

BIM Programs Learning Outcomes							
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Upon successful completion of the undergraduate Business Program (Accounting, Business Administration, Computer and Information Management, Marketing, and/or Sport Management), the graduate will earn a Bachelor of Science degree and will:	Course(s) used for Assessment	Direct Assessment 1	Direct Assessment 2	Indirect Assessment 1	Indirect Assessment 2	Related Core Learning Outcome	Bloom's Taxonomy Level
		Signature Assignment in a specific course, exams with clearly defined learning objectives related to the outcome, student's experiential learning results aligned with academic content, supervisor's evaluation of internship experiences.	ETS Major Field Test in Business Administration as administered in MGT 460.	IDEA Objective: Student ratings of learning related to the given IDEA Objective. IDEA objective designated as important or essential in all courses mapped to this outcome.	Results of Student Surveys, delineated for BIM majors.		
1. Recognize and use analytical, reflective, and critical reasoning in making decisions.	ECON 202 Firms and Markets; MGT 460 Seminar in Management Policy		Major Field Test (MFT) scores in Legal and Social Environment and Management (MGT 460)	3. Learning to apply course material (to improve thinking, problem solving, and decisions) 9. Learning how to find, evaluate, and use resources to explore a topic in depth 11. Learning to analyze and critically evaluate ideas, arguments, and points of view.		LO 1. Comprehension: Think critically, creatively, and analytically; LO 1.1 Analyze and solve complex problems	Knowledge and Application
2. Integrate moral reasoning and Catholic Social Teaching into evaluating managerial decision making.	MGT 100 Principles of Management			3. Learning to apply course material (to improve thinking, problem solving, and decisions) 10. Developing ethical reasoning and/or ethical decision making		LO 3. Conscience: Act ethically and responsibly; LO 3.4 Exercise ethical decision-making, informed by the Catholic Franciscan tradition, in a variety of settings.	Evaluation
3. Demonstrate proficiency in various forms of communication, utilize technology appropriate to their major field of study, and demonstrate the skills expected of a business professional.	BUS 250 Business Communications	Professional ePortfolio built to document progress while student and for post-graduation employment.	MFT: Information Systems	4. Developing specific skills, competencies, and points of view needed by professionals in the field most closely related to this course. 8. Developing skill in expressing myself orally or in writing		LO 5. Communication: Communicate effectively; LO 5.1 Express ideas clearly and effectively in written form, LO 5.2 Express ideas clearly and effectively in spoken form, LO 5.3 Use technology competently, LO 5.4 Access, evaluate, cite, and credit information using accepted conventions.	Application

<p>4. Articulate and apply quantitative models, theories, and fundamental principles in business, finance, international business, and accounting.</p>	<p>MGT 460 Seminar in Management Policy</p>		<p>MFT: areas of Quantitative Business Analysis, Accounting, Economics, Finance, and Marketing</p>	<p>1. Gaining a basic understanding of the subject (e.g., factual knowledge, methods, principles, generalizations, theories) 4. Developing specific skills, competencies, and points of view needed by professionals in the field most closely related to this course. 13. Learning appropriate methods for collecting, analyzing, and interpreting numerical information</p>		<p>LO 1. Comprehension: Think critically, creatively, and analytically; LO 1.2 Demonstrate Quantitative Reasoning</p>	<p>Application and Analysis</p>
<p>5. Participate in activities that improve communities, especially within the required service learning course in the major and in the course team project in MGT 460, as directed by the University's Service Learning guidelines and requirements</p>	<p>Service Learning Course, MGT 460 Seminar in Management Policy</p>	<p>Documentation of Service Learning Project Preparation and Completion. Service Learning Reflection Paper.</p>		<p>6. Developing creative capacities (inventing; designing; writing; performing in art, music, drama, etc.) 9. Learning how to find, evaluate, and use resources to explore a topic in depth 12. Learning to apply knowledge and skills to benefit others or serve the public good.</p>		<p>LO 2. Contemplation: Engage in meaningful reflection; LO 2.1 Apply the principles and values of the Catholic Franciscan tradition to personal, professional, and societal questions and issues, LO 2.2 Engage in self-reflection. LO 4. Compassion: Respect all of creation; LO 4.3 Engage in service to promote the common good</p>	<p>Application</p>
<p>6. Demonstrate global awareness in order to function responsibly in interdependent economies.</p>	<p>BUS 321 International Business</p>		<p>MFT: International Issues</p>	<p>2. Developing knowledge and understanding of diverse perspectives, global awareness, or other cultures</p>		<p>LO 4. Compassion: Respect all of creation; LO 4.2 Interact respectfully in the local and global community</p>	<p>Application</p>
<p>7. Develop teamwork and leadership skills to succeed in a diverse environment.</p>	<p>BUS 309 Legal Aspects of Business</p>			<p>5. Acquiring skills in working with others as a member of a team</p>		<p>LO 3. Conscience: Act ethically and responsibly; LO 3.3 Engage as responsible members and leaders of diverse groups</p>	<p>Synthesis</p>

BIM Learning Outcomes	Learning Outcomes	Course(s) in which the outcome is measured.	Direct Evidence	Indirect Evidence	Level of Bloom's Taxonomy	Related NU Core Outcomes
Upon successful completion of the undergraduate Business Program (Accounting, Business Administration, Computer and Information Management, Marketing, and/or Sport Management), the graduate will earn a Bachelor of Science degree and will:	Upon successful completion of the undergraduate Business Program for Business Administration, the graduate will	Listed below	Signature Assignment in a specific course, exams with clearly defined learning objectives related to the outcome, student's experiential learning results aligned with academic content, supervisor's evaluation of internship experiences.	IDEA Objectives selected as important or essential. Student learning rating aligned with these objectives.		
1. Recognize and use analytical, reflective, and critical reasoning in making decisions.	1. Recognize, interpret and apply business principles, quantitative formulas and models as evidenced in performance on tests and case study analysis.	MGT 242 Organizational Behavior; ACT 104 Managerial Accounting	Exams and case studies. Case Study Rubric used to assess. Course objectives aligned with exam questions. Exam analysis based on objectives achieved.	3. Learning to apply course material (to improve thinking, problem solving, and decisions) 9. Learning how to find, evaluate, and use resources to explore a topic in depth 11. Learning to analyze and critically evaluate ideas, arguments, and points of view.	Analysis	LO 1. Comprehension: Think critically, creatively, and analytically; LO 1.1 Analyze and solve complex problems
2. Integrate moral reasoning and Catholic Social Teaching into evaluating managerial decision making.	2. Synthesize Catholic Social Teaching, Franciscan values and moral reasoning to evaluate managerial leadership and decision making as evidenced in organizational ethical analysis.	MGT 242 Organizational Behavior	Organizational Ethical Analysis. Project evaluation by rubric.	3. Learning to apply course material (to improve thinking, problem solving, and decisions) 10. Developing ethical reasoning and/or ethical decision making	Synthesis and Evaluation	LO 3. Conscience: Act ethically and responsibly; LO 3.4 Exercise ethical decision-making, informed by the Catholic Franciscan tradition, in a variety of settings.
4. Articulate and apply quantitative models, theories, and fundamental principles in business, finance, international business, and accounting.	3. Identify, integrate and apply quantitative models, theories, and/or fundamental principles of in business, and demonstrate critical reasoning in making decisions as evidenced in assigned tests and case study analysis.	MGT 415 Production and Operations Management; MGT 460 Seminar in Management Policy	Exams and Case Studies. Case Study Rubric used to assess. Course objectives aligned with exam questions. Exam analysis based on objectives achieved.	1. Gaining a basic understanding of the subject (e.g., factual knowledge, methods, principles, generalizations, theories) 4. Developing specific skills, competencies, and points of view needed by professionals in the field most closely related to this course. 13. Learning appropriate methods for collecting, analyzing, and interpreting numerical information	Analysis and Evaluation	LO 1. Comprehension: Think critically, creatively, and analytically; LO 1.2 Demonstrate Quantitative Reasoning

<p>5. Participate in activities that improve communities, especially within the required service learning course in the major and in the course team project in MGT 460, as directed by the University's Service Learning guidelines and requirements</p>	<p>4. Participate in activities that improve communities and reflect on how the assigned projects relate to ethical leadership.</p>	<p>MGT 242 Organizational Behavior</p>	<p>Service Learning Project and Reflection Paper. Evaluated by related rubric(s).</p>	<p>6. Developing creative capacities (inventing; designing; writing; performing in art, music, drama, etc.) 9. Learning how to find, evaluate, and use resources to explore a topic in depth 12. Learning to apply knowledge and skills to benefit others or serve the public good.</p>	<p>Analysis</p>	<p>LO 2. Contemplation: Engage in meaningful reflection; LO 2.1 Apply the principles and values of the Catholic Franciscan tradition to personal, professional, and societal questions and issues, LO 2.2 Engage in self-reflection. LO 4. Compassion: Respect all of creation; LO 4.3 Engage in service to promote the common good</p>
<p>7. Develop teamwork and leadership skills to succeed in a diverse environment.</p>	<p>5. Successfully complete an internship experience in the area of business administration.</p>	<p>BUS 394/494 Internship</p>	<p>Employer Evaluation of Intern; Student Reflection on Internship Experience.</p>	<p>Student survey on Internship Experience</p>		

In addition to the above outcomes articulated for the BIM Division and Business Administration Major, the students will select at least one of the following tracks. Upon successful completion of the requirements for the track, the student will demonstrate the listed outcomes.					
Human Resources Track - Learning Outcomes	Course in which this outcome is assessed	Direct Evidence	Indirect Evidence	Level of Bloom's Taxonomy	Related NU Core Outcomes
Upon successful completion of the HR track a student will understand and apply the primary Human Resource functions including: recruitment, selection, training, compensation management, and performance appraisal. Below are specific outcomes that will provide assessment of leaning:	Listed below	Signature Assignment in a specific course, exams with clearly defined learning objectives related to the outcome, student's experiential learning results aligned with academic content, supervisor's evaluation of internship experiences.	IDEA Objectives selected as important or essential. Student learning rating aligned with these objectives.		
<i>Complete a job analysis and write a professional job description and job specifications for a position.</i>	MGT 305 Human Resource Management	Signature Assignment.	1. Gaining a basic understanding of the subject (e.g., factual knowledge, methods, principles, generalizations, theories) 4. Developing specific skills, competencies, and points of view needed by professionals in the field most closely related to this course.	Application	Contemplation LO 1.1 Analyze and Solve Complex Problems
<i>Synthesize information to evaluate the effectiveness of recruiting methods and the validity of selection methods.</i>	MGT 305 Human Resource Management	Signature Assignment.	4. Developing specific skills, competencies, and points of view needed by professionals in the field most closely related to this course. 11. Learning to analyze and critically evaluate ideas, arguments, and points of view.	Synthesis and Evaluation	
<i>Design a training and evaluate a training program to develop employees for future success.</i>	MGT 418 Training and Development	Signature Assignment.	1. Gaining a basic understanding of the subject (e.g., factual knowledge, methods, principles, generalizations, theories) 4. Developing specific skills, competencies, and points of view needed by professionals in the field most closely related to this course.	Application and Synthesis	Contemplation LO 1.1 Analyze and Solve Complex Problems

<p><i>Create a compensation plan with a pay structure and appropriate pay grades and ranges.</i></p>	<p>MGT 308 Compensation and Benefits</p>	<p>Signature Assignment.</p>	<p>1. Gaining a basic understanding of the subject (e.g., factual knowledge, methods, principles, generalizations, theories) 4. Developing specific skills, competencies, and points of view needed by professionals in the field most closely related to this course. 13. Learning appropriate methods for collecting, analyzing, and interpreting numerical information</p>	<p>Synthesis</p>	<p>Communication LO 5.1</p>
<p><i>Critique the performance management systems identifying the advantages and disadvantages of common systems currently used in organizations.</i></p>	<p>MGT 308 Compensation and Benefits; MGT 428 Current Issues in Human Resource Management</p>	<p>Signature Assignment.</p>	<p>4. Developing specific skills, competencies, and points of view needed by professionals in the field most closely related to this course. 11. Learning to analyze and critically evaluate ideas, arguments, and points of view.</p>	<p>Evaluation</p>	<p>Communication LO 5.1</p>

In addition to the above outcomes articulated for the BIM Division and Business Administration Major, the students will select at least one of the following tracks. Upon successful completion of the requirements for the track, the student will demonstrate the listed outcomes.					
International Business Track- Learning Outcomes	Course(s) in which this outcome is assessed	Direct Evidence	Indirect Evidence	Level of Bloom's Taxonomy	Related NU Core Outcomes
Upon successful completion of the International Business Track the student will gain a broad understanding of the management challenges of conducting business in a global organization where difference in culture, economic systems and legal systems impact the operations of an organization. Below are some specific outcomes that will provide evidence of learning.	Listed below				
<i>Explain and use cultural dimensions, and political and legal understanding to help solve cross border cases and analyze reports from a global perspective.</i>	MGT 322 International Management	Exams and Signature Assignment.	2. Developing knowledge and understanding of diverse perspectives, global awareness, or other cultures. 3. Learning to apply course material (to improve thinking, problem solving, and decisions) 4. Developing specific skills, competencies, and points of view needed by professionals in the field most closely related to this	Comprehension and Analysis	LO 5. Communication: Communicate effectively; LO 5.1 Express ideas clearly and effectively in written form, LO 5.2
<i>Critique an international strategic marketing strategy that considers cultural differences, as well as economic and policy difference, for success in today's global business, economic, financial, and social environment.</i>	MKT 323 International Marketing	Signature Assignment.	2. Developing knowledge and understanding of diverse perspectives, global awareness, or other cultures. 3. Learning to apply course material (to improve thinking, problem solving, and decisions) 4. Developing specific skills, competencies, and points of view needed by professionals in the field most closely related to this course.	Evaluation	LO 5. Communication: Communicate effectively; LO 5.1 Express ideas clearly and effectively in written form, LO 5.2
<i>Participate in an experiential learning opportunity overseas and to compare and contrast the classroom experience to an actual international business visit in a reflection paper.</i>	MGT 320 Global Business and Trade	Overseas Experiential Learning. Signature Assignment.	2. Developing knowledge and understanding of diverse perspectives, global awareness, or other cultures. 3. Learning to apply course material (to improve thinking, problem solving, and decisions) 4. Developing specific skills, competencies, and points of view needed by professionals in the field most closely related to this course.	Evaluation	LO 4.2 Interact respectfully in the local and global community. LO 5. Communication: Communicate effectively; LO 5.1 Express ideas clearly and effectively in written form, LO 5.2

In addition to the above outcomes articulated for the BIM Division and Business Administration Major, the students will select at least one of the following tracks. Upon successful completion of the requirements for the track, the student will demonstrate the listed outcomes.					
Finance Track- Learning Outcomes	Course(s) in which this outcome is assessed	Direct Evidence	Indirect Evidence	Level of Bloom's Taxonomy	Related NU Core Outcomes
Upon successful completion of the Finance Track the student will gain a broad understanding of the financial markets and institutions, portfolio management, financial planning, and investment analysis. Below are some specific outcomes that will provide evidence of learning.	Listed below				
Apply financial planning knowledge in an integrated approach to real-life financial planning situations; Advise on a variety of complex financial issues, and develop comprehensive financial plans .	FIN 307 Wealth Management	Exams and Signature Assignment.	1. Recognize and use analytical, reflective, and critical reasoning in making decisions.	Comprehension and Analysis	LO 1. Comprehension: Think critically, creatively, and analytically; LO 1.1 Analyze and solve complex problems
Identify the cycle of monetary resource creation and disbursement within a financial institution, and apply appropriate regulatory applications.(Measured in FIN 317- Financial Markets and Institutions)	FIN 317 Financial Markets and Institutions	Exams	4. Articulate and apply quantitative models, theories, and fundamental principles in business, finance, international business, and accounting.	Evaluation	LO 1. Comprehension: Think critically, creatively, and analytically; LO 1.2 Demonstrate Quantitative Reasoning
Calculate intrinsic values of financial assets; bonds, stocks and options. Maximize risk adjusted return. Build a diversified portfolio of financial assets based on a prescribed criteria.	FIN 427 Investment Analysis and Portfolio Management	Exams	4. Articulate and apply quantitative models, theories, and fundamental principles in business, finance, international business, and accounting.	Evaluation	LO 1. Comprehension: Think critically, creatively, and analytically; LO 1.2 Demonstrate Quantitative Reasoning

1. Gaining a basic understanding of the subject (e.g., factual knowledge, methods, principles, generalizations, theories)
2. Developing knowledge and understanding of diverse perspectives, global awareness, or other cultures
3. Learning to apply course material (to improve thinking, problem solving, and decisions)
4. Developing specific skills, competencies, and points of view needed by professionals in the field most closely related to this course.
5. Acquiring skills in working with others as a member of a team
6. Developing creative capacities (inventing; designing; writing; performing in art, music, drama, etc.)
7. Gaining a broader understanding and appreciation of intellectual/cultural activity (music, science, literature, etc.)
8. Developing skill in expressing myself orally or in writing
9. Learning how to find, evaluate, and use resources to explore a topic in depth
10. Developing ethical reasoning and/or ethical decision making
11. Learning to analyze and critically evaluate ideas, arguments, and points of view.
12. Learning to apply knowledge and skills to benefit others or serve the public good.
13. Learning appropriate methods for collecting, analyzing, and interpreting numerical information

	Goal/Learning Outcomes
LO 1. Comprehension: Think critically, creatively, and analytically	
LO 1.1	Analyze and solve complex problems
LO 1.2	Demonstrate quantitative reasoning
LO1.3	Demonstrate scientific literacy
LO 1.4	Explore the relationship of contemporary and historical events and issues.
	Goal/Learning Outcomes
LO 2. Contemplation: Engage in meaningful reflection	
LO 2.1	Apply the principles and values of the Catholic Franciscan tradition to personal, professional, and societal questions and issues
LO 2.2	Engage in self-reflection
LO 2.3	Embrace life-long learning
LO 2.4	Discern career and vocational choices
LO 2.5	Recognize and appreciate creative expression.
	Goal/Learning Outcomes
LO 3. Conscience: Act ethically and responsibly	
LO 3.1	Demonstrate personal, professional, and academic honesty
LO 3.2	Accept responsibility for the consequences of their actions
LO 3.3	Engage as responsible members and leaders of diverse groups

LO 3.4	Exercise ethical decision-making, informed by the Catholic Franciscan tradition, in a variety of settings.
	Goal/Learning Outcomes
LO 4. Compassion: Respect all of creation	
LO4.1	Honor the worth and dignity of each person
LO 4.2	Interact respectfully in the local and global community
LO 4.3	Engage in service to promote the common good
LO 4.4	Demonstrate environmental awareness and stewardship
	Goal/Learning Outcomes
LO 5. Communication: Communicate effectively	
LO 5.1	Express ideas clearly and effectively in written form
LO 5.2	Express ideas clearly and effectively in spoken form
LO 5.3	Use technology competently
LO 5.4	Access, evaluate, cite, and credit information using accepted conventions.