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 organizational 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.