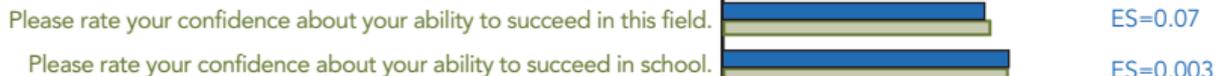


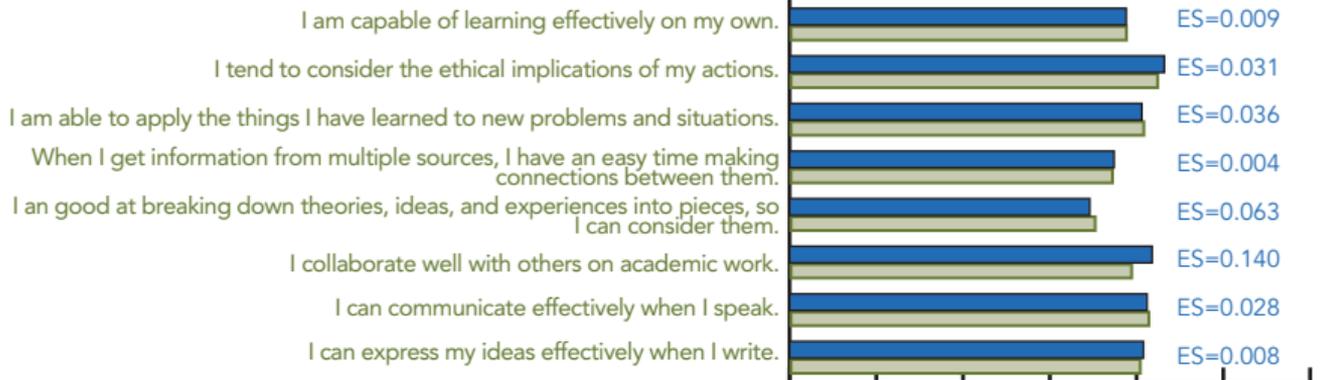
**FIGURE 5. BASELINE EQUIVALENCE, ALL DISCIPLINES/ALL STUDENTS—BEGINNING OF TERM**

**All Disciplines/All Students, Beginning of Term**

**Confidence to Succeed**



**Skills Highly Valued by Employers\***



■ Students in Less Transparent Courses (N=630)

■ Students in More Transparent Courses (N=485)

ES: effect size (Hedges' G)

1.0 1.5 2.0 2.5 3.0 3.5 4.0

one standard error: 0.003 - 0.036

\*Hart Associates 2015, 2013