
NSSE 2021 Topical Module Report

Development of Transferable Skills

Montclair State University

Adapted from a pilot survey that was developed by the American Association of State Colleges and Universities, this module examines activities that develop useful and transferable skills for the workplace and beyond (such as verbal and written fluency, critical thinking, creative thinking, problem solving, project management, and time management). The module complements questions on the core survey about higher-order learning, reflective and integrative learning, and students' perceptions of their development in a variety of areas.

This page intentionally left blank.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Montclair State		Transferable Skills		Montclair State	Transferable Skills	Effect size ^d
				Count	%	Count	%	Mean	Mean	
1. During the current school year, whether course-related or not, about how often have you done the following?										
a. Discussed or debated an issue of social, political, or philosophical importance	TRN01a21	1	Never	117	17	915	18	2.4	2.4	-.01
		2	Sometimes	280	39	2,020	38			
		3	Often	228	30	1,528	28			
		4	Very often	103	14	914	17			
		Total		728	100	5,377	100			
b. Made a speech to a group	TRN01b21	1	Never	162	23	2,177	41	2.3	1.9 ***	.42
		2	Sometimes	275	38	1,956	36			
		3	Often	198	27	834	15			
		4	Very often	90	12	410	8			
		Total		725	100	5,377	100			
c. Worked in a group with people who differed from you in terms of background, political orientation, points of view, etc.	TRN01c21	1	Never	71	10	789	16	2.6	2.5 ***	.17
		2	Sometimes	260	36	2,087	39			
		3	Often	271	37	1,625	30			
		4	Very often	124	17	862	16			
		Total		726	100	5,363	100			
d. Discussed the ethical consequences of a course of action	TRN01d21	1	Never	126	17	1,020	20	2.4	2.3	.05
		2	Sometimes	291	40	2,125	39			
		3	Often	224	31	1,558	28			
		4	Very often	86	12	666	12			
		Total		727	100	5,369	100			
e. Evaluated the credibility of information sources	TRN01e21	1	Never	58	8	468	9	2.7	2.7	.01
		2	Sometimes	233	33	1,685	32			
		3	Often	299	41	2,125	39			
		4	Very often	135	19	1,091	20			
		Total		725	100	5,369	100			
f. Discussed complex problems with others to develop a better solution	TRN01f21	1	Never	70	10	668	13	2.5	2.5	.05
		2	Sometimes	294	41	2,008	37			
		3	Often	251	35	1,867	34			
		4	Very often	108	15	818	15			
		Total		723	100	5,361	100			
g. Generated multiple solutions to a problem or task	TRN01g21	1	Never	67	9	503	10	2.6	2.6	-.03
		2	Sometimes	291	41	1,985	37			
		3	Often	250	35	1,983	37			
		4	Very often	113	16	887	17			
		Total		721	100	5,358	100			
h. Combined dissimilar concepts to create a novel idea	TRN01h21	1	Never	188	26	1,428	27	2.2	2.1	.03
		2	Sometimes	298	42	2,248	41			
		3	Often	172	24	1,213	23			
		4	Very often	64	9	469	9			
		Total		722	100	5,358	100			
i. Adapted a previously used solution to a new situation	TRN01i21	1	Never	119	17	756	15	2.4	2.4	-.07
		2	Sometimes	306	42	2,216	41			
		3	Often	218	30	1,722	32			
		4	Very often	80	11	655	12			
		Total		723	100	5,349	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Montclair State		Transferable Skills		Montclair State	Transferable Skills	Effect size ^d
				Count	%	Count	%	Mean	Mean	
j. Referred to online content (tutorial, forum, webpage, etc.) to solve a problem	TRN01j21	1	Never	51	7	277	5	2.8	2.9 ***	-0.19
		2	Sometimes	238	33	1,435	27			
		3	Often	254	35	1,981	37			
		4	Very often	182	24	1,652	31			
		Total		725	100	5,345	100			
k. Referred to online content (tutorial, forum, webpage, etc.) to learn a new skill or procedure	TRN01k21	1	Never	46	6	299	6	2.8	2.9 ***	-0.15
		2	Sometimes	238	34	1,493	28			
		3	Often	259	36	1,971	37			
		4	Very often	178	24	1,580	30			
		Total		721	100	5,343	100			
l. Used project management tools to plan, organize, or schedule tasks	TRN01l21	1	Never	102	14	693	14	2.5	2.5	-0.06
		2	Sometimes	272	39	1,986	38			
		3	Often	242	33	1,720	32			
		4	Very often	105	14	940	17			
		Total		721	100	5,339	100			
m. Used a daily or weekly "to do" list	TRN01m21	1	Never	76	12	451	10	2.9	3.0 **	-0.11
		2	Sometimes	186	27	1,223	24			
		3	Often	173	24	1,302	25			
		4	Very often	285	37	2,366	42			
		Total		720	100	5,342	100			
n. Prioritized what tasks need to be accomplished	TRN01n21	1	Never	19	3	100	2	3.2	3.3 *	-0.10
		2	Sometimes	134	19	834	16			
		3	Often	241	34	1,784	34			
		4	Very often	327	44	2,624	48			
		Total		721	100	5,342	100			
o. Worked longer hours than usual to meet deadlines (i.e., after midnight, before dawn)	TRN01o21	1	Never	42	6	367	7	3.0	3.0	-0.04
		2	Sometimes	193	28	1,333	26			
		3	Often	220	30	1,488	28			
		4	Very often	267	35	2,160	39			
		Total		722	100	5,348	100			
p. Written something (paper, report, article, etc.) that used information from a variety of sources (books, journals, Internet, databases, etc.)	TRN01p21	1	Never	20	3	231	5	3.1	3.0 **	.12
		2	Sometimes	161	23	1,467	28			
		3	Often	276	39	1,794	34			
		4	Very often	262	35	1,845	33			
		Total		719	100	5,337	100			
q. Written something (paper, report, article, etc.) that assessed the conclusions of a published work	TRN01q21	1	Never	84	11	731	14	2.7	2.6 **	.10
		2	Sometimes	230	32	1,864	36			
		3	Often	246	35	1,547	29			
		4	Very often	162	22	1,184	21			
		Total		722	100	5,326	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

NSSE 2021 Development of Transferable Skills

Frequencies and Statistical Comparisons

Montclair State University

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Montclair State		Transferable Skills		Montclair State	Transferable Skills	Effect size ^d
				Count	%	Count	%	Mean	Mean	
r. Written something (paper, report, article, etc.) that included ideas from more than one academic discipline	TRN01r21	1	Never	130	18	822	16	2.4	2.5	-.04
		2	Sometimes	261	37	2,004	38			
		3	Often	199	28	1,488	28			
		4	Very often	128	17	1,018	18			
		Total		718	100	5,332	100			
s. Written something (paper, report, article, etc.) that presented multiple viewpoints or perspectives	TRN01s21	1	Never	51	7	514	10	2.7	2.6	.05
		2	Sometimes	284	40	2,024	39			
		3	Often	247	34	1,703	32			
		4	Very often	141	20	1,097	20			
		Total		723	100	5,338	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Montclair State		Transferable Skills		Montclair State	Transferable Skills	Effect size ^d
				Count	%	Count	%	Mean	Mean	
1. During the current school year, whether course-related or not, about how often have you done the following?										
a. Discussed or debated an issue of social, political, or philosophical importance	TRN01a21	1	Never	85	16	1,220	19	2.6	2.5 **	.12
		2	Sometimes	160	31	2,506	36			
		3	Often	158	31	1,793	26			
		4	Very often	115	22	1,358	19			
		Total		518	100	6,877	100			
b. Made a speech to a group	TRN01b21	1	Never	143	28	2,136	32	2.2	2.1 **	.13
		2	Sometimes	200	38	2,748	40			
		3	Often	117	23	1,303	19			
		4	Very often	58	11	667	9			
		Total		518	100	6,854	100			
c. Worked in a group with people who differed from you in terms of background, political orientation, points of view, etc.	TRN01c21	1	Never	41	8	601	9	2.8	2.7 *	.09
		2	Sometimes	155	30	2,259	33			
		3	Often	190	37	2,407	35			
		4	Very often	131	25	1,601	23			
		Total		517	100	6,868	100			
d. Discussed the ethical consequences of a course of action	TRN01d21	1	Never	74	14	1,017	16	2.5	2.5	.04
		2	Sometimes	185	36	2,499	36			
		3	Often	165	32	2,190	32			
		4	Very often	93	17	1,164	16			
		Total		517	100	6,870	100			
e. Evaluated the credibility of information sources	TRN01e21	1	Never	39	7	507	8	2.8	2.8	-.02
		2	Sometimes	146	28	1,927	28			
		3	Often	211	41	2,579	37			
		4	Very often	122	24	1,850	27			
		Total		518	100	6,863	100			
f. Discussed complex problems with others to develop a better solution	TRN01f21	1	Never	41	7	613	10	2.7	2.7	-.02
		2	Sometimes	177	34	2,119	31			
		3	Often	200	40	2,626	38			
		4	Very often	100	18	1,498	21			
		Total		518	100	6,856	100			
g. Generated multiple solutions to a problem or task	TRN01g21	1	Never	37	7	444	7	2.7	2.7	-.07
		2	Sometimes	177	35	2,212	33			
		3	Often	208	41	2,686	39			
		4	Very often	95	18	1,512	22			
		Total		517	100	6,854	100			
h. Combined dissimilar concepts to create a novel idea	TRN01h21	1	Never	102	19	1,398	21	2.3	2.3	.02
		2	Sometimes	222	44	2,922	42			
		3	Often	133	26	1,698	25			
		4	Very often	59	11	820	12			
		Total		516	100	6,838	100			
i. Adapted a previously used solution to a new situation	TRN01i21	1	Never	45	9	745	11	2.5	2.5	.00
		2	Sometimes	213	42	2,630	39			
		3	Often	182	35	2,389	34			
		4	Very often	72	14	1,076	16			
		Total		512	100	6,840	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Montclair State		Transferable Skills		Montclair State	Transferable Skills	Effect size ^d
				Count	%	Count	%	Mean	Mean	
j. Referred to online content (tutorial, forum, webpage, etc.) to solve a problem	TRN01j21	1	Never	22	4	273	4	3.0	3.0	-.03
		2	Sometimes	115	22	1,602	24			
		3	Often	210	42	2,499	36			
		4	Very often	169	32	2,460	36			
		Total		516	100	6,834	100			
k. Referred to online content (tutorial, forum, webpage, etc.) to learn a new skill or procedure	TRN01k21	1	Never	20	4	291	4	3.0	3.0	.00
		2	Sometimes	126	24	1,649	24			
		3	Often	188	37	2,510	36			
		4	Very often	180	34	2,389	35			
		Total		514	100	6,839	100			
l. Used project management tools to plan, organize, or schedule tasks	TRN01l21	1	Never	56	11	793	12	2.7	2.6	.01
		2	Sometimes	160	32	2,179	33			
		3	Often	193	38	2,342	34			
		4	Very often	102	19	1,511	22			
		Total		511	100	6,825	100			
m. Used a daily or weekly "to do" list	TRN01m21	1	Never	38	8	515	8	3.0	3.0	-.03
		2	Sometimes	118	24	1,449	22			
		3	Often	137	28	1,718	25			
		4	Very often	221	41	3,163	44			
		Total		514	100	6,845	100			
n. Prioritized what tasks need to be accomplished	TRN01n21	1	Never	4	1	112	2	3.4	3.4	.02
		2	Sometimes	62	13	839	13			
		3	Often	174	35	2,156	32			
		4	Very often	273	52	3,733	53			
		Total		513	100	6,840	100			
o. Worked longer hours than usual to meet deadlines (i.e., after midnight, before dawn)	TRN01o21	1	Never	30	6	406	6	3.1	3.1	.04
		2	Sometimes	112	22	1,619	24			
		3	Often	149	30	1,899	28			
		4	Very often	221	43	2,918	42			
		Total		512	100	6,842	100			
p. Written something (paper, report, article, etc.) that used information from a variety of sources (books, journals, Internet, databases, etc.)	TRN01p21	1	Never	17	3	318	5	3.2	3.1 **	.12
		2	Sometimes	107	20	1,566	23			
		3	Often	162	33	2,207	32			
		4	Very often	225	43	2,747	39			
		Total		511	100	6,838	100			
q. Written something (paper, report, article, etc.) that assessed the conclusions of a published work	TRN01q21	1	Never	62	12	953	15	2.7	2.6	.05
		2	Sometimes	169	33	2,200	33			
		3	Often	150	30	1,906	28			
		4	Very often	132	25	1,767	25			
		Total		513	100	6,826	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

NSSE 2021 Development of Transferable Skills

Frequencies and Statistical Comparisons

Montclair State University

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Montclair State		Transferable Skills		Montclair State	Transferable Skills	Effect size ^d
				Count	%	Count	%	Mean	Mean	
r. Written something (paper, report, article, etc.) that included ideas from more than one academic discipline	TRN01r21	1	Never	58	11	907	14	2.7	2.6 *	.09
		2	Sometimes	157	31	2,293	34			
		3	Often	167	33	1,987	29			
		4	Very often	131	25	1,648	23			
			Total	513	100	6,835	100			
s. Written something (paper, report, article, etc.) that presented multiple viewpoints or perspectives	TRN01s21	1	Never	45	9	752	12	2.7	2.6	.07
		2	Sometimes	178	35	2,416	36			
		3	Often	176	34	2,120	31			
		4	Very often	113	22	1,553	22			
			Total	512	100	6,841	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

NSSE 2021 Development of Transferable Skills

Detailed Statistics^e

Montclair State University

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
	Montclair State	Montclair State	Transferable Skills	Montclair State	Transferable Skills	Montclair State	Transferable Skills			
TRN01a21	719	2.42	2.43	.035	.013	0.93	0.97	935	.828	-.01
TRN01b21	716	2.29	1.89	.036	.013	0.95	0.93	902	.000	.42
TRN01c21	718	2.61	2.45	.033	.013	0.88	0.94	943	.000	.17
TRN01d21	719	2.38	2.33	.034	.013	0.90	0.93	6,192	.170	.05
TRN01e21	717	2.70	2.69	.032	.012	0.86	0.89	6,189	.823	.01
TRN01f21	715	2.55	2.51	.032	.012	0.86	0.90	932	.239	.05
TRN01g21	713	2.57	2.60	.032	.012	0.86	0.88	6,178	.433	-.03
TRN01h21	714	2.16	2.13	.034	.012	0.91	0.91	6,179	.479	.03
TRN01i21	715	2.36	2.42	.033	.012	0.89	0.88	6,171	.085	-.07
TRN01j21	717	2.76	2.93	.034	.012	0.90	0.89	910	.000	-.19
TRN01k21	714	2.77	2.90	.033	.012	0.89	0.89	6,166	.000	-.15
TRN01l21	714	2.47	2.52	.034	.013	0.90	0.93	6,161	.139	-.06
TRN01m21	712	2.87	2.98	.039	.014	1.05	1.02	896	.008	-.11
TRN01n21	713	3.19	3.27	.032	.011	0.84	0.81	6,164	.011	-.10
TRN01o21	714	2.95	2.99	.035	.013	0.93	0.97	6,171	.265	-.04
TRN01p21	712	3.06	2.96	.031	.012	0.83	0.89	941	.001	.12
TRN01q21	714	2.67	2.57	.035	.013	0.94	0.98	929	.009	.10
TRN01r21	710	2.45	2.49	.037	.013	0.98	0.97	6,152	.313	-.04
TRN01s21	715	2.66	2.61	.033	.012	0.87	0.91	930	.189	.05

NSSE 2021 Development of Transferable Skills

Detailed Statistics^e

Montclair State University

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Montclair State	Transferable Skills	Montclair State	Transferable Skills	Montclair State	Transferable Skills			
								<i>Comparisons with:</i>		
								Transferable Skills		
TRN01a21	521	2.58	2.46	.044	.013	1.01	1.01	6,302	.009	.12
TRN01b21	521	2.18	2.06	.042	.012	0.97	0.94	611	.005	.13
TRN01c21	520	2.80	2.72	.040	.012	0.91	0.92	6,295	.038	.09
TRN01d21	520	2.53	2.49	.041	.012	0.94	0.94	6,295	.362	.04
TRN01e21	521	2.81	2.82	.038	.012	0.88	0.92	6,289	.695	-.02
TRN01f21	521	2.69	2.71	.037	.012	0.86	0.91	632	.677	-.02
TRN01g21	520	2.69	2.75	.037	.011	0.84	0.87	6,280	.140	-.07
TRN01h21	519	2.30	2.28	.040	.012	0.90	0.93	6,265	.674	.02
TRN01i21	516	2.54	2.55	.037	.012	0.84	0.89	623	.985	.00
TRN01j21	519	3.01	3.04	.037	.012	0.84	0.87	624	.503	-.03
TRN01k21	518	3.02	3.02	.038	.012	0.87	0.88	6,263	.980	.00
TRN01l21	515	2.66	2.65	.040	.013	0.91	0.95	620	.792	.01
TRN01m21	517	3.02	3.05	.043	.013	0.98	1.00	6,267	.519	-.03
TRN01n21	516	3.38	3.36	.032	.010	0.73	0.78	6,263	.637	.02
TRN01o21	514	3.09	3.05	.041	.012	0.93	0.95	6,262	.342	.04
TRN01p21	514	3.16	3.05	.038	.012	0.86	0.91	6,260	.008	.12
TRN01q21	516	2.68	2.63	.043	.013	0.98	1.02	6,253	.300	.05
TRN01r21	516	2.71	2.62	.042	.013	0.96	0.99	6,261	.040	.09
TRN01s21	515	2.70	2.63	.040	.013	0.91	0.95	620	.095	.07

See the endnotes on the last page of this report.

Endnotes

- a. Column percentages are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Percentages may not sum to 100 due to rounding. Counts are unweighted; column percentages cannot be replicated from counts. Comparison group details are in the *Selected Comparison Groups* report, linked in the Data & Reports table on the Institution Interface.
- b. All statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Unless otherwise noted, statistical comparisons are two-tailed independent t -tests. Items with categorical response sets are left blank.
- c. These are the values used to calculate means. For the majority of items, these values match the codes in the data file and codebook.
- d. Effect size for independent t -tests uses Cohen's d ; z -tests use Cohen's h .
- e. Statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Categorical items are not listed.
- f. The 95% confidence interval for the population mean is equal to the sample mean plus or minus 1.96 times the standard error of the mean.
- g. A measure of the amount individual scores deviate from the mean of all the scores in the distribution.
- h. Degrees of freedom used to compute the t -tests. Values differ from N s due to weighting and whether equal variances were assumed.
- i. Statistical comparisons are two-tailed independent t -tests or z -tests. Statistical significance represents the probability that the difference between your students' mean and that of the students in the comparison group is due to chance.
- j. Statistical comparison uses z -test to compare the proportion who responded (depending on the item) "Done or in progress" or "Yes" with all who responded otherwise.
- k. Mean represents the proportion who responded (depending on the item) "Done or in progress" or "Yes."

Key to symbols:

- ▲ **Your students' average** was significantly higher ($p < .05$) with an effect size at least .3 in magnitude.
- △ **Your students' average** was significantly higher ($p < .05$) with an effect size less than .3 in magnitude.
- ▽ **Your students' average** was significantly lower ($p < .05$) with an effect size less than .3 in magnitude.
- ▼ **Your students' average** was significantly lower ($p < .05$) with an effect size at least .3 in magnitude.

Note: It is important to interpret the direction of differences relative to item wording and your institutional context.