

Innovation and Creativity – Generates new, varied and unique ideas and makes connections between previously unrelated ideas.

Level	Demonstrated Behavior	Associated Skills	Example
Level I <i>Basic Experience</i>	Seeks new ways to improve the job, process or problem.	Initiative Foresight	High attendance was expected at the weekend event. Beth suggested utilizing the side doors at Pickard to manage the crowd most effectively.
Level II <i>Practical Application</i>	Seeks new ways to improve a job or process with creativity and imagination.	Initiative Foresight	Jamal proposed additional ways to promote jobs in Student Employment by using multiple communication avenues such as social media platforms and eye-catching posters.
Level III <i>Advanced Application</i>	Takes initiative to try new avenues or use new ways of thinking and working to produce better results. Uses past experience to create and innovate.	Brainstorming Digital Literacy Foresight Initiative	Sandy suggested that the museum use a new method of canvas hanging for the exhibition based on research she had done on current museum practices. In order to help the department visualize what it would look like, she created a small model to share.
Level IV <i>Subject Area Expertise and Application</i>	Exhibits creativity to come up with a new ideas and uses innovation to execute the idea. Challenges existing assumptions, models and mindsets to come up with new insights. Leverages networks to solicit new ideas and make connections between situations that area not obviously related. Uses variety of data sources and leverages technology platforms to support work.	Analytical Brainstorming Digital Literacy Initiative Inductive Reasoning Organizational Skills Persuasion Problem Solving	Anna imagined a more inviting practice space for musicians than the current arrangement. She sketched out what she envisioned for her supervisor using a room that housed storage. The supervisor explained there was no budget for improvements. Anna brainstormed and used her networking skills to locate old furniture from various departments already on campus. She was able to find furniture, carpets, and lights that made the space feel more like a cozy and welcoming jam space and less like an abandoned room.
Level V <i>Mastery and Extensive Application</i>	Exhibits creativity to come up with new ideas and uses innovation to execute the idea. Challenges existing assumptions, models and mindsets to come up with new insights. Leverages networks and inspires other to solicit new ideas and make connections between situations that area not obviously related. Uses variety of data sources and leverages technology platforms to support work.	Analytical Brainstorming Digital Literacy Inductive Reasoning Initiative Organizational Skills Persuasion Problem Solving Risk Taking Visualization	Student research projects can be a challenge to manage with many moving parts. Cesar worked with various departments to analyze the requirements for students' independent studies and created an online tracking and monitoring tool using his academic experience from Physics. His new technology tool became a valuable asset to all of the science departments and benefited the students to organize and track their work.