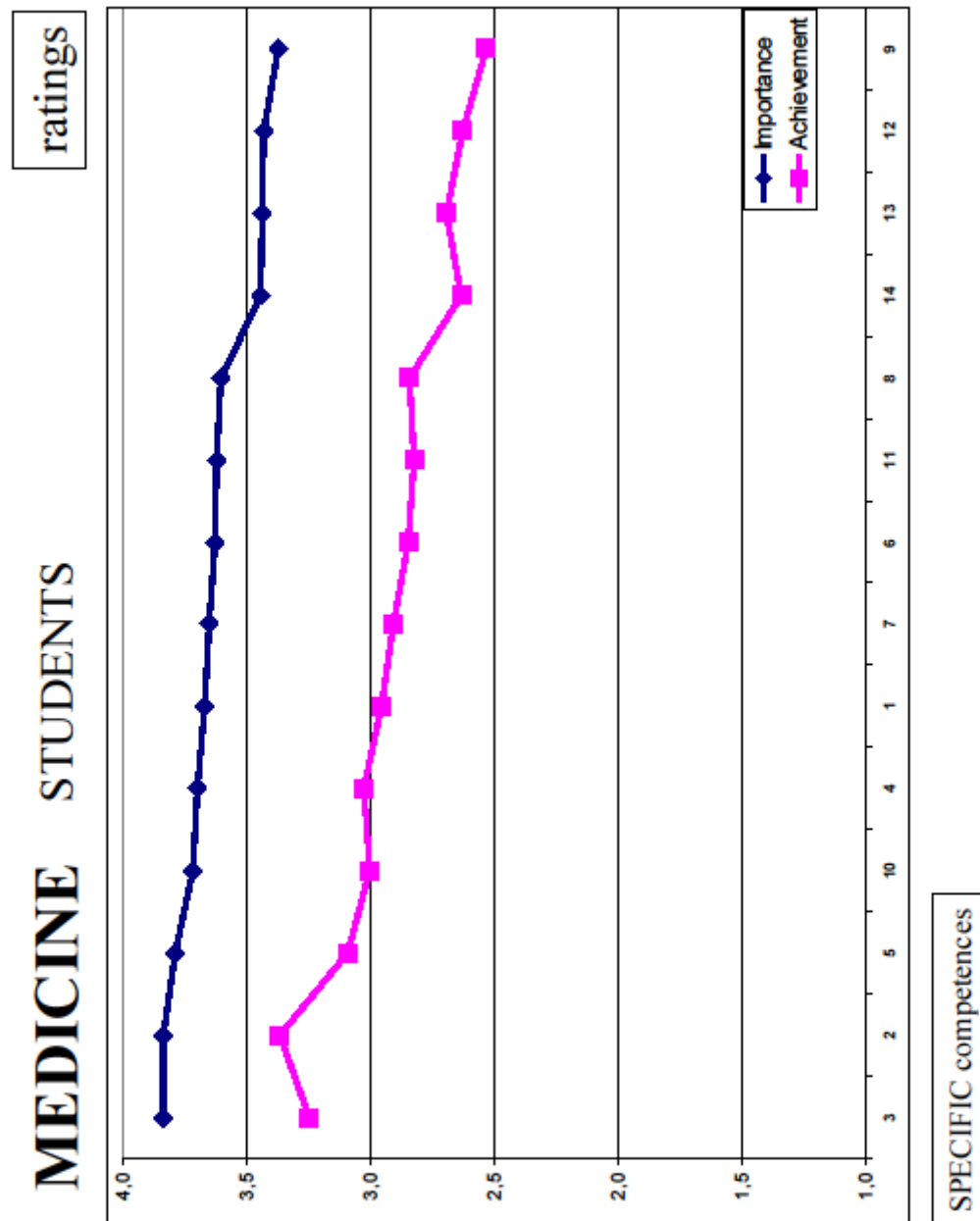


## rankings

## EMPLOYERS / MEDICINE

#	Description	Ranking
9	Ability to manage medical record appropriately	0,14
14	Ability to recognize and estimate the health risks and healthcare needs of a defined population...	0,17
12	Ability to recognize and address public concerns and controversial issues related to health	0,20
13	Ability to demonstrate a balanced dedication to serve the interest of individual patient and the commitment...	0,54
11	Ability to promote health and preventive medicine	0,63
7	Ability to explain the benefit and risk of any therapeutic options	0,71
6	Ability to provide appropriate therapy with a biopsychosocial approach	0,86
8	Ability to perform consultation with patients and family with empathy	0,92
4	Ability to appropriately perform diagnostic investigation	1,23
10	Ability to ensure and maintain patient safety	1,66
3	Ability to appropriately perform physical examination	1,88
1	Ability to practice according to good clinical practice (GCP) in various clinical settings	1,89
5	Ability to integrate clinical and work-up information to make diagnosis and differential diagnosis	1,96
2	Ability to appropriately perform history taking	2,20

## SPECIFIC Competences

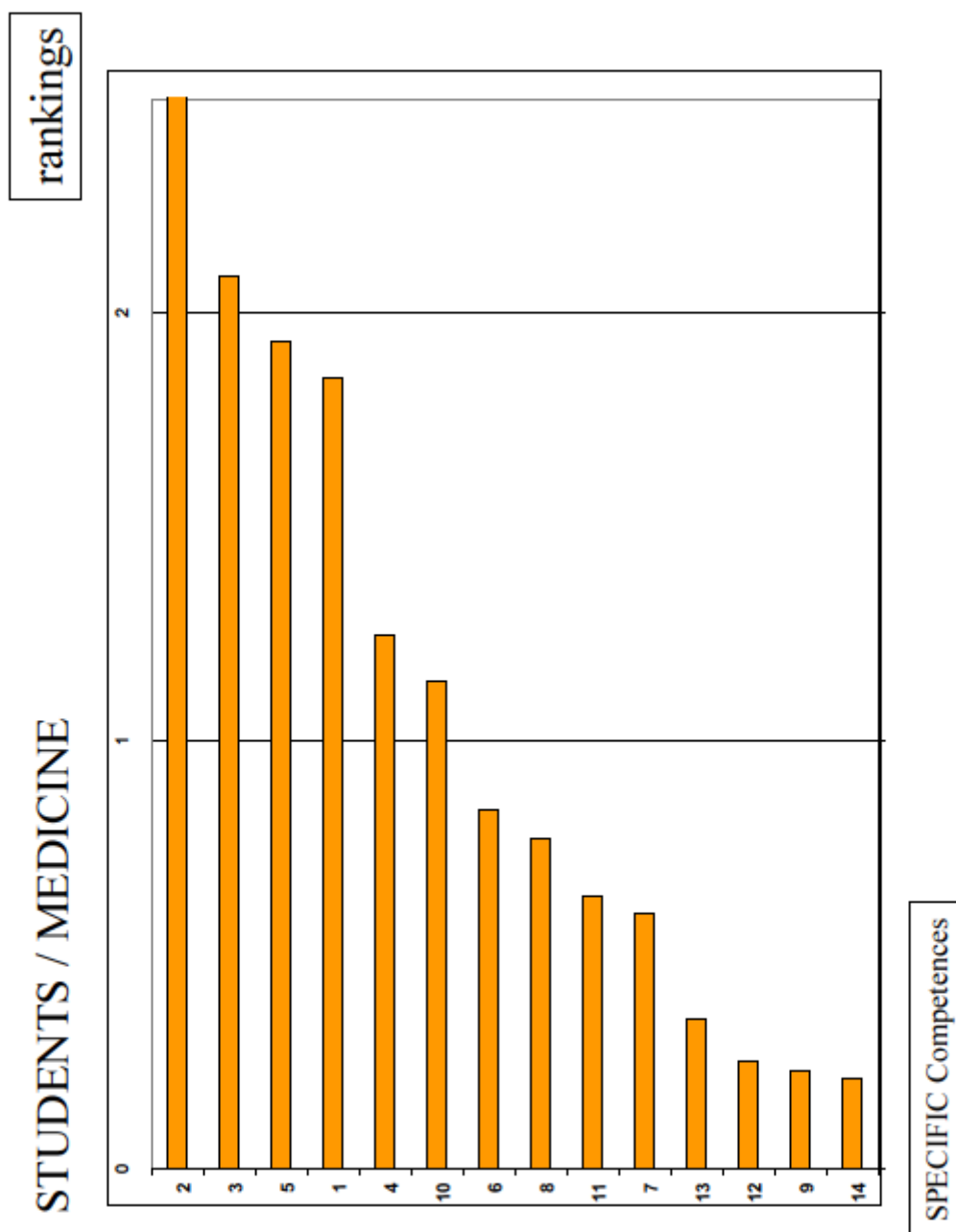


# MEDICINE STUDENTS

ratings

#	Description	Importance	Achievement
3	Ability to appropriately perform physical examination	3,84	3,25
2	Ability to appropriately perform history taking	3,84	3,37
5	Ability to integrate clinical and work-up information to make diagnosis and differential diagnosis	3,79	3,10
10	Ability to ensure and maintain patient safety	3,72	3,00
4	Ability to appropriately perform diagnostic investigation	3,70	3,03
1	Ability to practice according to good clinical practice (GCP) in various clinical settings	3,67	2,96
7	Ability to explain the benefit and risk of any therapeutic options	3,66	2,91
6	Ability to provide appropriate therapy with a biopsychosocial approach	3,63	2,85
11	Ability to promote health and preventive medicine	3,63	2,83
8	Ability to perform consultation with patients and family with empathy	3,61	2,85
14	Ability to recognize and estimate the health risks and healthcare needs of a defined population...	3,45	2,64
13	Ability to demonstrate a balanced dedication to serve the interest of individual patient and the commitment...	3,44	2,69
12	Ability to recognize and address public concerns and controversial issues related to health	3,43	2,63
9	Ability to manage medical record appropriately	3,37	2,54

SPECIFIC competences

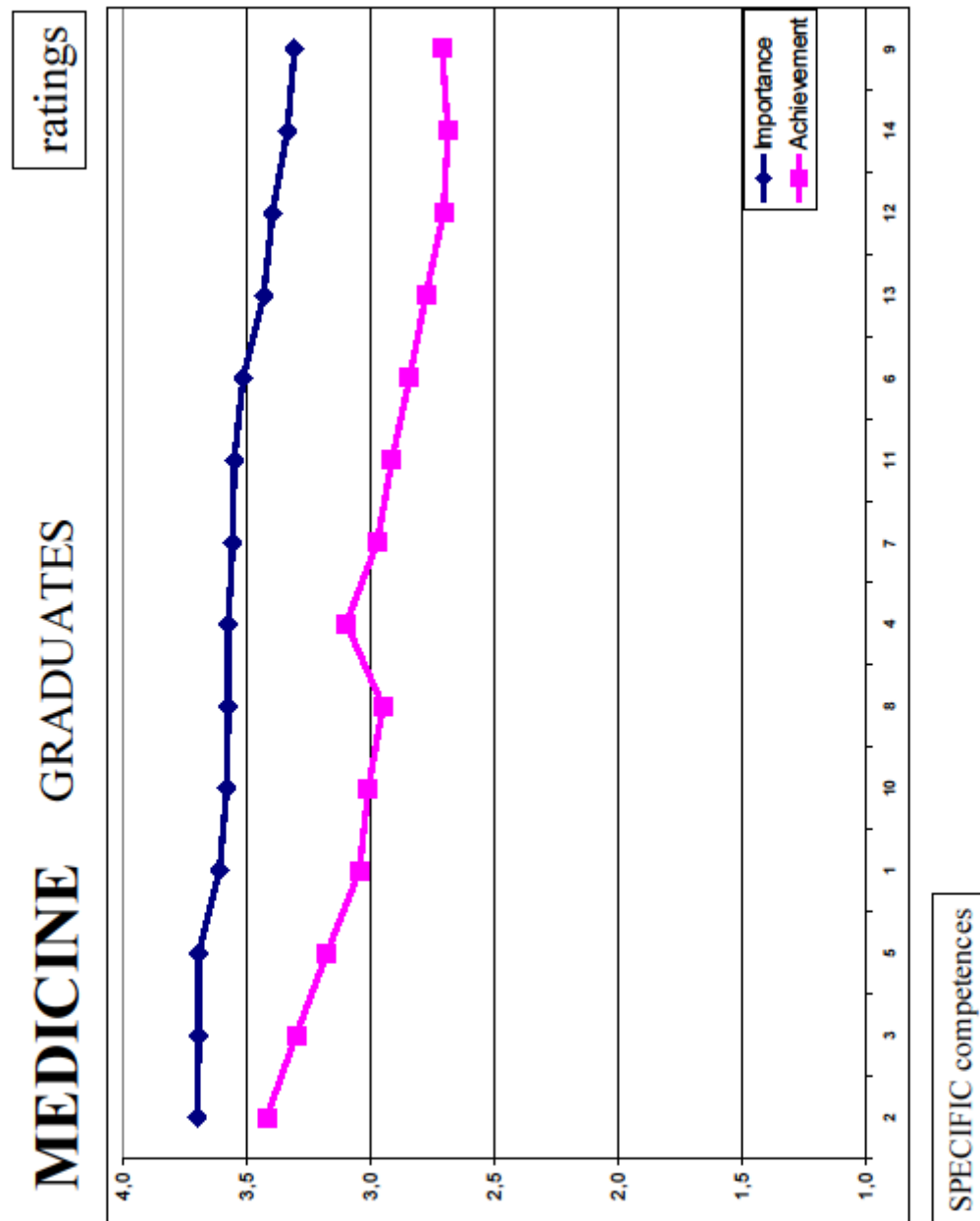


## STUDENTS / MEDICINE

### rankings

#	Description	Ranking
14	Ability to recognize and estimate the health risks and healthcare needs of a defined population...	0.21
9	Ability to manage medical record appropriately	0.23
12	Ability to recognize and address public concerns and controversial issues related to health	0.25
13	Ability to demonstrate a balanced dedication to serve the interest of individual patient and the commitment...	0.35
7	Ability to explain the benefit and risk of any therapeutic options	0.60
11	Ability to promote health and preventive medicine	0.64
8	Ability to perform consultation with patients and family with empathy	0.77
6	Ability to provide appropriate therapy with a biopsychosocial approach	0.84
10	Ability to ensure and maintain patient safety	1.14
4	Ability to appropriately perform diagnostic investigation	1.25
1	Ability to practice according to good clinical practice (GCP) in various clinical settings	1.85
5	Ability to integrate clinical and work-up information to make diagnosis and differential diagnosis	1.94
3	Ability to appropriately perform physical examination	2.09
2	Ability to appropriately perform history taking	2.81

### SPECIFIC Competences



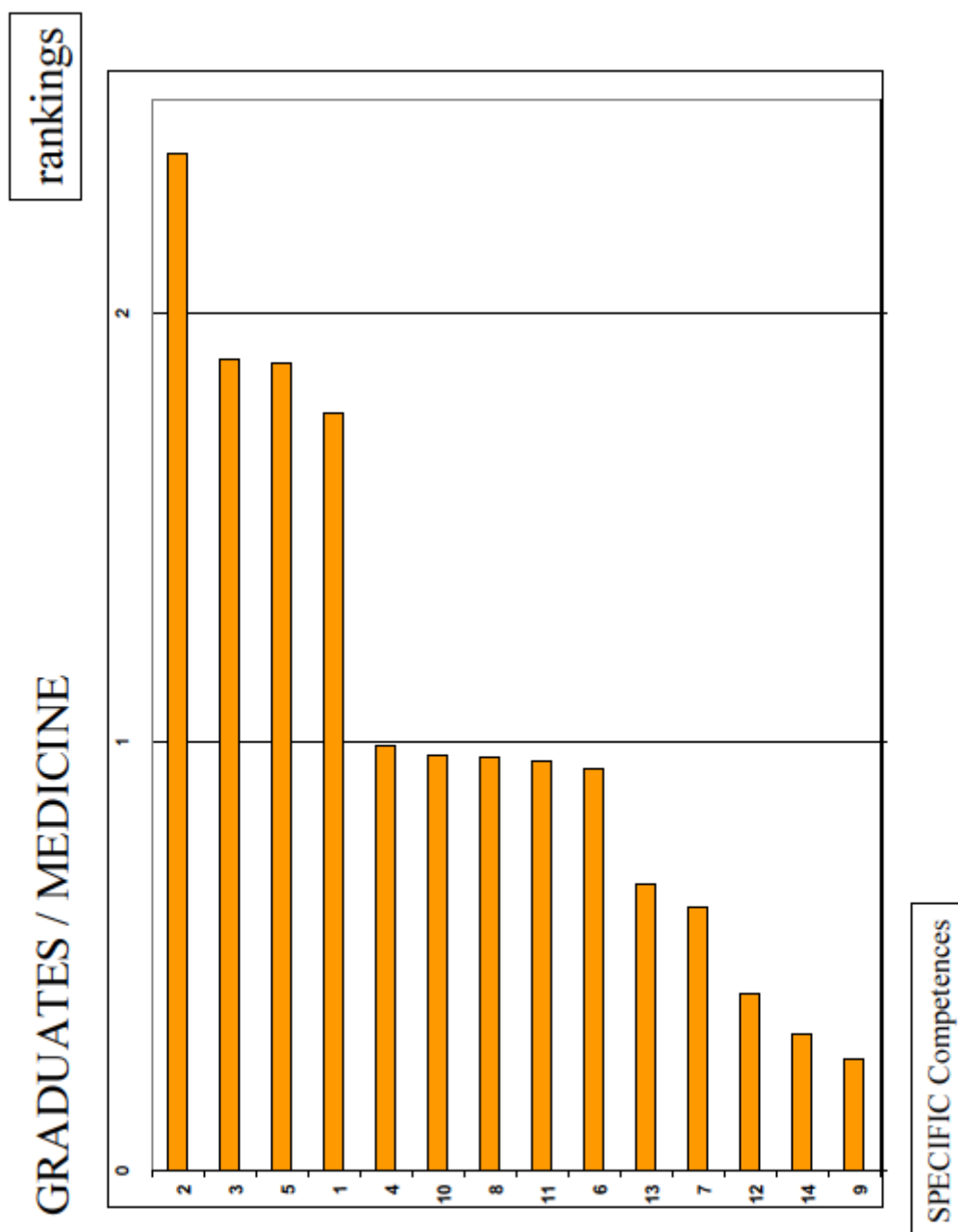


# MEDICINE GRADUATES

ratings

#	Description	Importance	Achievement
2	Ability to appropriately perform history taking	3,70	3,43
3	Ability to appropriately perform physical examination	3,70	3,30
5	Ability to integrate clinical and work-up information to make diagnosis and differential diagnosis	3,70	3,18
1	Ability to practice according to good clinical practice (GCP) in various clinical settings	3,61	3,05
10	Ability to ensure and maintain patient safety	3,58	3,01
8	Ability to perform consultation with patients and family with empathy	3,58	2,95
4	Ability to appropriately perform diagnostic investigation	3,58	3,10
7	Ability to explain the benefit and risk of any therapeutic options	3,56	2,98
11	Ability to promote health and preventive medicine	3,55	2,91
6	Ability to provide appropriate therapy with a biopsychosocial approach	3,52	2,84
13	Ability to demonstrate a balanced dedication to serve the interest of individual patient and the commitment...	3,44	2,78
12	Ability to recognize and address public concerns and controversial issues related to health	3,40	2,71
14	Ability to recognize and estimate the health risks and healthcare needs of a defined population...	3,34	2,69
9	Ability to manage medical record appropriately	3,31	2,71

SPECIFIC competences



## GRADUATES / MEDICINE

### rankings

#	Description	Ranking
9	Ability to manage medical record appropriately	0.26
14	Ability to recognize and estimate the health risks and healthcare needs of a defined population...	0.32
12	Ability to recognize and address public concerns and controversial issues related to health	0.41
7	Ability to explain the benefit and risk of any therapeutic options	0.61
13	Ability to demonstrate a balanced dedication to serve the interest of individual patient and the commitment...	0.67
6	Ability to provide appropriate therapy with a biopsychosocial approach	0.94
11	Ability to promote health and preventive medicine	0.96
8	Ability to perform consultation with patients and family with empathy	0.96
10	Ability to ensure and maintain patient safety	0.97
4	Ability to appropriately perform diagnostic investigation	0.99
1	Ability to practice according to good clinical practice (GCP) in various clinical settings	1.77
5	Ability to integrate clinical and work-up information to make diagnosis and differential diagnosis	1.89
3	Ability to appropriately perform physical examination	1.89
2	Ability to appropriately perform history taking	2.38

### SPECIFIC Competences

# MEDICINE

## CORRELATIONS AMONG GROUPS

### IMPORTANCE

	Academics	Employers	Students	Graduates
Academics	1,0000			
Employers	0,9699	1,0000		
Students	0,9481	0,9353	1,0000	
Graduates	0,9348	0,9391	0,9664	1,0000

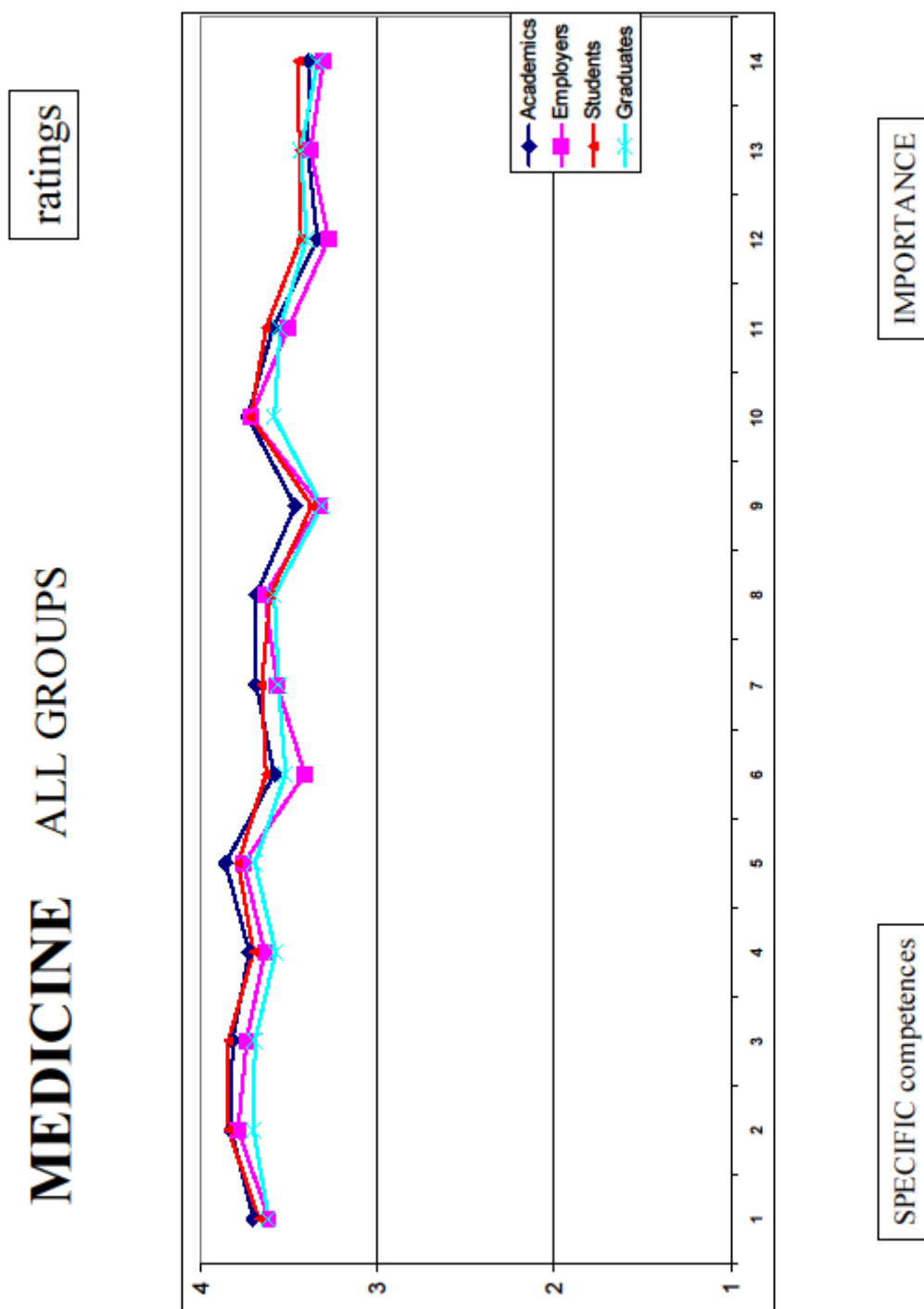
### ACHIEVEMENT

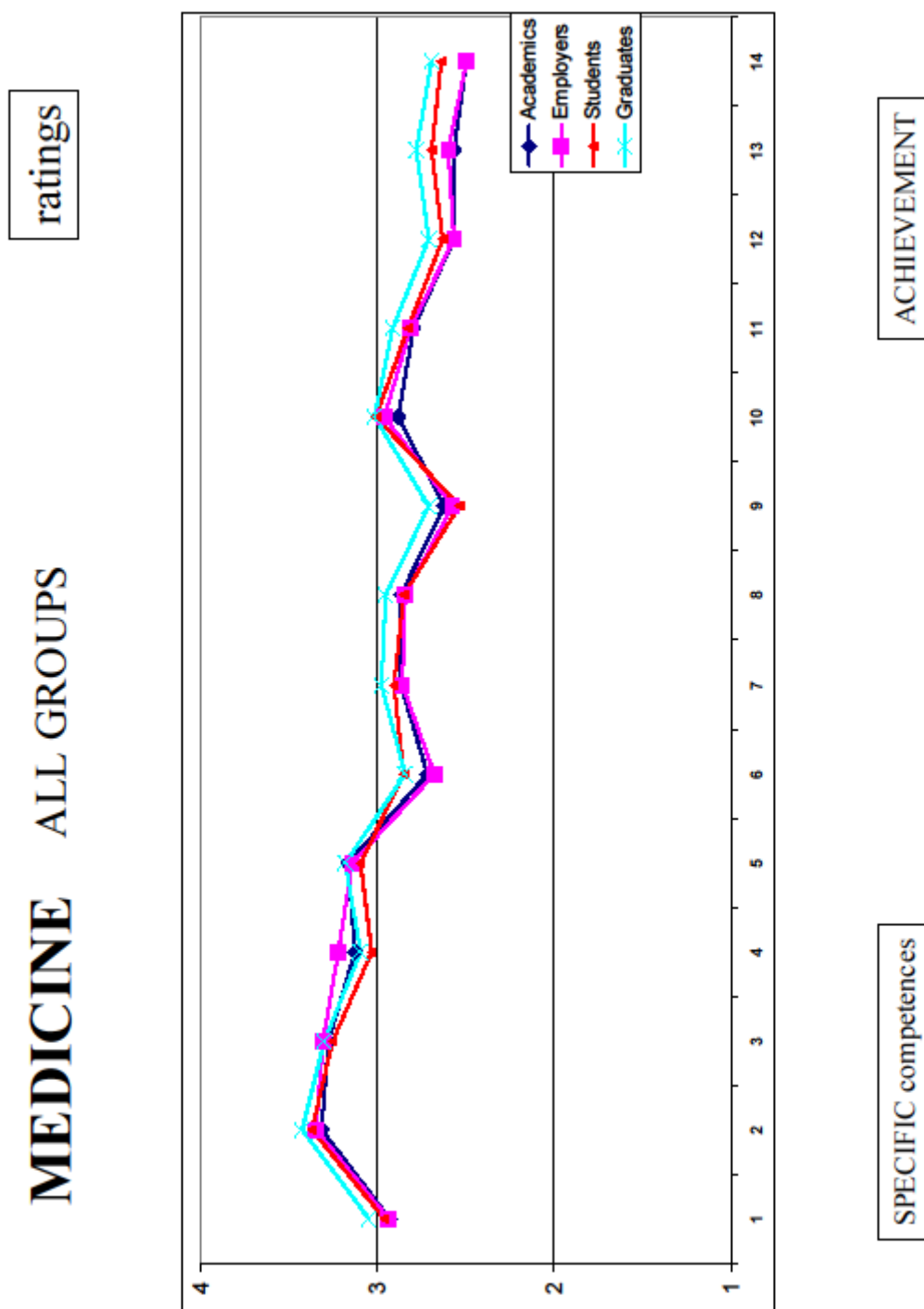
	Academics	Employers	Students	Graduates
Academics	1,0000			
Employers	0,9911	1,0000		
Students	0,9526	0,9564	1,0000	
Graduates	0,9794	0,9753	0,9847	1,0000

### RANKING

	Academics	Employers	Students	Graduates
Academics	1,0000			
Employers	0,9571	1,0000		
Students	0,9611	0,9570	1,0000	
Graduates	0,9647	0,9400	0,9788	1,0000

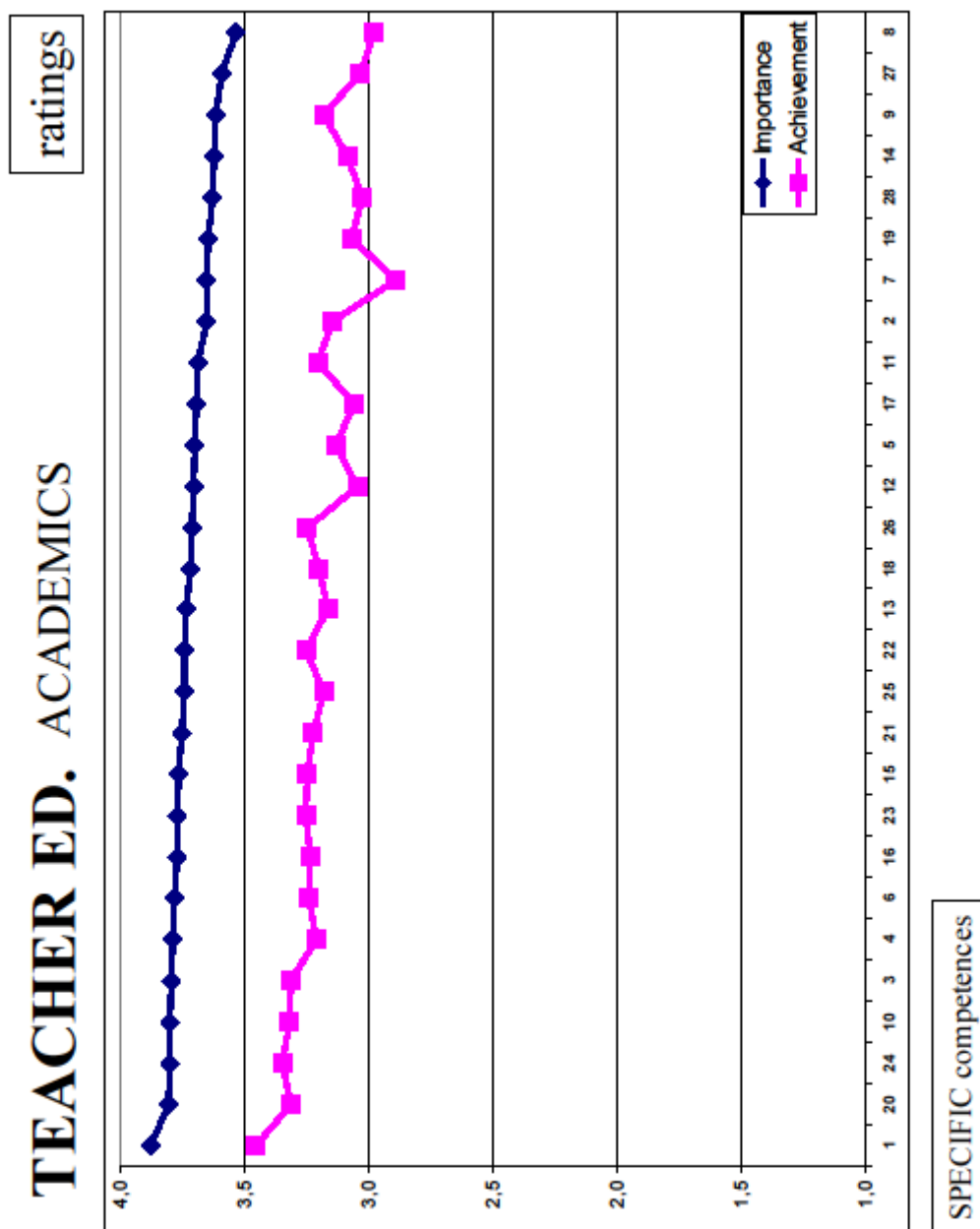
SPECIFIC competences





***SPECIFIC COMPETENCES – TEACHER EDUCATION***

**SPECIFIC COMPETENCES**  
**TEACHER EDUCATION**



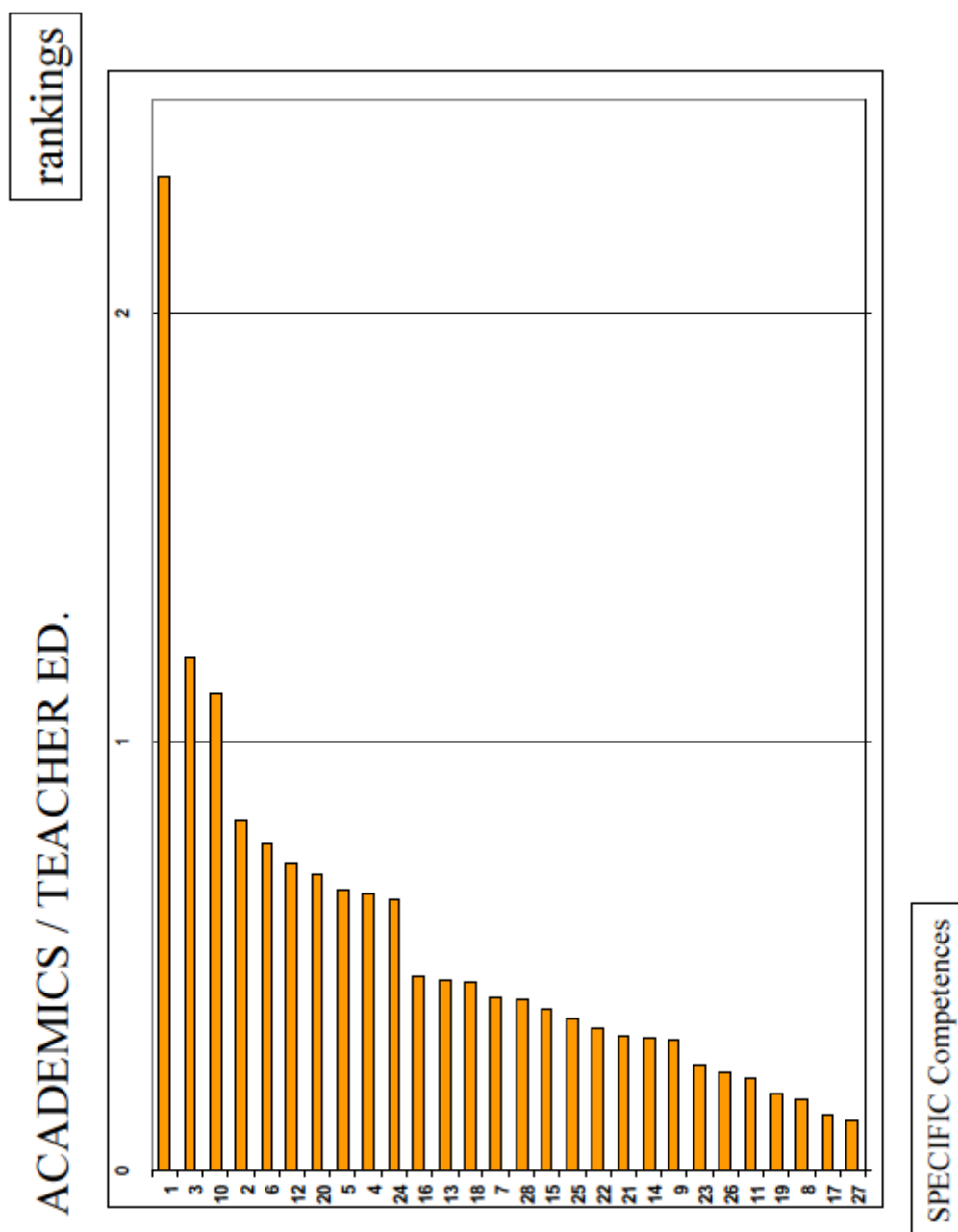


# TEACHER ED. ACADEMICS

ratings

#	Description	Importance	Achievement
1	Have a meaningful and comprehensive knowledge of the subject matter they will teach	3,88	3,46
20	Ability to demonstrate integrity and professionalism	3,81	3,32
24	Ability to demonstrate commitment to the teaching profession	3,80	3,35
10	Ability to select teaching methods, learning activities, and instructional materials or resources...	3,80	3,32
3	Understand pedagogy and learning approaches related to a specific specialization	3,79	3,31
4	Comprehend concepts of testing, assessment and evaluation of learning	3,79	3,21
6	Understand the different characteristics of learners	3,79	3,25
16	Ability to use appropriate assessment tools and methods to assess, and evaluate...	3,77	3,24
23	Willingness to learn from students, colleagues, and other professionals	3,77	3,26
15	Ensure a safe and conducive learning environment	3,77	3,25
21	Willingness to apply innovations to the teaching and learning process	3,76	3,22
25	Ability to practice reflective thinking to improve their teaching practices	3,75	3,19
22	Ability to respect diversity in working with students, colleagues, families, community members...	3,75	3,26
13	Ability to appropriately utilize information and communication technologies to support...	3,74	3,17
18	Ability to demonstrate commitment to develop students to reach their potential	3,72	3,20
26	Ability to engage with fellow teachers and other professionals to enhance the teaching-learning process	3,71	3,25
12	Ability to facilitate learners' potential development to actualize their various potentials...	3,71	3,05
5	Understand the curriculum development process, its structure, content and expected learning outcomes	3,70	3,14
17	Ability to utilize assessment data to improve the teaching-learning process	3,69	3,06
11	Ability to implement curricula related to assigned fields of study	3,69	3,21
2	Able to understand educational philosophy	3,66	3,15
7	Able to use research findings to improve teaching and learning	3,65	2,90
19	Ability to demonstrate self-evaluation and use the results for improvement	3,65	3,07
28	Ability to conduct action research	3,63	3,03
14	Utilize appropriate strategies for managing student behavior	3,62	3,09
9	Demonstrate understanding of different theories on learner's developmental process	3,62	3,19
27	Ability to initiate and maintain mutually-beneficial linkages and networks	3,60	3,04
8	Demonstrate understanding of theory of multiculturalism and learning	3,54	2,98

SPECIFIC competences

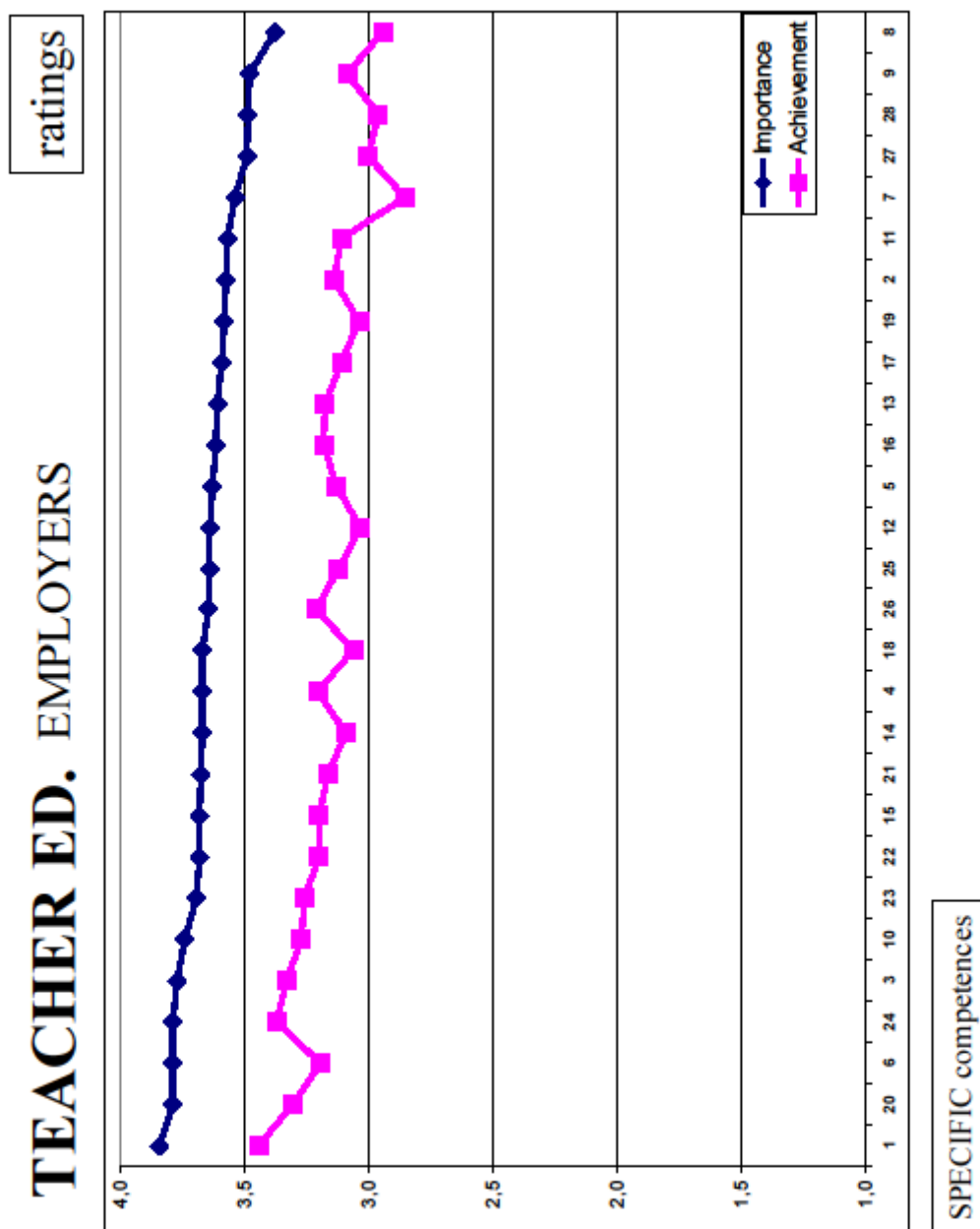


## ACADEMICS / TEACHER ED.

### rankings

#	Description	Ranking
27	Ability to initiate and maintain mutually-beneficial linkages and networks	0,12
17	Ability to utilize assessment data to improve the teaching-learning process	0,13
8	Demonstrate understanding of theory of multiculturalism and learning	0,17
19	Ability to demonstrate self-evaluation and use the results for improvement	0,18
11	Ability to implement curricula related to assigned fields of study	0,21
26	Ability to engage with fellow teachers and other professionals to enhance the teaching-learning process	0,23
23	Willingness to learn from students, colleagues, and other professionals	0,25
9	Demonstrate understanding of different theories on learner's developmental process	0,31
14	Utilize appropriate strategies for managing student behavior	0,31
21	Willingness to apply innovations to the teaching and learning process	0,31
22	Ability to respect diversity in working with students, colleagues, families, community members...	0,33
25	Ability to practice reflective thinking to improve their teaching practices	0,35
15	Ensure a safe and conducive learning environment	0,38
28	Ability to conduct action research	0,40
7	Able to use research findings to improve teaching and learning	0,40
18	Ability to demonstrate commitment to develop students to reach their potential	0,44
13	Ability to appropriately utilize information and communication technologies to support...	0,44
16	Ability to use appropriate assessment tools and methods to assess, and evaluate...	0,45
24	Ability to demonstrate commitment to the teaching profession	0,63
4	Comprehend concepts of testing, assessment and evaluation of learning	0,65
5	Understand the curriculum development process, its structure, content and expected learning outcomes	0,66
20	Ability to demonstrate integrity and professionalism	0,69
12	Ability to facilitate learners' potential development to actualize their various potentials...	0,72
6	Understand the different characteristics of learners	0,76
2	Able to understand educational philosophy	0,82
10	Ability to select teaching methods, learning activities, and instructional materials or resources...	1,11
3	Understand pedagogy and learning approaches related to a specific specialization	1,20
1	Have a meaningful and comprehensive knowledge of the subject matter they will teach	2,32

### SPECIFIC Competences

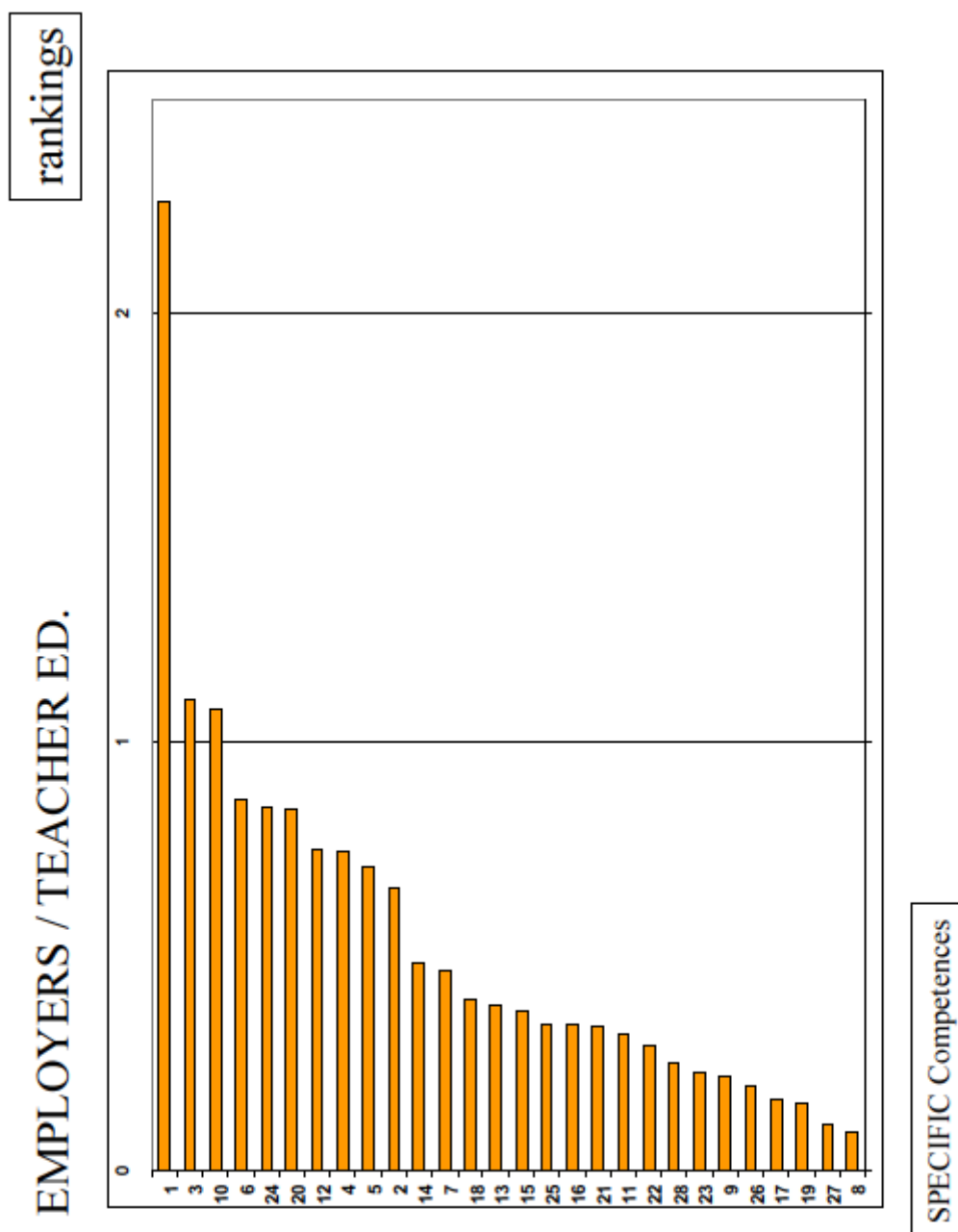


# TEACHER ED. EMPLOYERS

ratings

#	Description	Importance	Achievement
1	Have a meaningful and comprehensive knowledge of the subject matter they will teach	3,84	3,45
20	Ability to demonstrate integrity and professionalism	3,79	3,31
6	Understand the different characteristics of learners	3,79	3,20
24	Ability to demonstrate commitment to the teaching profession	3,79	3,37
3	Understand pedagogy and learning approaches related to a specific specialization	3,78	3,33
10	Ability to select teaching methods, learning activities, and instructional materials or resources....	3,74	3,28
23	Willingness to learn from students, colleagues, and other professionals	3,70	3,26
22	Ability to respect diversity in working with students, colleagues, families, community members....	3,69	3,20
15	Ensure a safe and conducive learning environment	3,68	3,20
21	Willingness to apply innovations to the teaching and learning process	3,68	3,16
14	Utilize appropriate strategies for managing student behavior	3,67	3,09
4	Comprehend concepts of testing, assessment and evaluation of learning	3,67	3,21
18	Ability to demonstrate commitment to develop students to reach their potential	3,67	3,06
26	Ability to engage with fellow teachers and other professionals to enhance the teaching-learning process	3,65	3,22
25	Ability to practice reflective thinking to improve their teaching practices	3,64	3,13
12	Ability to facilitate learners' potential development to actualize their various potentials...	3,64	3,04
5	Understand the curriculum development process, its structure, content and expected learning outcomes	3,63	3,13
16	Ability to use appropriate assessment tools and methods to assess, and evaluate...	3,62	3,19
13	Ability to appropriately utilize information and communication technologies to support...	3,61	3,18
17	Ability to utilize assessment data to improve the teaching-learning process	3,60	3,11
19	Ability to demonstrate self-evaluation and use the results for improvement	3,58	3,04
2	Able to understand educational philosophy	3,58	3,14
11	Ability to implement curricula related to assigned fields of study	3,57	3,12
7	Able to use research findings to improve teaching and learning	3,54	2,86
27	Ability to initiate and maintain mutually-beneficial linkages and networks	3,50	3,01
28	Ability to conduct action research	3,49	2,97
9	Demonstrate understanding of different theories on learner's developmental process	3,48	3,09
8	Demonstrate understanding of theory of multiculturalism and learning	3,38	2,95

SPECIFIC competences

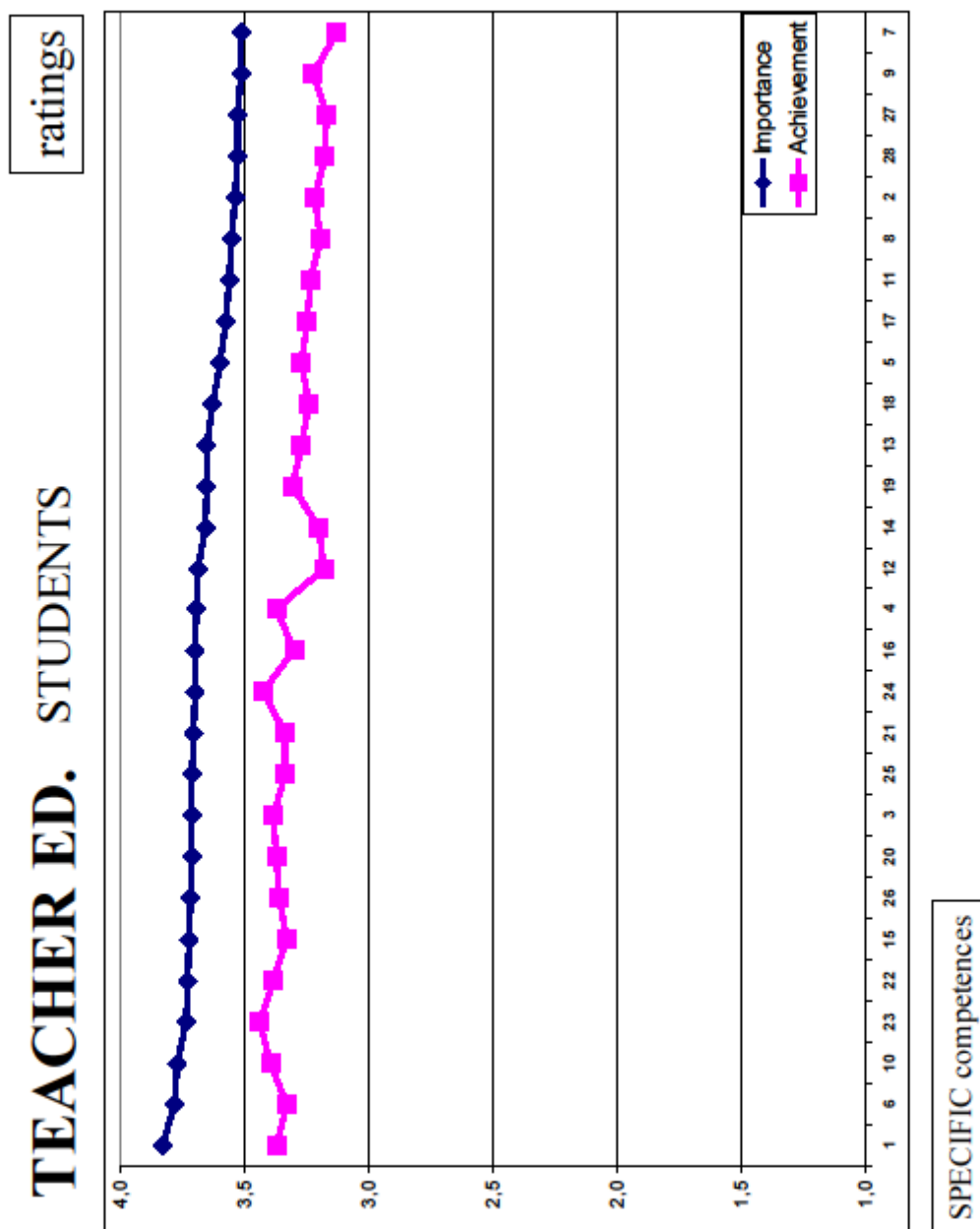


## EMPLOYERS / TEACHER ED.

## rankings

#	Description	Ranking
8	Demonstrate understanding of theory of multiculturalism and learning.	0,09
27	Ability to initiate and maintain mutually-beneficial linkages and networks	0,11
19	Ability to demonstrate self-evaluation and use the results for improvement	0,16
17	Ability to utilize assessment data to improve the teaching-learning process	0,17
26	Ability to engage with fellow teachers and other professionals to enhance the teaching-learning process	0,19
9	Demonstrate understanding of different theories on learner's developmental process	0,22
23	Willingness to learn from students, colleagues, and other professionals	0,23
28	Ability to conduct action research	0,25
22	Ability to respect diversity in working with students, colleagues, families, community members...	0,29
11	Ability to implement curricula related to assigned fields of study	0,32
21	Willingness to apply innovations to the teaching and learning process	0,34
16	Ability to use appropriate assessment tools and methods to assess, and evaluate...	0,34
25	Ability to practice reflective thinking to improve their teaching practices	0,34
15	Ensure a safe and conducive learning environment	0,38
13	Ability to appropriately utilize information and communication technologies to support...	0,39
18	Ability to demonstrate commitment to develop students to reach their potential	0,40
7	Able to use research findings to improve teaching and learning	0,46
14	Utilize appropriate strategies for managing student behavior	0,49
2	Able to understand educational philosophy	0,66
5	Understand the curriculum development process, its structure, content and expected learning outcomes	0,71
4	Comprehend concepts of testing, assessment and evaluation of learning	0,74
12	Ability to facilitate learners' potential development to actualize their various potentials...	0,75
20	Ability to demonstrate integrity and professionalism	0,85
24	Ability to demonstrate commitment to the teaching profession	0,85
6	Understand the different characteristics of learners	0,86
10	Ability to select teaching methods, learning activities, and instructional materials or resources...	1,08
3	Understand pedagogy and learning approaches related to a specific specialization	1,10
1	Have a meaningful and comprehensive knowledge of the subject matter they will teach	2,27

## SPECIFIC Competences



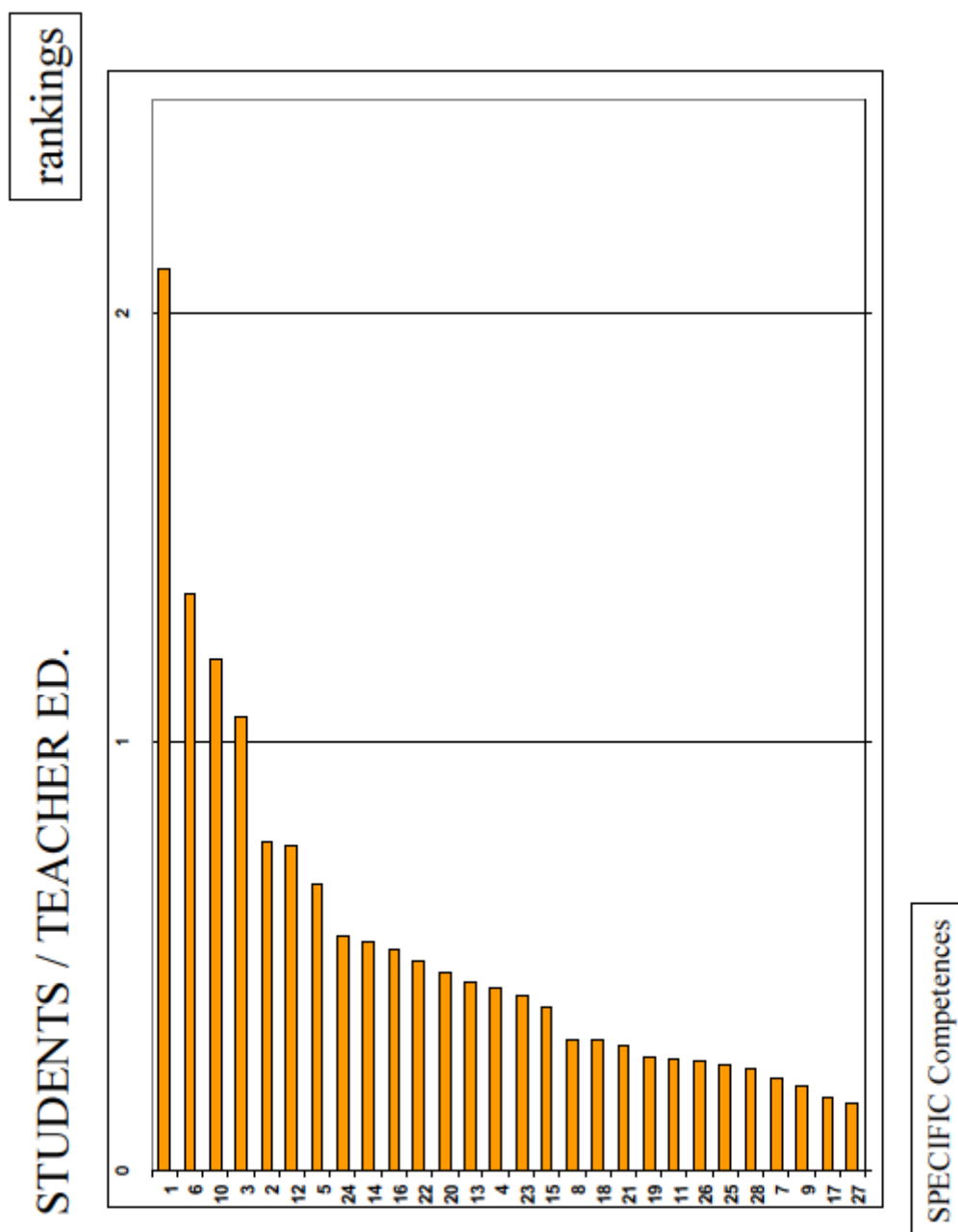


# TEACHER ED. STUDENTS

ratings

#	Description	Importance	Achievement
1	Have a meaningful and comprehensive knowledge of the subject matter they will teach	3,83	3,37
6	Understand the different characteristics of learners	3,78	3,33
10	Ability to select teaching methods, learning activities, and instructional materials or resources...	3,77	3,40
23	Willingness to learn from students, colleagues, and other professionals	3,74	3,44
22	Ability to respect diversity in working with students, colleagues, families, community members...	3,73	3,39
15	Ensure a safe and conducive learning environment	3,73	3,33
26	Ability to engage with fellow teachers and other professionals to enhance the teaching-learning process	3,72	3,36
20	Ability to demonstrate integrity and professionalism	3,72	3,38
3	Understand pedagogy and learning approaches related to a specific specialization	3,71	3,39
25	Ability to practice reflective thinking to improve their teaching practices	3,71	3,34
21	Willingness to apply innovations to the teaching and learning process	3,71	3,34
24	Ability to demonstrate commitment to the teaching profession	3,70	3,43
16	Ability to use appropriate assessment tools and methods to assess, and evaluate...	3,70	3,30
4	Comprehend concepts of testing, assessment and evaluation of learning	3,70	3,38
12	Ability to facilitate learners' potential development to actualize their various potentials...	3,69	3,19
14	Utilize appropriate strategies for managing student behavior	3,66	3,20
19	Ability to demonstrate self-evaluation and use the results for improvement	3,66	3,31
13	Ability to appropriately utilize information and communication technologies to support...	3,65	3,28
18	Ability to demonstrate commitment to develop students to reach their potential	3,63	3,24
5	Understand the curriculum development process, its structure, content and expected learning outcomes	3,60	3,27
17	Ability to utilize assessment data to improve the teaching-learning process	3,57	3,25
11	Ability to implement curricula related to assigned fields of study	3,57	3,24
8	Demonstrate understanding of theory of multiculturalism and learning	3,55	3,20
2	Able to understand educational philosophy	3,54	3,22
28	Ability to conduct action research	3,53	3,18
27	Ability to initiate and maintain mutually-beneficial linkages and networks	3,53	3,17
9	Demonstrate understanding of different theories on learner's developmental process	3,52	3,23
7	Able to use research findings to improve teaching and learning	3,52	3,13

SPECIFIC competences

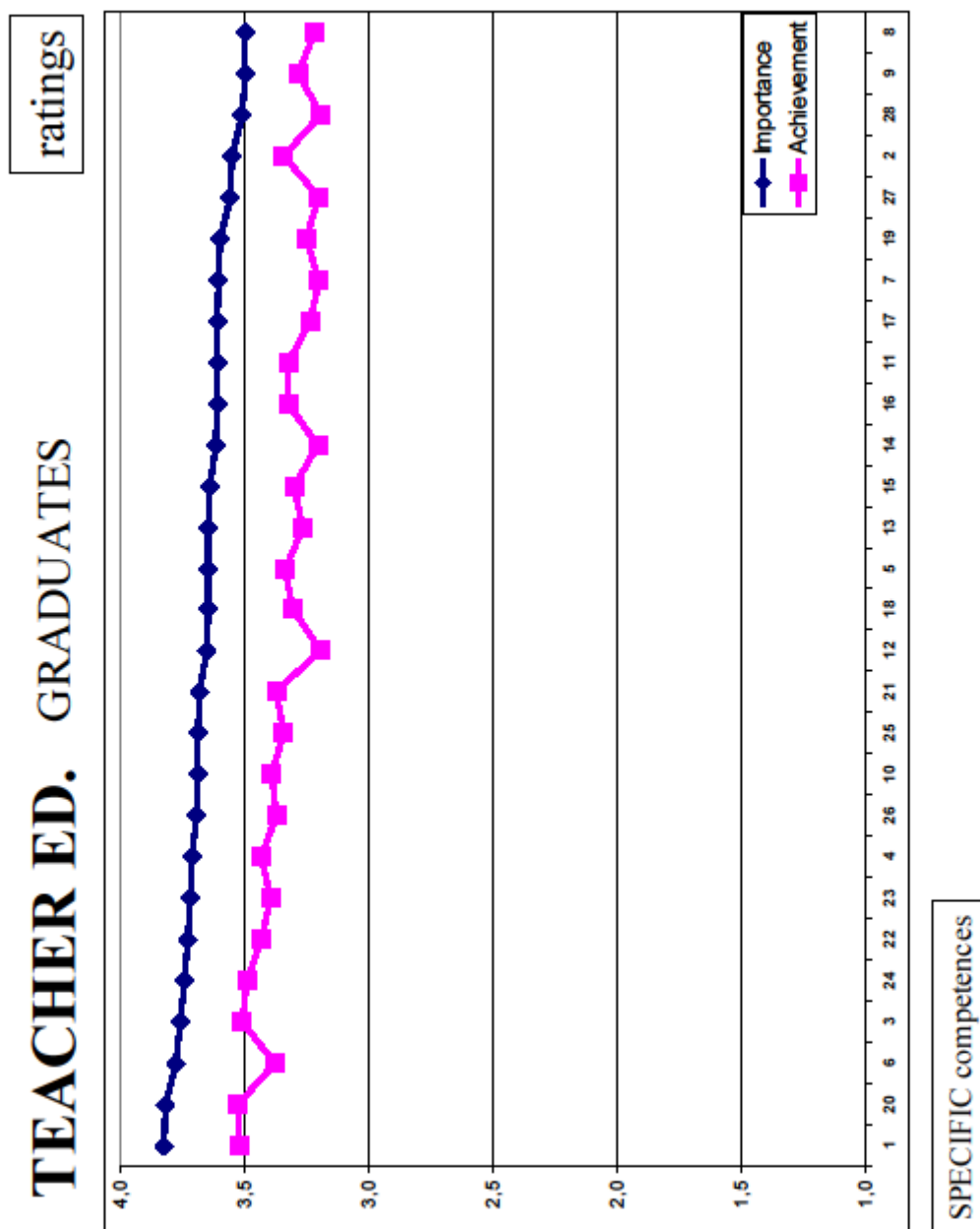


## STUDENTS / TEACHER ED.

rankings

#	Description	Ranking
27	Ability to initiate and maintain mutually-beneficial linkages and networks	0,16
17	Ability to utilize assessment data to improve the teaching-learning process	0,17
9	Demonstrate understanding of different theories on learner's developmental process	0,19
7	Able to use research findings to improve teaching and learning	0,22
28	Ability to conduct action research	0,24
25	Ability to practice reflective thinking to improve their teaching practices	0,25
26	Ability to engage with fellow teachers and other professionals to enhance the teaching-learning process	0,26
11	Ability to implement curricula related to assigned fields of study	0,26
19	Ability to demonstrate self-evaluation and use the results for improvement	0,26
21	Willingness to apply innovations to the teaching and learning process	0,29
18	Ability to demonstrate commitment to develop students to reach their potential	0,31
8	Demonstrate understanding of theory of multiculturalism and learning	0,31
15	Ensure a safe and conducive learning environment	0,38
23	Willingness to learn from students, colleagues, and other professionals	0,41
4	Comprehend concepts of testing, assessment and evaluation of learning	0,43
13	Ability to appropriately utilize information and communication technologies to support...	0,44
20	Ability to demonstrate integrity and professionalism	0,46
22	Ability to respect diversity in working with students, colleagues, families, community members...	0,49
16	Ability to use appropriate assessment tools and methods to assess, and evaluate...	0,52
14	Utilize appropriate strategies for managing student behavior	0,53
24	Ability to demonstrate commitment to the teaching profession	0,55
5	Understand the curriculum development process, its structure, content and expected learning outcomes	0,67
12	Ability to facilitate learners' potential development to actualize their various potentials...	0,76
2	Able to understand educational philosophy	0,77
3	Understand pedagogy and learning approaches related to a specific specialization	1,06
10	Ability to select teaching methods, learning activities, and instructional materials or resources...	1,19
6	Understand the different characteristics of learners	1,35
1	Have a meaningful and comprehensive knowledge of the subject matter they will teach	2,10

SPECIFIC Competences

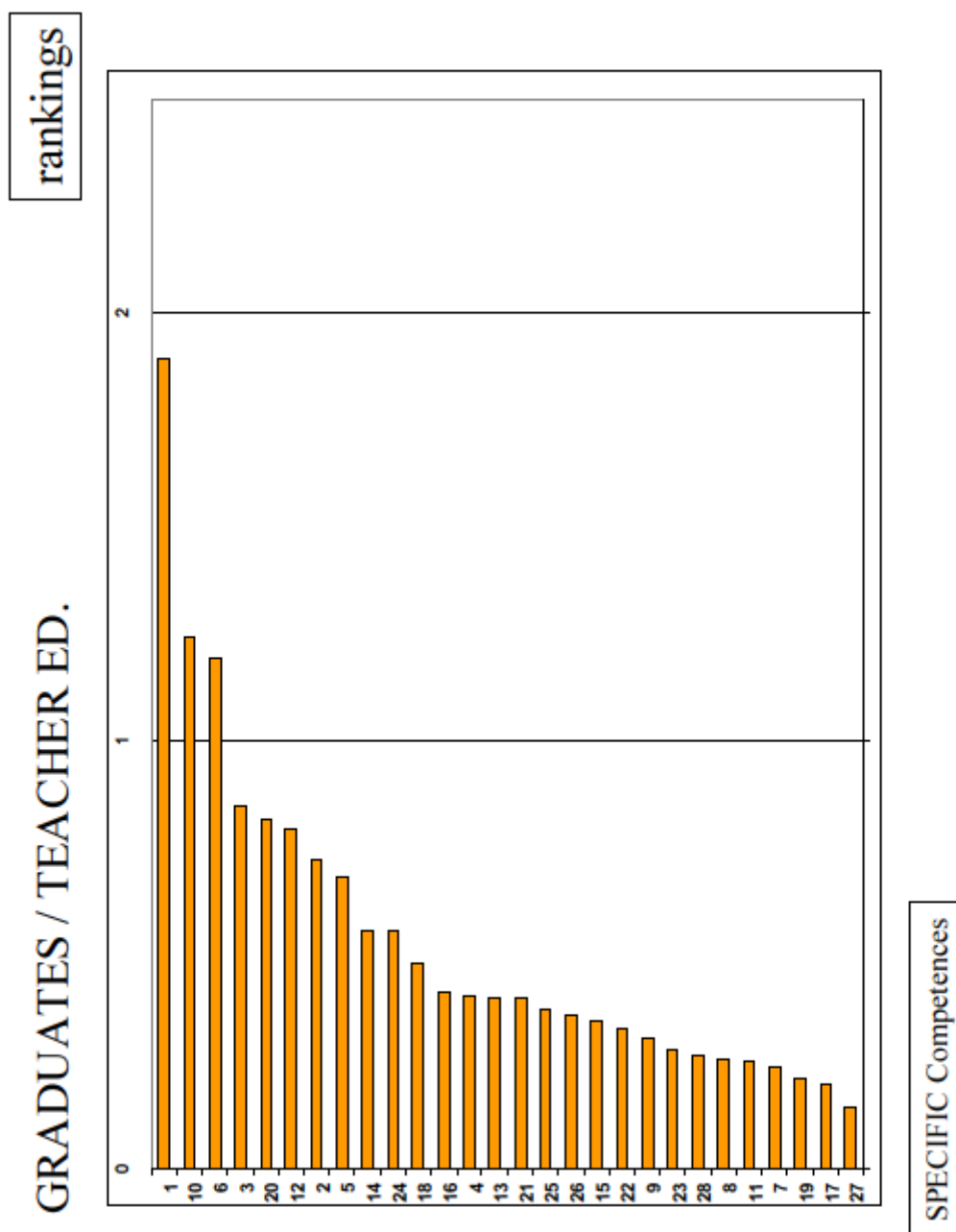


# TEACHER ED. GRADUATES

ratings

#	Description	Importance	Achievement
1	Have a meaningful and comprehensive knowledge of the subject matter they will teach	3,83	3,52
20	Ability to demonstrate integrity and professionalism	3,82	3,53
6	Understand the different characteristics of learners	3,78	3,38
3	Understand pedagogy and learning approaches related to a specific specialization	3,76	3,51
24	Ability to demonstrate commitment to the teaching profession	3,74	3,49
22	Ability to respect diversity in working with students, colleagues, families, community members...	3,73	3,43
23	Willingness to learn from students, colleagues, and other professionals	3,72	3,40
4	Comprehend concepts of testing, assessment and evaluation of learning	3,71	3,44
26	Ability to engage with fellow teachers and other professionals to enhance the teaching-learning process	3,70	3,38
10	Ability to select teaching methods, learning activities, and instructional materials or resources...	3,69	3,39
25	Ability to practice reflective thinking to improve their teaching practices	3,69	3,34
21	Willingness to apply innovations to the teaching and learning process	3,69	3,37
12	Ability to facilitate learners' potential development to actualize their various potentials...	3,66	3,20
18	Ability to demonstrate commitment to develop students to reach their potential	3,65	3,31
5	Understand the curriculum development process, its structure, content and expected learning outcomes	3,65	3,34
13	Ability to appropriately utilize information and communication technologies to support...	3,65	3,27
15	Ensure a safe and conducive learning environment	3,64	3,30
14	Utilize appropriate strategies for managing student behavior	3,62	3,21
16	Ability to use appropriate assessment tools and methods to assess, and evaluate...	3,61	3,32
11	Ability to implement curricula related to assigned fields of study	3,61	3,33
17	Ability to utilize assessment data to improve the teaching-learning process	3,61	3,24
7	Able to use research findings to improve teaching and learning	3,61	3,20
19	Ability to demonstrate self-evaluation and use the results for improvement	3,60	3,26
27	Ability to initiate and maintain mutually-beneficial linkages and networks	3,56	3,20
2	Able to understand educational philosophy	3,56	3,34
28	Ability to conduct action research	3,51	3,20
9	Demonstrate understanding of different theories on learner's developmental process	3,50	3,28
8	Demonstrate understanding of theory of multiculturalism and learning	3,50	3,22

SPECIFIC competences



## GRADUATES / TEACHER ED.

### rankings

	Description	Ranking
27	Ability to initiate and maintain mutually-beneficial linkages and networks	0.14
17	Ability to utilize assessment data to improve the teaching-learning process	0.20
19	Ability to demonstrate self-evaluation and use the results for improvement	0.21
7	Able to use research findings to improve teaching and learning	0.24
11	Ability to implement curricula related to assigned fields of study	0.25
8	Demonstrate understanding of theory of multiculturalism and learning	0.26
28	Ability to conduct action research	0.27
23	Willingness to learn from students, colleagues, and other professionals	0.28
9	Demonstrate understanding of different theories on learner's developmental process	0.30
22	Ability to respect diversity in working with students, colleagues, families, community members...	0.33
15	Ensure a safe and conducive learning environment	0.34
26	Ability to engage with fellow teachers and other professionals to enhance the teaching-learning process	0.36
25	Ability to practice reflective thinking to improve their teaching practices	0.37
21	Willingness to apply innovations to the teaching and learning process	0.40
13	Ability to appropriately utilize information and communication technologies to support...	0.40
4	Comprehend concepts of testing, assessment and evaluation of learning	0.40
16	Ability to use appropriate assessment tools and methods to assess, and evaluate...	0.42
18	Ability to demonstrate commitment to develop students to reach their potential	0.48
24	Ability to demonstrate commitment to the teaching profession	0.56
14	Utilize appropriate strategies for managing student behavior	0.56
5	Understand the curriculum development process, its structure, content and expected learning outcomes	0.68
2	Able to understand educational philosophy	0.72
12	Ability to facilitate learners' potential development to actualize their various potentials...	0.80
20	Ability to demonstrate integrity and professionalism	0.82
3	Understand pedagogy and learning approaches related to a specific specialization	0.85
6	Understand the different characteristics of learners	1.20
10	Ability to select teaching methods, learning activities, and instructional materials or resources...	1.24
1	Have a meaningful and comprehensive knowledge of the subject matter they will teach	1.89

### SPECIFIC Competences

# TEACHER ED.

## CORRELATIONS AMONG GROUPS

### IMPORTANCE

	Academics	Employers	Students	Graduates
Academics	1,0000			
Employers	0,9021	1,0000		
Students	0,8409	0,8605	1,0000	
Graduates	0,8836	0,9365	0,8524	1,0000

### ACHIEVEMENT

	Academics	Employers	Students	Graduates
Academics	1,0000			
Employers	0,9533	1,0000		
Students	0,8457	0,8642	1,0000	
Graduates	0,8892	0,8941	0,8577	1,0000

### RANKING

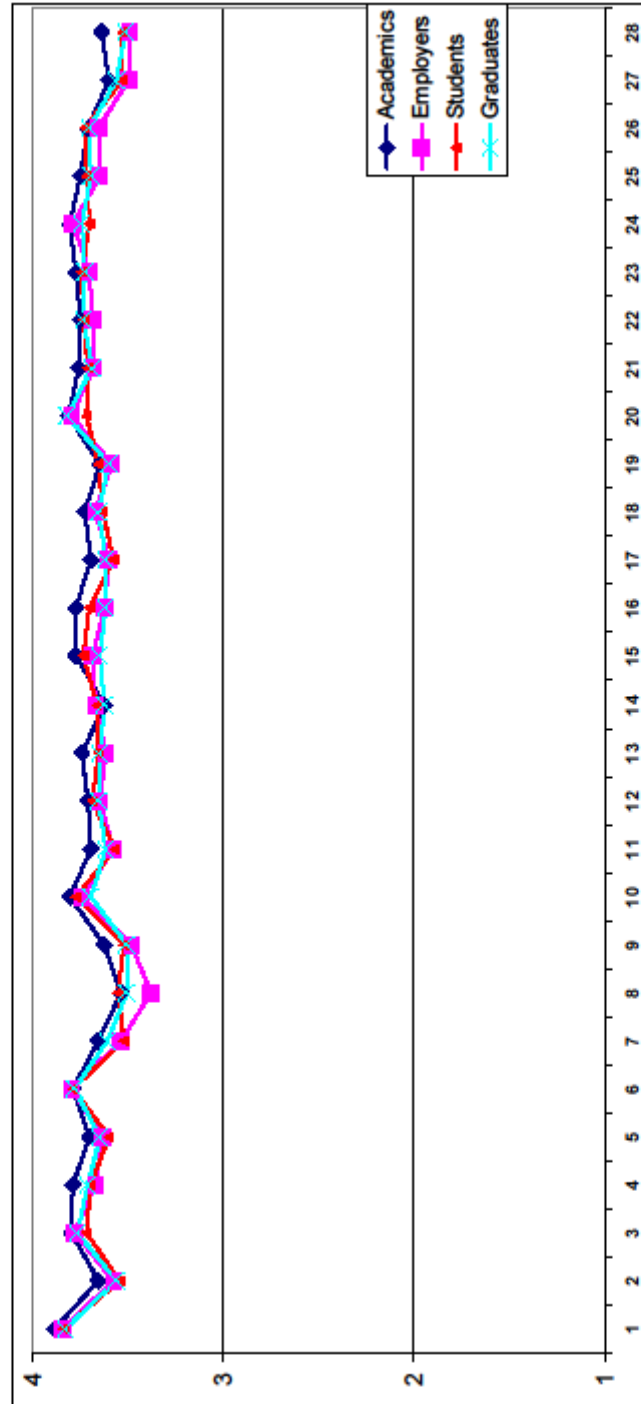
	Academics	Employers	Students	Graduates
Academics	1,0000			
Employers	0,9780	1,0000		
Students	0,9267	0,9160	1,0000	
Graduates	0,9283	0,9350	0,9633	1,0000

SPECIFIC competences



# TEACHER ED. ALL GROUPS

ratings

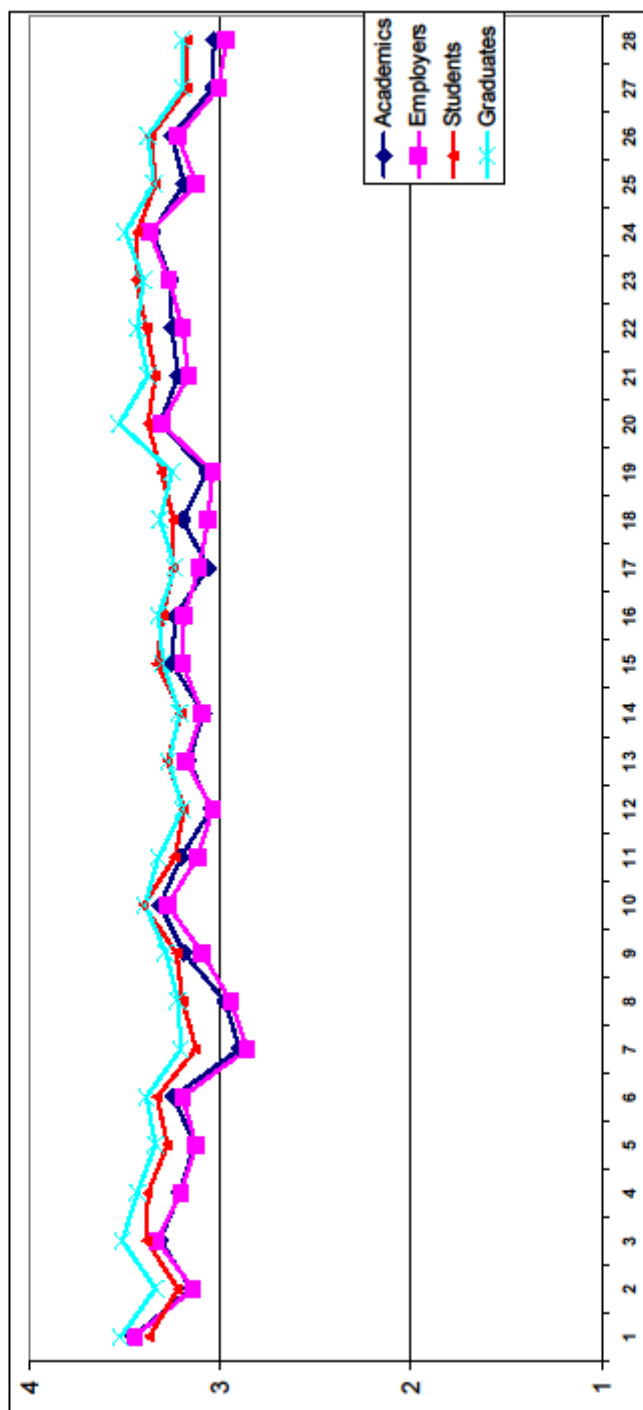


SPECIFIC competences

IMPORTANCE

# TEACHER ED. ALL GROUPS

ratings



ACHIEVEMENT

SPECIFIC competences

