

Concordia St Paul

Date: 08/03/2016

## ISLO

### ***Academic Writing***

- Writes a focused thesis, which forecasts content and synthesizes main points; assertions are supported by a synthesis of evidence and original insights.
- Integrates purpose, content, style, word choice, references, and structures to meet audience expectations and anticipate audience's questions.
- Writes a clear and appropriate beginning, development, and conclusion using clear and appropriate paragraphing and transitions.
- Constructs sentences correctly with varied length and structure.
- Uses the conventions of edited standard written English.
- Uses multiple resources with appropriate citations; all non-original work is accurately cited.

### ***Aesthetic***

- Relate how artistic expressions reflect philosophical, religious, and social thought in human communities.
- Recognize major forms of artistic expression in their culture.

### ***Citation***

- Introduces outside sources effectively and cites them correctly using the style appropriate to the field.

### ***Civic Values***

- Civic Responsibility
- Participate in civic infrastructure.
- Recognize similarities and differences of institutions across cultures.

### ***Clear Writing***

- Organized, coherent writing appropriate to the audience and free from mechanical and grammar errors.

### ***Critical Thinking***

- Identifies Issue/Problem
- Articulates Multiple Perspectives/Solutions
- Identifies and Assesses Key Assumptions
- Identifies and Assesses Data and Evidence
- Considers the Influence of Context
- Synthesizes Conclusions, Implications and Consequences

### ***Global***

- Describe and interpret various aspects of other cultures relative to their own culture.
- Identify and evaluate a variety of underlying cultural values that influence the diversity of ethics among cultures/countries
- Pose critical questions about global issues and articulate arguments from a variety of global perspectives

### ***Information Literacy***

- Prepare for Research
- Generate Search Strategy and Access Resources
- Evaluate and Process Information
- Transfer and Apply Learning
- Incorporate Information Technology
- Practice Legal and Ethical Use of Information

### ***Interpersonal***

- Conflict Management -- Student demonstrates positive conflict management strategies and effective approaches to interpersonal problem-solving.
- Constructive Criticism -- Student accepts criticism with confidence and delivers criticism with compassion.
- Relationship Development -- Student identifies and demonstrates an understanding of the factors which contribute to interpersonal relationships; such as self-disclosure, perceptions, nonverbal cues, empathy, trust, and language.
- Listening -- Student demonstrates active listening strategies & processes and applies these to various contexts.

### ***Oral Comm Presentation***

- Develops the content into a well-organized oral presentation.
- Delivery uses appropriate language and nonverbals to enhance the fluency of the presentation.
- Verbal and written citations are effectively incorporated into the presentation.
- Effectively tailors the presentation to the audience and responds appropriately to audience feedback.

### ***Physical***

- Students demonstrate an understanding of and consistently implement health-conscious behaviors.

### ***Quantitative Reasoning***

- Translates verbal or written assertions into quantitative data
- Reads and analyzes quantitative data
- Interprets quantitative data
- Supports conclusions using quantitative data

### ***Spiritual***

- Identify and analyze narratives, theological themes, and literary types of the biblical texts
- Relate the Bible to Christian teachings and practice, particularly as these have been conveyed in the Lutheran tradition
- Practice a Lutheran hermeneutic centered in an understanding of the main principles and defining characteristics of the Reformation
- State the central place of the Gospel in the teaching, life, and witness of the Christian church
- Respect those with differing religious traditions and experiences while being faithful to personal beliefs and practices

## **College of Business**

### ***Business Ethics***

- Demonstrate Personal Integrity
- Demonstrate Academic Integrity
- Apply Ethical Standards to Decision Making

### ***Practical Application***

- Apply theoretical concepts to real-life situations

## **Graduate Outcomes**

- Analysis & Application: Formulate creative responses to complex issues through critical analysis.
- Ethics & Professional Behavior: Model ethical and professional behaviors to guide inquiry and practice in a global and diverse society.
- Research & Synthesis: Synthesize theoretical and research concepts from multiple perspectives to inform inquiry and practice.

## **Student Development Outcomes**

### ***Appreciation of Differences***

- Work effectively with others, despite differences, to address issues collaboratively and equitably
- Recognize advantages of moving outside existing "comfort zone"

### ***Civic Engagement & Social Responsibility***

- Develop a civic identity and commitment to continued action
- Develop a sense of responsibility and contribute to the development of a positive community

### ***Leadership Exploration & Development***

- Formulate an ethical framework
- Foster a constructive team climate

***Responsibility & Accountability***

- Identify and discuss life-long learning opportunities
- Take initiative

***Social & Emotional Growth***

- Develop increased self-awareness and self-confidence
- Establish and maintain healthy relationships

**Business**

**General Business BA**

***General Business BA***

- Students will use critical thinking and apply basic theories, concepts, and models of organizational decision making.
- Students will apply basic theories, concepts, and models of org critical thinking.
- Integrate practical application of business strategies with the principles and theories of a total business concept.
- Students will demonstrate their knowledge of using current marketplace tools (Microsoft office, excel, dashboard, WebEx)

**Business Administration**

**Accounting BA**

- Create a comprehensive company budget.
- Prepare financial statements using GAAP.

**Accounting BBA**

- Student creates comprehensive company budget.

**Business Management (BA)**

- Demonstrate team building skills and perform team effectiveness evaluation
- Create and manage a multi-phase project using project management concepts & tools

**Finance (BA)**

- Analyze a company's performance using financial statements and ratios.
- Assess risk and debt/equity capital structure in professionally written analysis.

**Marketing (BA)**

***Cohort Marketing PSLOs***

- Student's marketing plan demonstrates effective Content: The plan is specific and detailed in all of the required areas.
- Student's marketing plan demonstrates effective Business Format: Subheadings, table of contents, proper structure, accurate grammar and mechanics, and APA style.
- Student's marketing plan demonstrates effective Comprehensive Situational and Market Analysis consistent to plan elements.
- Effectively and accurately analyze an organization's marketing strategy.
- Prepare a professional level business plan Content: The plan is specific and detailed in all of the required areas.
- Prepare a professional level business plan Business Format: Professionally organized, clear, logical, grammatical.
- Apply ethical principles.

***Traditional Marketing PSLOs***

- Analyze an organization's marketing strategy.
- Develop a strategic and tactical marketing plan.
- Develop professional-level papers in marketing.

**Cohort Marketing**

**Cohort Marketing (MKM)**

***Marketing - Cohort***

- Marketing plan demonstrates effective Content: The plan is specific and detailed in all of the required areas.
- Marketing plan demonstrates effective Business Format: Subheadings, table of contents, proper structure, accurate grammar and mechanics, and APA style.
- Marketing plan demonstrates comprehensive situational and market analysis consistent to plan elements.
- Analyze an organization's marketing strategy effectively.
- Prepare a professional level business plan in content, analysis, and format.

**Human Resources Management**

**Human Resource Management (BA)**

***Human Resource Management (BA)***

- Strategic HR – Think Strategically within the context of HR
- Talent Management – Understand the full Talent Management Process
- HR Planning – Articulate, research, and resolve a complex HR issue.

**IT Management**

**Program Outcome**

No Program Outcomes

**Leadership and Management**

**Organizational Management & Leadership (BA)**

- Master appropriate research methodologies within an organizational context and makes recommendations for organizational improvement
- Form, build, and maintain an effective work team

**Master in Business Admin**

**Program Outcome**

No Program Outcomes

**Mathematics**

**Applied Math BS**

***Applied Math***

- Demonstrate the ability to reason scientifically

**Applied Science (BS)**

- Utilize technology to enhance comprehension of the problem situation and results
- Demonstrate advanced problem-solving skills using high-order critical thinking

**Computer Science BS**

***Computer Science BS***

- Discuss and apply computer science theory
- Demonstrate knowledge of design decisions and their impact on software development
- Use current techniques, skills and tools necessary for computing practice
- Recognize professional, ethical, legal, security, and social issues and responsibilities related to computing practice

- Function effectively on teams to accomplish a common goal
- Exhibit professional behavior including self-motivation

**Math Core**

- Construct a valid mathematical proof
- Demonstrate advanced problem-solving skills using high-order critical thinking
- Link areas of mathematics for greater understanding of key concepts and methods.
- Utilize technology to enhance comprehension of the problem situation and results
- Communicate mathematics effectively.