

Marketable Skills: The Third Goal of 60X30TX

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TEXAS A&M UNIVERSITY
COMMERCE

The 2030 Higher Education Goals for Texas

Vision for the 60x30TX Higher Education Strategic Plan



Higher education is attainable for Texans of all backgrounds through challenging and diverse learning environments that foster individual potential and maximize the societal and economic contributions of graduates.



THE OVERARCHING GOAL: 60x30



THE SECOND GOAL:
COMPLETION

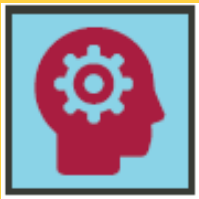


THE THIRD GOAL:
MARKETABLE SKILLS



THE FOURTH GOAL:
STUDENT DEBT





THE THIRD GOAL: MARKETABLE SKILLS

By 2030, all graduates from Texas public institutions of higher education will have completed **programs with identified marketable skills.**

- Critical Thinking/Problem Solving
- Writing Communication
- Oral Communication
- Empirical and Quantitative Skills
- Personal Responsibility
- Ethical and Social Responsibility
- Discipline Specific Knowledge
- Integration of Broad Knowledge
- Globalization and Cultural Diversity
- Teamwork/ Collaboration*
- Digital Technology*
- Leadership*
- Professionalism/Work Ethic*
- Career Management*

Recently added skills*



Current Study:

Students

- Purpose: to examine student's self assessment of marketable skills
- Participants: Graduating Students (Spring 2017 to Fall 2017)
- Responses: 2557
- Method: Email Survey
- Instrument: Qualtrics

Departments

- Purpose: to examine the department head's perception about most important marketable skill
- Participants: Department Heads
- Responses: 71
- Method: Email Survey
- Instrument: Qualtrics



Results: Whole Heat Map

Department Responses:

Please Rank The Following Marketable Skill in order of Importance (Rescaled - 5=Highest and 1=Lowest)

| Department Code | ACCT | AG | ART | AS | BESC | CHEM | CSCI | ECFI | EDCI | EDL | ET | HELT | HHP | HIST | LIBS | LITL | MATH | MGT | MKBA | MUS | NURS | PCS | PHAS | PSCI | SOC | SWK | THEA |
|--------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Critical Thinking/Problem Solving | 5.00 | 4.73 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 3.66 | 5.00 | 4.33 | 5.00 | 4.73 | 5.00 | 5.00 | 5.00 | 4.73 | 3.66 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 |
| Writing Communication | 3.66 | 4.20 | 5.00 | 5.00 | 3.66 | 5.00 | 5.00 | 5.00 | 5.00 | 3.66 | 5.00 | 4.20 | 5.00 | 5.00 | 5.00 | 5.00 | 3.66 | 3.66 | 5.00 | 3.66 | 3.66 | 3.66 | 3.66 | 5.00 | 5.00 | 5.00 | 3.66 |
| Oral Communication | 3.66 | 4.73 | 3.66 | 1.00 | 3.66 | 5.00 | 5.00 | 5.00 | 5.00 | 3.66 | 5.00 | 3.13 | 3.66 | 5.00 | 2.33 | 4.73 | 5.00 | 5.00 | 3.66 | 5.00 | 5.00 | 3.66 | 5.00 | 5.00 | 5.00 | 3.66 | 3.66 |
| Empirical and Quantitative | 5.00 | 3.93 | 3.66 | 3.66 | 5.00 | 3.66 | 2.33 | 3.66 | 5.00 | 2.33 | 3.66 | 1.53 | 5.00 | 3.00 | 2.33 | 2.60 | 5.00 | 3.66 | 5.00 | 3.66 | 3.66 | 5.00 | 5.00 | 2.33 | 5.00 | 2.33 | 2.33 |
| Personal Responsibility | 3.66 | 3.80 | 3.66 | 2.33 | 2.33 | 1.00 | 3.66 | 2.33 | 5.00 | 3.67 | 3.66 | 3.40 | 5.00 | 3.00 | 3.66 | 3.93 | 3.66 | 3.66 | 5.00 | 3.66 | 5.00 | 1.00 | 3.66 | 5.00 | 5.00 | 5.00 | 3.66 |
| Ethical and Social Responsibility | 3.66 | 2.86 | 5.00 | 2.33 | 2.33 | 2.33 | 3.66 | 2.33 | 3.66 | 5.00 | 3.66 | 3.93 | 5.00 | 4.33 | 3.66 | 3.93 | 3.66 | 3.66 | 5.00 | 3.66 | 5.00 | 2.33 | 3.66 | 5.00 | 3.66 | 3.66 | 3.66 |
| Discipline Specific Knowledge | 5.00 | 4.73 | 3.66 | 1.00 | 5.00 | 5.00 | 5.00 | 3.66 | 5.00 | 5.00 | 3.66 | 4.46 | 5.00 | 4.33 | 2.33 | 5.00 | 5.00 | 3.66 | 3.66 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 3.66 | 5.00 |
| Integration of Broad Knowledge | 2.33 | 3.66 | 5.00 | 5.00 | 2.33 | 2.33 | 2.33 | 3.66 | 3.66 | 3.66 | 2.33 | 3.93 | 3.66 | 4.33 | 5.00 | 5.00 | 3.66 | 3.66 | 3.66 | 3.66 | 3.66 | 3.66 | 5.00 | 3.66 | 3.66 | 1.00 | 2.33 |
| Globalization and Cultural Diversity | 2.33 | 2.60 | 5.00 | 1.00 | 1.00 | 2.33 | 2.33 | 1.00 | 5.00 | 3.66 | 1.00 | 3.40 | 3.66 | 4.33 | 3.66 | 4.20 | 1.00 | 2.33 | 2.33 | 3.66 | 3.66 | 1.00 | 1.00 | 5.00 | 3.66 | 3.66 | 2.33 |
| Teamwork/Collaboration | 3.66 | 3.66 | 3.66 | 3.66 | 2.33 | 3.66 | 5.00 | 2.33 | 3.66 | 4.33 | 3.66 | 3.13 | 5.00 | 2.33 | 3.66 | 3.93 | 2.33 | 2.33 | 3.66 | 5.00 | 5.00 | 1.00 | 3.66 | 3.66 | 3.66 | 2.33 | 5.00 |
| Digital Technology | 5.00 | 3.40 | 5.00 | 2.33 | 3.66 | 3.66 | 5.00 | 1.00 | 3.66 | 1.67 | 2.33 | 3.67 | 5.00 | 3.66 | 1.00 | 3.40 | 3.66 | 2.33 | 5.00 | 2.33 | 3.66 | 1.00 | 3.66 | 2.33 | 2.33 | 2.33 | 3.66 |
| Leadership | 1.00 | 3.66 | 3.66 | 3.66 | 1.00 | 2.33 | 3.66 | 1.00 | 3.66 | 5.00 | 3.66 | 4.47 | 5.00 | 3.00 | 1.00 | 1.53 | 1.00 | 3.66 | 2.33 | 3.66 | 3.66 | 1.00 | 2.33 | 2.33 | 3.66 | 3.66 | 5.00 |
| Professionalism/ Work Ethic | 3.66 | 3.80 | 5.00 | 5.00 | 3.66 | 3.66 | 3.66 | 5.00 | 5.00 | 3.67 | 5.00 | 3.66 | 3.66 | 4.33 | 2.33 | 3.93 | 3.66 | 5.00 | 3.66 | 3.66 | 5.00 | 2.33 | 3.66 | 3.66 | 3.66 | 5.00 | 5.00 |
| Career Management | 1.00 | 2.06 | 3.66 | 3.66 | 1.00 | 2.33 | 2.33 | 1.00 | 5.00 | 1.00 | 2.33 | 1.53 | 3.66 | 3.66 | 1.00 | 2.60 | 2.33 | 2.33 | 1.00 | 2.33 | 2.33 | 2.33 | 2.33 | 1.00 | 2.33 | 2.33 | 2.33 |
| Average All Skills | 3.47 | 3.70 | 4.33 | 3.19 | 3.00 | 3.38 | 3.85 | 2.90 | 4.52 | 3.62 | 3.57 | 3.51 | 4.43 | 3.95 | 3.00 | 3.89 | 3.38 | 3.57 | 3.85 | 3.85 | 4.24 | 2.71 | 3.76 | 3.86 | 4.04 | 3.47 | 3.76 |

5.00 → Highest
1.00 → Lowest

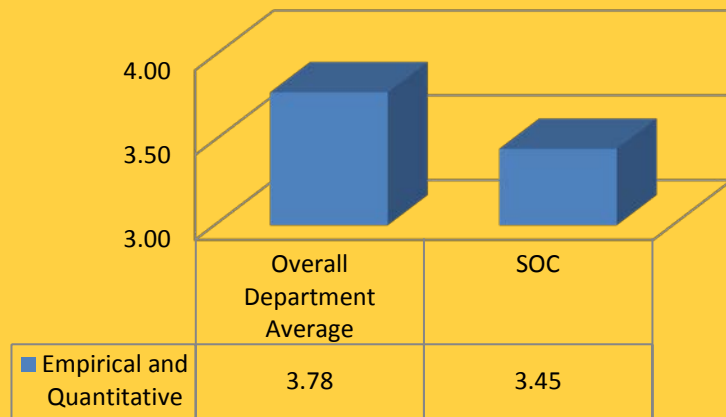
Student Responses, Deviance From Department Average of All Skills:

Please rate your current level of skill in each area

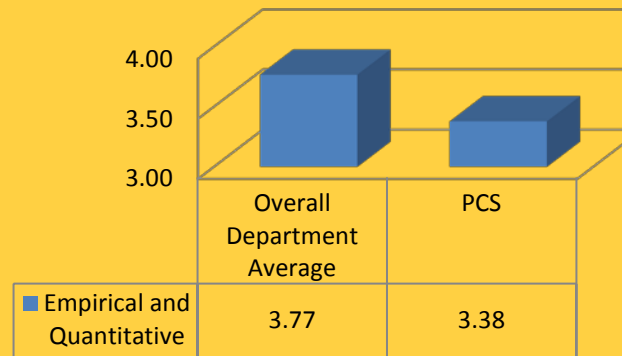
| Department Code | ACCT | AG | ART | AS | BESC | CHEM | CSCI | ECFI | EDCI | EDL | ET | HELT | HHP | HIST | LIBS | LITL | MATH | MGT | MKBA | MUS | NURS | PCS | PHAS | PSCI | SOC | SWK | THEA | |
|--------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|------|
| Critical Thinking/Problem Solving | .04 | .02 | .20 | .06 | .07 | .15 | -.10 | -.16 | -.08 | .07 | -.02 | .09 | -.07 | -.13 | .02 | -.12 | .15 | .07 | -.09 | .03 | .11 | .11 | .36 | .17 | .24 | .09 | .27 | |
| Writing Communication | .06 | -.10 | -.01 | .14 | -.08 | -.22 | -.18 | -.01 | .05 | .11 | -.06 | -.02 | -.10 | .33 | -.10 | .31 | -.16 | .00 | .02 | -.09 | -.17 | .02 | .05 | .03 | .09 | .00 | .23 | |
| Oral Communication | -.28 | .06 | -.14 | -.04 | -.17 | -.16 | -.07 | -.16 | -.02 | -.10 | -.14 | -.06 | .01 | -.14 | -.22 | .01 | -.28 | -.26 | -.03 | .11 | -.17 | -.01 | .05 | .03 | -.07 | .05 | .23 | |
| Empirical and Quantitative | -.05 | -.12 | -.49 | -.20 | -.13 | .15 | -.15 | .06 | -.21 | -.34 | -.12 | -.19 | -.31 | -.43 | -.52 | -.60 | .09 | -.17 | -.13 | -.39 | -.45 | -.39 | .30 | -.11 | -.33 | -.38 | -.35 | |
| Personal Responsibility | .37 | .31 | .07 | .29 | .31 | -.10 | .14 | .31 | .23 | .14 | .06 | .18 | .17 | .10 | .18 | .31 | .03 | .24 | .11 | .34 | .28 | .27 | .11 | .32 | .32 | .28 | .11 | |
| Ethical and Social Responsibility | .13 | .12 | .07 | .30 | .09 | -.03 | .06 | .26 | .11 | .11 | -.04 | .15 | .11 | .18 | .24 | .24 | .03 | .01 | .07 | .22 | .28 | .18 | -.14 | .46 | .23 | .32 | .19 | |
| Discipline Specific Knowledge | .07 | .17 | .33 | .15 | .02 | .09 | .05 | .14 | .11 | .12 | -.02 | .03 | .05 | .26 | .15 | .14 | .22 | .03 | -.07 | .18 | .00 | .10 | .36 | -.40 | .12 | .05 | .38 | |
| Integration of Broad Knowledge | -.17 | .03 | .07 | .06 | -.10 | .09 | -.04 | .09 | -.01 | -.12 | -.06 | -.10 | -.02 | .03 | -.01 | .00 | -.16 | -.03 | -.21 | -.09 | -.11 | -.08 | .36 | -.11 | -.07 | -.08 | .15 | |
| Globalization and Cultural Diversity | -.41 | -.22 | -.10 | .04 | -.34 | .03 | -.07 | -.06 | -.09 | -.13 | -.11 | -.12 | -.25 | -.20 | -.07 | -.02 | .09 | -.19 | -.19 | -.01 | -.06 | -.19 | .05 | -.40 | -.15 | .02 | .11 | |
| Teamwork/Collaboration | -.31 | .01 | | -.05 | .15 | | | .17 | -.01 | .07 | .04 | .16 | .11 | .07 | | .24 | -.11 | | .15 | .22 | .10 | .34 | .09 | .18 | | .11 | .02 | -.11 |
| Digital Technology | .04 | -.76 | | -.51 | -.15 | | .09 | -.44 | -.26 | -.21 | -.01 | -.22 | -.20 | | -.22 | -.32 | | -.24 | .04 | -.30 | -.13 | -.43 | -.42 | | -.35 | -.33 | -.11 | |
| Leadership | -.02 | -.10 | | -.17 | -.07 | | -.06 | -.20 | -.12 | .06 | .10 | .00 | .15 | | .15 | -.25 | | .10 | .10 | .10 | -.07 | -.01 | -.62 | | -.14 | .01 | .09 | |
| Professionalism/ Work Ethic | .51 | .46 | | .27 | .56 | | .15 | .13 | .16 | .32 | .20 | .34 | .34 | | .42 | .31 | | .35 | .24 | -.10 | .22 | .49 | .18 | | .29 | .25 | .49 | |
| Career Management | .04 | .12 | | -.34 | -.15 | | -.01 | -.29 | -.14 | -.07 | .05 | -.19 | .03 | | -.25 | -.13 | | -.06 | -.27 | -.10 | -.07 | -.16 | -.82 | | -.28 | -.29 | -.71 | |
| All Skill Average | 3.86 | 3.88 | 3.75 | 3.88 | 3.90 | 4.28 | 3.65 | 3.96 | 4.04 | 4.19 | 3.95 | 3.99 | 3.77 | 3.97 | 3.85 | 3.76 | 3.66 | 4.04 | 3.82 | 3.70 | 3.84 | 3.77 | 3.82 | 3.97 | 3.78 | 3.77 | 4.31 | |

Results: Part of the whole

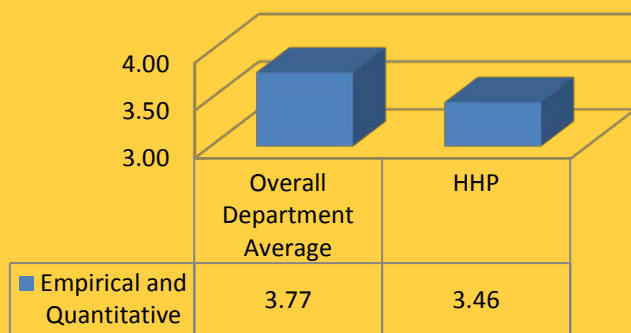
Sociology (SOC)



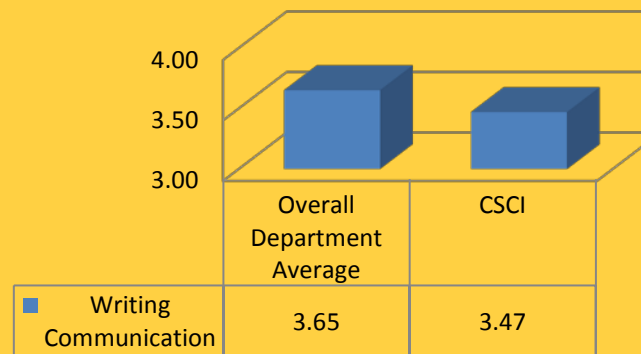
Psychology, Counseling, and Special Education (PCS)



Health & Human Performance (HHP)



Computer Science and Information Systems (CSCI)



Takeaway:

CSCI students
rated all skills low

Please rate your current level of skill in each area: (Student Responses, Deviance From University Average of Same Skill)

| Department Code | ACCT | AG | ART | AS | BESC | CHEM | CSCI | ECF | EDCI | EDL | ET | HELT | HHP | HIST | LIBS | LITL | MATH | MGT | MKBA | MUS | NURS | PCS | PHAS | PSCI | SOC | SWK | THEA | Department Average |
|--------------------------------------|------|------|------|------|------|------|------|------|------|-----|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|--------------------|
| Critical Thinking/Problem Solving | -.07 | -.08 | -.02 | -.04 | -.01 | .46 | -.42 | .15 | .14 | .29 | -.04 | .10 | -.27 | -.13 | -.10 | -.09 | -.16 | .13 | -.06 | -.24 | -.03 | -.10 | .21 | .17 | .05 | -.11 | .60 | 3.97 |
| Writing Communication | .01 | -.13 | -.17 | .11 | -.09 | .16 | -.43 | .04 | .18 | .39 | -.01 | .06 | -.23 | .40 | -.15 | .16 | -.41 | .13 | -.06 | -.29 | -.24 | -.12 | -.03 | .09 | -.03 | -.13 | .63 | 3.91 |
| Oral Communication | -.24 | .11 | -.22 | .01 | -.10 | .30 | -.24 | -.02 | .23 | .27 | -.01 | .11 | -.04 | .01 | -.19 | -.05 | -.45 | -.05 | -.04 | -.02 | -.16 | -.07 | .05 | .18 | -.11 | .00 | .71 | 3.82 |
| Empirical and Quantitative Skills | .15 | .10 | -.40 | .02 | .10 | .78 | -.16 | .36 | .16 | .19 | .17 | .14 | -.20 | -.12 | -.33 | -.49 | .09 | .20 | .03 | -.35 | -.27 | -.28 | .46 | .20 | -.21 | -.27 | .30 | 3.66 |
| Personal Responsibility | .08 | .03 | -.32 | .03 | .05 | .04 | -.35 | .13 | .12 | .19 | -.13 | .02 | -.20 | -.07 | -.12 | -.08 | -.46 | .12 | -.22 | -.11 | -.04 | -.11 | -.21 | .14 | -.05 | -.10 | .27 | 4.15 |
| Ethical and Social Responsibility | -.06 | -.05 | -.22 | .13 | -.06 | .20 | -.34 | .18 | .10 | .25 | -.13 | .09 | -.16 | .11 | .04 | -.05 | -.36 | .00 | -.16 | -.12 | .06 | -.10 | -.36 | .38 | -.04 | .04 | .45 | 4.05 |
| Discipline Specific Knowledge | -.04 | .08 | .12 | .06 | -.05 | .41 | -.27 | .13 | .18 | .34 | -.04 | .05 | -.15 | .26 | .03 | -.07 | -.09 | .09 | -.23 | -.08 | -.14 | -.11 | .22 | -.40 | -.07 | -.14 | .72 | 3.97 |
| Integration of Broad Knowledge | -.15 | .07 | -.01 | .10 | -.04 | .54 | -.22 | .21 | .19 | .24 | .06 | .05 | -.08 | .16 | .01 | -.08 | -.34 | .17 | -.23 | -.22 | -.12 | -.15 | .35 | .02 | -.12 | -.15 | .62 | 3.84 |
| Globalization and Cultural Diversity | -.30 | -.10 | -.10 | .17 | -.19 | .56 | -.16 | .15 | .20 | .32 | .10 | .12 | -.22 | .02 | .03 | -.01 | .00 | .09 | -.12 | -.06 | .03 | -.18 | .13 | -.18 | -.11 | .04 | .67 | 3.75 |
| Teamwork/ Collaboration | -.43 | -.09 | | -.15 | .07 | | -.16 | -.02 | .13 | .26 | .13 | .12 | -.13 | | .11 | -.32 | | .21 | .06 | -.18 | .20 | -.12 | .02 | | -.09 | -.18 | .22 | 3.98 |
| Digital Technology | .21 | -.58 | | -.32 | .06 | | .06 | -.16 | .09 | .29 | .26 | .08 | -.11 | | -.05 | -.24 | | .11 | .17 | -.29 | .02 | -.35 | -.29 | | -.26 | -.25 | -.49 | 3.69 |
| Leadership | -.05 | -.10 | | -.17 | -.06 | | -.29 | -.12 | .03 | .37 | .17 | .11 | .04 | | .12 | -.36 | | .25 | .04 | -.08 | -.12 | -.12 | -.68 | | -.24 | -.10 | .52 | 3.88 |
| Professionalism/Work Ethic | .16 | .13 | | -.06 | .25 | | -.40 | -.11 | -.01 | .30 | -.05 | .12 | -.09 | | .07 | -.13 | | .18 | -.15 | -.61 | -.15 | .05 | -.21 | | -.14 | -.19 | .59 | 4.21 |
| Career Management | .13 | .23 | | -.22 | -.02 | | -.13 | -.10 | .13 | .36 | .23 | .03 | .04 | | -.17 | -.14 | | .21 | -.22 | -.17 | .00 | -.16 | -.77 | | -.27 | -.29 | -.17 | 3.77 |



Takeaway:

A&M-Commerce students do not feel confident about quantitative skills compared to other skills

Please rate your current level of skill in each area

| Department Code | ACCT | AG | ART | AS | BESC | CHEM | CSCI | ECF | EDCI | EDL | ET | HELT | HHP | HIST | LIBS | LITL | MATH | MGT | MKBA | MUS | NURS | PCS | PHAS | PSCI | SOC | SWK | THEA |
|--------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Critical Thinking/Problem Solving | .04 | .02 | .20 | .06 | .07 | .15 | -.10 | .16 | .08 | .07 | -.02 | .09 | -.07 | -.13 | .02 | .12 | .15 | .07 | .09 | .03 | .11 | .11 | .36 | .17 | .24 | .09 | .27 |
| Writing Communication | .06 | -.10 | -.01 | .14 | -.08 | -.22 | -.18 | -.01 | .05 | .11 | -.06 | -.02 | -.10 | .33 | -.10 | .31 | -.16 | .00 | .02 | -.09 | -.17 | .02 | .05 | .03 | .09 | .00 | .23 |
| Oral Communication | -.28 | .06 | -.14 | -.04 | -.17 | -.16 | -.07 | -.16 | .02 | -.10 | -.14 | -.06 | .01 | -.14 | -.22 | .01 | -.28 | -.26 | -.03 | .11 | -.17 | -.01 | .05 | .03 | -.07 | .05 | .23 |
| Empirical and Quantitative | -.05 | -.12 | -.49 | -.20 | -.13 | .15 | -.15 | .06 | -.21 | -.34 | -.12 | -.19 | -.31 | -.43 | -.52 | -.60 | -.09 | -.17 | -.13 | -.39 | -.45 | -.39 | .30 | -.11 | -.33 | -.38 | -.35 |
| Personal Responsibility | .37 | .31 | .07 | .29 | .31 | -.10 | .14 | .31 | .23 | .14 | .06 | .18 | .17 | .10 | .18 | .31 | .03 | .24 | .11 | .34 | .28 | .27 | .11 | .32 | .32 | .28 | .11 |
| Ethical and Social Responsibility | .13 | .12 | .07 | .30 | .09 | -.03 | .06 | .26 | .11 | .11 | -.04 | .15 | .11 | .18 | .24 | .24 | .03 | .01 | .07 | .22 | .28 | .18 | -.14 | .46 | .23 | .32 | .19 |
| Discipline Specific Knowledge | .07 | .17 | .33 | .15 | .02 | .09 | .05 | .14 | .11 | .12 | -.02 | .03 | .05 | .26 | .15 | .14 | .22 | .03 | -.07 | .18 | .00 | .10 | .36 | -.40 | .12 | .05 | .38 |
| Integration of Broad Knowledge | -.17 | .03 | .07 | .06 | -.10 | .09 | -.04 | .09 | -.01 | -.12 | -.06 | -.10 | -.02 | .03 | -.01 | .00 | -.16 | -.03 | -.21 | -.09 | -.11 | -.08 | .36 | -.11 | -.07 | -.08 | .15 |
| Globalization and Cultural Diversity | -.41 | -.22 | -.10 | .04 | -.34 | .03 | -.07 | -.06 | -.09 | -.13 | -.11 | -.12 | -.25 | -.20 | -.07 | -.02 | .09 | -.19 | -.19 | -.01 | -.06 | -.19 | .05 | -.40 | -.15 | .02 | .11 |
| Teamwork/Collaboration | -.31 | .01 | | -.05 | .15 | | .17 | -.01 | .07 | .04 | .16 | .11 | .07 | | .24 | -.11 | | .15 | .22 | .10 | .34 | .09 | .18 | | .11 | .02 | -.11 |
| Digital Technology | .04 | -.76 | | -.51 | -.15 | | .09 | -.44 | -.26 | -.21 | -.01 | -.22 | -.20 | | -.22 | -.32 | | -.24 | .04 | -.30 | -.13 | -.43 | -.42 | | -.35 | -.33 | -.11 |
| Leadership | .02 | .10 | | .17 | .07 | | .06 | .20 | .12 | .06 | .10 | .00 | .15 | | .15 | .25 | | .10 | .10 | .10 | .07 | .04 | .62 | | .14 | .04 | .00 |
| Professionalism/ Work Ethic | .51 | .46 | | .27 | .56 | | .15 | .13 | .16 | .32 | .20 | .34 | .34 | | .42 | .31 | | .35 | .24 | -.10 | .22 | .49 | .18 | | .29 | .25 | .49 |
| Career Management | .04 | .12 | | -.34 | -.15 | | -.01 | -.29 | -.14 | -.07 | .05 | -.19 | .03 | | -.25 | -.13 | | -.06 | -.27 | -.10 | -.07 | -.16 | -.82 | | -.28 | -.29 | -.71 |
| All Skill Average | 3.86 | 3.88 | 3.75 | 3.88 | 3.90 | 4.28 | 3.65 | 3.96 | 4.04 | 4.19 | 3.95 | 3.99 | 3.77 | 3.97 | 3.85 | 3.76 | 3.66 | 4.04 | 3.82 | 3.70 | 3.84 | 3.77 | 3.82 | 3.97 | 3.78 | 3.77 | 4.31 |

A&M Commerce students are confident about their professional skills and work ethics



