

# Student Learning Outcome by Academic Major

## Department: Business

### Core Business

1. Students will communicate effectively.
2. Graduates will use an ethical reasoning approach to evaluate situations and understand the leader's role in ethical decision making.
3. Graduates will use critical thinking/problem solving skills in analyzing business situations and making recommendations/decisions.
4. Graduates will have a working knowledge of core business terminology and concepts.
5. Students will analyze an industry using Porter's five-forces model.
6. Students will conduct a comprehensive SWOT analysis using appropriate external and internal resources.
7. Students will develop appropriate strategies from data collected for strategic plan.

### Accounting

1. Accounting majors will demonstrate the ability to process complex financial information
2. Accounting majors will successfully apply knowledge to a new situation or set of facts
3. Accounting majors will exercise sound, professional judgment
4. Accounting majors will make appropriate, fact-based decisions
5. Accounting majors will organize and communicate information in an appropriate professional manner including oral, written and technology-based communications
6. Accounting majors will exhibit "ethically-responsible" decision-making skills

### Actuarial Science

1. Able to apply mathematics to solve problems representative of the types of quantitative problems that can be expected to be encountered in the profession.
2. Able to know how and when to apply technology to solve appropriate mathematical problems.
3. Capable of determining prices and yields on fixed income securities while realizing the inverse relationship between the two.
4. Capable of determining value at risk as it applies to the financial industry.
5. Able to compute expected values from potential outcomes with known probabilities.

### Applied Management

1. Students graduating with a major in management will be able to prepare a strategic plan.
  - a. Students will be able to identify and communicate their own strengths including thinking and behavioral preferences.
  - b. Management majors will correctly identify terminology for cognitive motivational theories.
2. Management majors will correctly identify and apply cognitive motivational theories.
  - a. Students will conduct a comprehensive SWOT analysis using appropriate external and internal factors.
  - b. Students will develop appropriate strategic alternatives from data collected for strategic plan.
  - c. Students will utilize both oral and written methods to communicate a strategic plan to a local not-for profit organization.

### Business

1. Be able to communicate effectively, in written and verbal form, within an organization.
2. Understand basic principles of management, finance, accounting, and marketing and the application of them in a business organization.

3. Understand the business organization in the context of society.
4. Understand the principles of law and ethics as applied to business.
5. Be able to integrate all of the concepts through analysis of case studies and or/actual work settings.

### Finance

1. Finance majors will compute the cost of capital for a company.
2. Finance majors will make financial forecasts.
3. Finance students will analyze financial statements using ratio analysis and common size financial statements
4. Finance majors will make capital budgeting decisions.
5. Finance majors will value companies and their stock using various methods including discounted cash flows and price to earnings ratios as well as other metrics.

### Human Resources

1. Students obtaining a degree in Human Resource Management will be able to correctly identify and interpret laws affecting labor in the workplace.
2. Students obtaining a degree in Human Resource Management will be able to utilize HR metrics to make recommendations and cost justify employee programs
3. Students obtaining a degree in Human Resource Management will demonstrate understanding of compensation issues

### Management

1. Students graduating with a major in management will be able to prepare a strategic plan.
  - a. Students will be able to identify and communicate their own strengths including thinking and behavioral preferences.
  - b. Management majors will correctly identify terminology for cognitive motivational theories.
2. Management majors will correctly identify and apply cognitive motivational theories.
  - a. Students will conduct a comprehensive SWOT analysis using appropriate external and internal factors.
  - b. Students will develop appropriate strategic alternatives from data collected for strategic plan.
  - c. Students will utilize both oral and written methods to communicate a strategic plan to a local not-for profit organization.

### Management Information Systems

1. Understand and be able to express a set of fundamental computer science concepts in a programming language as related to a special project.
2. Able to create, modify and extend well constructed abstractions that facilitate the design, implementation and extensibility of the resulting source code.
3. Able to design and analyze complex algorithms that do useful work.
4. Understand the processes of good software engineering including gathering requirements, writing specifications, design and project management and be able to apply the concepts.
5. Able to make and defend intelligent ethical decisions regarding their work and professional practice and will contribute their time and resources to helping other members of the community at large.
6. Learn the basic components of computer hardware and operating systems and use this knowledge to improve the writing of efficient code written in higher level languages that solve problems.

### Marketing

1. Marketing graduates will use *critical thinking/problem solving skills* (reflective judgment) in analyzing business situations and making recommendations/decisions
2. Graduates with a marketing major will be able to prepare an effective marketing plan.
3. Graduates with a major in marketing will be able to conduct appropriate primary research to address a marketing problem
4. Graduates with a major in marketing can identify the linkages between the Mount Mercy University mission and the study of the discipline.

### Science Marketing

1. Be able to define problems clearly, develop testable hypotheses, design and execute experiments, analyze data and draw appropriate conclusions.
2. Be able to communicate effectively in written and oral form by using peer-reviewed scientific literature effectively and evaluate technical articles critically.
3. Identify the linkages between the Mount Mercy University mission and marketing.

## **Department: Communications, Literature and Arts**

### Art & Graphic Design updated 2-2022

1. Art & Design Program graduates will demonstrate ability in visual and creative thinking, craftsmanship and application of design principles in the production of their art and design work.
2. Art & Design Program graduates will demonstrate the ability to articulate critical, historical and personal aesthetic analysis of art and design.
3. Art & Design Program graduates will demonstrate the ability to present their art and design work in a professional manner.
4. Art & Design Program graduates will advance to a career or graduate school in a liberal arts related area or, more specifically, to a visually-related field such as graphic design, art education or fine arts.

### Communication: Media Track

Students graduating with a Communication Studies major will demonstrate:

1. Demonstrate capacity to strategically plan a communication work in order to accomplish established goals prepared in relation to the needs of a historically situated audience.
2. Demonstrate capacity to skillfully execute the content and form of this communication work (from argument, to organization, to discursive and nondiscursive symbol use) in order to accomplish these goals.
3. Demonstrate capacity articulate conceptual foundations for the communication work they produce.
4. Successfully apply their knowledge and skill in formal communication production in a professional setting.

### Communication: Verbal Track

1. Demonstrate capacity to strategically plan a communication work in order to accomplish established goals prepared in relation to the needs of a historically situated audience.
2. Demonstrate capacity to skillfully execute the content and form of this communication work (from argument, to organization, to discursive and nondiscursive symbol use) in order to accomplish these goals.
3. Demonstrate capacity articulate conceptual foundations for the communication work they produce.
4. Successfully apply their knowledge and skill in formal communication production in a professional setting.

### Public Relations

Students graduating with a Public Relations major will demonstrate:

1. Demonstrate capacity to strategically plan a communication work in order to accomplish established goals prepared in relation to the needs of a historically situated audience.
2. Demonstrate capacity to skillfully execute the content and form of this communication work (from argument, to organization, to discursive and nondiscursive symbol use) in order to accomplish these goals.

3. Demonstrate capacity articulate conceptual foundations for the communication work they produce.
4. knowledge and skill in formal communication production in a professional setting.

### Journalism

1. Demonstrate capacity to strategically plan a communication work in order to accomplish established goals prepared in relation to the needs of a historically situated audience.
2. Demonstrate capacity to skillfully execute the content and form of this communication work (from argument, to organization, to discursive and nondiscursive symbol use) in order to accomplish these goals.
3. Demonstrate capacity articulate conceptual foundations for the communication work they produce.
4. Successfully apply their knowledge and skill in formal communication production in a professional setting.

### English

English majors will:

1. Demonstrate a general knowledge of the major writers, periods, and genres of literature with a focus on American and British literature.
2. Employ a range of approaches to explore the complexities of literary texts in a rigorous and sophisticated manner.
3. Grapple with the ethical complexities of literary texts—especially as they relate to one’s ability to make ethical and effective decisions about relationships with individuals, cultures, and societies.
4. Communicate effectively through their writing and research skills.
5. Communicate effectively through their oral skills.
6. Write poems, fiction, and creative non-fiction to experience literature from the writer’s point of view, thus enhancing their understanding of literary forms and the creative process.
7. Use the skills they develop in the English curriculum to actively prepare themselves for their first post-college job or graduate school.

### Music

1. Music majors (minors) will demonstrate an ability to write 4-part chorales using proper voice leading techniques of the 18<sup>th</sup> century.
2. Critically analyze large-scale musical forms such as sonata-allegro, fugue, rondo.
3. Distinguish among the major genre of Western art music (symphony, opera, choral works, and chamber music).

### Liberal Studies

1. Be able to demonstrate a broad knowledge of the liberal arts.
2. Be able to integrate knowledge of the liberal arts with knowledge of other interdisciplinary courses.
3. Be able to integrate knowledge from courses in chosen concentration.
4. Be able to articulate the value of this education for future.

## Department: History, Politics and Justice

### Criminal Justice

1. Graduates will demonstrate knowledge of the scientific approach.
2. Graduates will communicate effectively in both the oral and written form.
3. Graduates will be able to critically analyze ethical dilemmas and make principled choices in the field of criminal justice.

### History

1. History majors will gain a deeper understanding of the social, economic, political, and cultural developments of diverse peoples from different civilizations. Students will
  - a. understand the important historical events that have shaped a variety of peoples, cultures, and nations.
  - b. analyze major historical issues, and thus understand the successes and failures of the past.
  - c. connect major historic events to our contemporary world.
2. History majors will be engaged in active learning activities, such as reading, writing, researching, speaking, and critical thinking. Students will
  - a. write a clear, effective, and concise historical essay, based on the study of relevant sources, demonstrating their grasp of historical methodology.
  - b. integrate their historical knowledge through a variety of activities, such as reading, writing, speaking, and researching and analyzing sources throughout the curriculum, culminating in the department's capstone course, HI 300: Methods of Historical Research.
  - c. present and summarize their work orally in a clear, concise manner, both in the classroom and in more formal settings, thus improving their speaking skills.

### Political Science

update 2-2022

Become familiar with major theories and concepts in 3 of the political science subfields.

- a. Identify and explain major theories and concepts
- b. Apply major concepts and theories accurately in oral and written work

Learn a diversity of approaches to organizing governments across space or time.

- Contrast several alternative systems of government
- Explain how abstract theories of government apply to different concrete examples

Analyze a variety of political science texts.

- Read government documents such as legislation, executive orders, court opinions, or policy positions and explain their main objectives, how they promote those, and alternative positions
- Read news articles, opinion pieces, and policy statements, identifying the issue considered, arguments made, and supporting evidence; critique weaknesses and construct improved and alternative arguments supported by better logic and evidence
- Read peer-reviewed scholarly articles, identify and explain main points and how they relate to political issues

Conduct political science research culminating in the level appropriate for beginning graduate studies.

- Identify a research interest and refine it to a good research problem
- Find and acquire copies of most articles relevant to research problem
- Read articles and write literature review explaining the major positions taken by scholars on the research problem, assessing their arguments and evidence in support their points
  - Further analyze the issue and begin to develop student's own alternative position, engaging with scholars' current theories

Identify, articulate, and analyze how the competing goals of authors reflect alternative values about what is good for individuals and society.

- Compare two or more texts and explain how two good arguments, both supported with evidence can represent a different priority among values (e.g. freedom v. equality or limited government v. effective government)
- Construct an argument recognizing situations in which one value should be favored and other situations in which an opposing value should be favored

## Department: Education

### Elementary Education and Secondary Education

1. The teacher candidate understands how learners grow and develop, recognizing that patterns of learning and development vary individually within and across the cognitive, linguistic, social, emotional, and physical areas, and designs and implements developmentally appropriate and challenging learning experiences.
2. The teacher candidate uses understanding of individual differences and diverse cultures and communities to ensure inclusive learning environments that enable each learner to meet high standards.
3. The teacher candidate works with others to create environments that support individual and collaborative learning, and that encourage positive social interaction, active engagement in learning, and self-motivation.
4. The teacher candidate understands the central concepts, tools of inquiry, and structures of the discipline(s) he or she teaches and creates learning experiences that make the discipline accessible and meaningful for learners to assure mastery of the content.
5. The teacher candidate understands how to connect concepts and use differing perspectives to engage learners in critical thinking, creativity, and collaborative problem solving related to authentic local and global issues.
6. The teacher candidate understands and uses multiple methods of assessment to engage learners in their own growth, to monitor learner progress, and to guide the teacher's and learner's decision making.
7. The teacher candidate plans instruction that supports every student in meeting rigorous learning goals by drawing upon knowledge of content areas, curriculum, cross-disciplinary skills, and pedagogy, as well as knowledge of learners and the community context.
8. The teacher candidate understands and uses a variety of instructional strategies to encourage learners to develop deep understanding of content areas and their connections, and to build skills to apply knowledge in meaningful ways.
9. The teacher candidate engages in ongoing professional learning and uses evidence to continually evaluate his/her practice, particularly the effects of his/her choices and actions on others, and adapts practice to meet the needs of each learner.
10. The teacher candidate seeks appropriate leadership roles and opportunities to take responsibility for student learning, to collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth, and to advance the profession.

## Department: Natural and Applied Sciences

### Mathematics

1. The graduating senior is prepared to read and to understand a broad range of topics in pure and applied mathematics at the undergraduate level.
2. The graduating senior is prepared to analyze mathematical ideas and statements in a logical way and to develop rigorous proofs of simple propositions that are an integral part of the undergraduate mathematics curriculum.
3. The graduating senior is able to apply mathematics to solve problems in related fields such as science or business.
4. The graduating senior is able to know how and when to apply technology to solve whatever mathematical problem he or she confronts.
5. The graduating senior is able to communicate his or her mathematical understanding clearly and precisely to peers and teachers in the language of mathematics.
6. The senior is also able to articulate the ideas of mathematics in standard English, albeit without the precision of mathematics, to a general audience.

### Biology [update 2022](#)

- 1) Students will be surveyed regarding their attitudes and any change in attitudes on the following topics: Value of knowledge of biology and the impacts of biology on society, the importance of non-human organisms and environmental issues as they impact humans and society, how humans affect the biological environment, how humans affect other organisms, the fragility of life on earth, and how to objectively approach a problem to analyze and solve it.
- 2) After completing the requirements for the biology major, students will apply the scientific method to analyze, synthesize, and integrate scientific information into coherent and logical conclusions. Within this context, students will:
  - a. Understand and objectively analyze data using statistics
  - b. Write papers employing the scientific format with proper grammar
  - c. Develop and demonstrate effective oral communication skills
3. After completing the requirements for the biology major, students will be competent with equipment and technology commonly used to explore biological phenomena from the cellular to the organismic levels.
4. After completing the requirements for the biology major, students will have a knowledge of basic biological concepts at all levels of the multifaceted nature of biology.

### BioChemistry

- 1.

### Chemistry

1. Define problems clearly, develop testable hypotheses, design and execute experiments, analyze data and draw appropriate conclusions.
2. Use the peer-reviewed scientific literature effectively and evaluate technical articles critically; ability to retrieve specific information from the chemical literature using discipline-specific interactive database-searching tools.
3. Understand the concepts of safe laboratory practice and how to apply them; demonstrate the ability to retrieve Safety Data Sheets from a database and understand their use to recognize and minimize potential chemical and physical hazards in the laboratory and know how to handle laboratory emergencies appropriately and practice safe procedures in the laboratory setting.
4. Communicate effectively in written and oral form; present information in a clear and organized manner, write well-organized and succinct reports in a scientifically appropriate style, and use technology.
5. Conduct themselves in an ethical and responsible manner; be aware of the roles of ethical thinking and chemistry in contemporary societal and global issues.
6. Demonstrate knowledge of general, organic, analytical and physical chemistry.



### Exercise Science

1. Understand exercise science terminology, concepts, and theories necessary to effectively work in exercise science professions and succeed in associated graduate and professional programs.
2. Be able to pinpoint, synthesize, and critique scientific literature and identify appropriate evidence-based practices in exercise science.
3. Demonstrate knowledge and skills required to assess and improve human health and performance of individuals from diverse populations.
4. Evaluate social and cultural factors that influence attitudes and behaviors in exercise, physical activity, and sport.
5. Apply exercise science knowledge in a real-world setting.

### Forensic Science

- 1.

### Outdoor Conservation [update 2022](#)

1. Students will be surveyed regarding their attitudes and any change in attitudes based upon their coursework at Mount Mercy on the following topics: Value of knowledge of conservation on society, the importance of non-human organisms and environmental issues as they impact humans and society, how humans affect the biological environment, how humans affect other organisms, and the fragility of life on earth.
2. After completing the requirements for an outdoor conservation major, students will apply information from their Mount Mercy outdoor conservation major classes in synthesis questions that relate to the multifaceted nature of environmental and conservation issues.
3. After completing the requirements for an outdoor conservation major, students will analyze an environmental problem from biological, sociological, economic, and political viewpoints in one or more of their outdoor conservation classes at Mount Mercy based on information learned at Mount Mercy University.

### Computer Science

1. Students will be able to create, modify and extend well constructed abstractions that facilitate the design, implementation and extensibility of the resulting source code.
2. Students will understand the processes of good software engineering including gathering requirements, writing specifications, design and project management and be able to apply these concepts to the development of large software applications.
3. Students will be able to make and defend intelligent ethical decisions regarding their work and professional practice and will contribute their time and resources to helping other members of the community at large.
4. Students will learn the basic components of computer hardware and operating systems and use this knowledge to improve the writing of efficient code written in higher level languages that solve problems.

### Medical Laboratory Science

1. The graduate shall be able to pass the licensure exams given by the National Certification Agency for Medical Laboratory Personnel and the Board of Registry of the American Society of Clinical Pathologists.
2. The graduate will understand the basic principles of safe handling and storage of chemicals and chemical or biological samples.
3. The graduate will understand the basic techniques of chemical analysis and data collection. This will include manual data collection and the use of computer-assisted data collection. The graduate will also understand the use of basic statistical principles to analyze data and evaluate reliability of results. In addition, the graduate will be comfortable with the use of standard computer software (e.g. MathCAD) for data processing, analysis, storage, and production of visual data representation.

4. The graduate will be able to effectively communicate in oral and written form, including the ability to create written documents that conform to accepted national standards and formats for scientific data and bibliographic representation.
5. The graduate will have fundamental knowledge of chemistry and biology needed to work as a licensed Medical Laboratory Scientist. This shall include general, organic, analytical chemistry and biochemistry. During the off-campus clinical laboratory internship, students will build upon fundamental chemistry and biology knowledge and gain skills in microscopy, urinalysis, microbiology, hematology, immunohematology, immunology, and clinical chemistry. Ultimately, the graduate will be able to perform precise tests with laboratory equipment, analyze and interpret their findings.

## Department: Nursing

### Nursing

1. Integrate **knowledge** derived from liberal arts, sciences, technology, and nursing to promote evidence-based nursing practice.
2. Exemplify the values of the nursing profession. (Altruism, Autonomy, Human Dignity, Integrity, **(Social Justice)**).
3. Implement safe and high-quality client-centered nursing interventions, (Skills).
4. Embrace the culture of professional nursing. (Meaning)
5. Demonstrate personal and professional growth. (Experience)

### Health Care Administration

- 1.

### Health Care Leadership

- 1.

### Health Care Navigation

- 1.

### RN to BSN

1. Integrate knowledge derived from liberal arts, science and nursing in professional nursing practice.
2. Exemplify the values of the nursing profession (altruism, autonomy, human dignity, integrity, social justice).
3. Implement safe and high-quality client-centered nursing interventions.
4. Embrace the culture of professional nursing.
5. Demonstrate personal and professional growth.

### Public Health

1. Develop a broad knowledge of organizational, community national and global health structures, actions, and disparities within the scope of public health.
2. Will participate in critical analysis of current services and trends and how these engage and promote quality of life, disease prevention, and health promotion.
3. Will be prepared to enter the workforce with superior skills in advocacy and knowledge in addressing social justice, health policy formation, and population health assessment actions and activities.
4. Able to appreciate the dignity and value of communities in addressing issues such as healthy lifestyles, safe housing, behavioral health, accessibility and barriers to health care services.
5. Able to recognize the value of life long learning in becoming an advocate and activist for underserved individuals and populations as a public health expert and champion.

## Department: Philosophy and Religion

### Religious Studies

1. Demonstrate an understanding of central theological themes of Catholicism and other Christian traditions and how to relate these to contemporary Christian life and mission.
2. Demonstrate an understanding of scriptural texts and employ the basic principles of Catholic and other Christian biblical interpretations.
3. Demonstrate an understanding of Catholic social teaching and moral theology for enriching moral life and for creating a more just and peaceful world.
4. Demonstrate an understanding of openness to ecumenical and interreligious dialogue with multiple religious traditions.
5. Demonstrate an ability to engage with as well as critically and theologically reflect on the lived and faith experiences of people and communities.

### Philosophy

1. Students will be able to critique arguments using the categories of formal and informal logic.
2. Students will be able to construct arguments that are valid and built on true premises.
3. Students will be able to recognize definitions of basic philosophical terms.
4. Students will demonstrate knowledge of a philosophy of God consistent with the Catholic intellectual tradition.
5. Students will demonstrate knowledge of a theory of the dignity and value of the human person consistent with the Catholic intellectual tradition.
6. Students will write a paper that articulates their own philosophical worldview, including their judgments in epistemology, metaphysics, philosophy of human person, and ethics.
7. Students will demonstrate basic knowledge about Socrates, Plato, Aristotle, and Aquinas.
8. Students will demonstrate knowledge about the most important philosophers in at least three of the four historical periods in western philosophy.
9. Students will demonstrate knowledge about the most important eastern philosophers.
10. Students will write a major research paper on a topic which relates philosophy to another intellectual tradition.

## Department: Psychology, Social work, Sociology, International Studies

### Psychology

1. Able to characterize the nature of psychology as a scientific discipline.
2. Able to use the concepts, language, and major theories of the discipline to account for psychological phenomena.
3. Be able to explain the perspective, compare and contrast the perspectives and describe advantages and limitations of each of the major perspectives of psychology.
4. Be able to describe how various research designs address different types of questions and hypotheses.
5. Evaluate the appropriateness of methodology, data analysis and conclusions derived from psychological research.
6. Demonstrate scientific literacy skills such as: use of relevant data bases to design and conduct basic studies; analyze, interpret, report and draw conclusions.
7. Be able to evaluate the quality of information, including differentiating scientific from non- scientific evidence.
8. Be able to form reasoned judgments based on psychological theory and empirical data.
9. Understand the APA Code of ethics in relation to the science and practice of psychology.
10. Use information ethically and responsibly.
11. Demonstrate insightful self-awareness of one's values and behavior.
12. Be able to articulate a rational for preferred career paths based on accurate self-assessment.

## Social Work

Updated 2-2022

1. Demonstrate Ethical and Professional Behavior
2. Engage Diversity and Difference in Practice
3. Advance Human Rights and Social, Economic, and Environmental Justice
4. Engage In Practice-informed Research and Research-informed Practice
5. Engage in Policy Practice
6. Engage with Individuals, Families, Groups, Organizations, and Communities
7. Assess Individuals, Families, Groups, Organizations, and Communities
8. Intervene with Individuals, Families, Groups, Organizations, and Communities
9. Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

\*2015 Educational Policy and Accreditation Standards

## Sociology

Updated 2-2022

Knowledge of the discipline.

- Sociology students should be able to understand the history and current status of sociology as a scientific discipline.
- Students will be able to apply the sociological 'imagination' and other such seminal disciplinary works to understanding their social worlds.

Research methods in the discipline.

Students will apply knowledge of sociological research methods to studies of society.

- Students will determine the strengths and weaknesses of various research methodologies for micro- and macro-sociological research topics.
- Students will create sociologically-driven research projects and implement these projects throughout a semester-long course (Methods in Social Research).
- Students will demonstrate their ability to understand and empirically critique scientific research, noting the differences between science and 'popular' media.
- Students will be able to effectively communicate their research with the general public and audiences outside the discipline.

Critical thinking skills in the discipline.

Students will demonstrate their ability to assess the validity of statements related to class materials, personal experiences, and 'current events' or 'hot-debate' topics relevant to class discussion and assignments.

- Students will learn effective communication skills by critically engaging with materials, judging their dissemination to larger social groups.
- Students will apply their sociological 'imaginings' to real-world settings that allow them to serve as 'global citizens.'

Ethical and theoretical analyses within the discipline.

Students will be able to differentiate and critically compare the various theoretical perspectives used within the discipline.

- In particular, students will be able to apply sociological theory to real-world 'problems' or personal experiences.
- Students will understand the role of ethics and, in particular, ethical research within sociology, as well as its ties to public or applied sociology as a subdiscipline.

Real-world application of the discipline.

- Students will apply their sociological analyses to real-world situations.
- Students will determine how the discipline relates to their own social identities, influencing their own life chances.

## International Studies

1. Be able to apply critical thinking skills in comprehending organization structure of the agency/company in which he/she is placed for as intern.
2. Be able to comprehend and appreciate the nature and extent of a given agency/company's involvement in activities/businesses beyond the local and national boundaries.
3. Be able to articulate on the growing significance of operating at the global level for local agencies and companies.
4. Demonstrate the ability to assess the validity of statement made in various assigned readings, as well as their own positions on issues being discussed.
5. Be able to apply critical thinking skills in conducting research and effectively communicate or convey their findings and ideas with the general public and an audience outside the discipline.

## Graduate Programs

### Masters of Business Administration updated 2-2022

1. Evaluate business processes.
2. Analyze industries and business environment.
3. Synthesize business processes and environments to determine strategic fit.
4. Utilize statistical and quantitative methods to make informed business decisions.
5. Utilize financial analysis in organizational decision making.
6. Demonstrate written communications that support the effectiveness of business operations.
7. Demonstrate oral communication skills that support the effectiveness of business operations.
8. Students will work in teams and function as a contributing team member.

### Masters of Arts in Education

Graduates of the Mount Mercy University *Master of Arts in Education* program will...

1. demonstrate proficiency in using researched instructional strategies.
2. formulate, implement, and evaluate action research.
3. write and defend a thesis based on student's own research.
4. analyze research results and communicate the results in written and oral presentations.
5. conduct, interpret, and evaluate assessments.
6. acquire and apply the skills to become reflective practitioners and teacher leaders.

Additionally, graduates who have completed an *Emphasis in Special Education* will...

1. utilize researched classroom management strategies when teaching diverse learners
2. conduct, interpret, and evaluate assessments in special education
3. develop an understanding of special education law as it relates to teaching and working with professionals, parents/families, students, and/or community agencies

Additionally, graduates who have completed an *Emphasis in Reading* will...

1. develop expertise in the core subject area of reading
2. conduct, interpret, and evaluate assessments in reading

### Masters of Science in Nursing

1. Integrate knowledge derived from a foundation in baccalaureate nursing education with that of the advanced knowledge of health promotion, disease prevention, nursing practice, education and leadership.
2. Respect the value and dignity of human life while incorporating knowledge of cultural, ethical, economic, social and spiritual components in the care of clients.
3. Implement appropriate nursing interventions as an expert practitioner and educator.



4. Embrace the culture of the profession of nursing through the analysis and synthesis of nursing theory, systems, policy, research, and practice.
5. Engage in experiences that promote personal and professional growth as a supporter of professional development and quality of nursing services.
6. Engage in critical inquiry and use an evidence-based approach to inform advanced nursing practice.

### Masters of Family Therapy

1. Students will demonstrate the ability to apply the major MFT models of therapy.
2. Students will apply research skills necessary to read and evaluate MFT literature.
3. Students will demonstrate knowledge of, and critically evaluate, ethical and practice issues in the field of MFT.
4. Students will demonstrate interpersonal skills necessary to work successfully with individuals, couples, and families.
5. Students will demonstrate couple and family therapy skills necessary to assess, diagnose, and treat mental health problems.
6. Understand systems concepts, theories, and techniques that are foundational to the practice of marriage and family therapy.
7. Recognize contextual and systemic dynamics (e.g., gender, age, socioeconomic status, culture/race/ethnicity, sexual orientation, spirituality, religion, larger systems, social context).
8. Gather and review intake information, giving balanced attention to individual, family, community, cultural, and contextual factors.
9. Determine who should attend therapy and in what configuration (e.g., individual, couple, family, extrafamilial resources).
10. Establish and maintain appropriate and productive therapeutic alliances with the clients.
11. Manage session interactions with individuals, couples, families, and groups.
12. Understand the major behavioral health disorders, including the epidemiology, etiology, phenomenology, effective treatments, course, and prognosis.
13. Develop hypotheses regarding relationship patterns, their bearing on the presenting problem, and the influence of extra-therapeutic factors on client systems.
14. Apply effective and systemic interviewing techniques and strategies.
15. Elicit a relevant and accurate biopsychosocial history to understand the context of the clients' problems.
16. Identify clients' strengths, resilience, and resources.
17. Prioritize treatment goals.
18. Structure treatment to meet clients' needs and to facilitate systemic change.
19. Write plans and complete other case documentation in accordance with practice setting policies, professional standards, and state/provincial laws.
20. Comprehend a variety of individual and systemic therapeutic models and their application, including evidence-based therapies and culturally sensitive approaches.
21. Deliver interventions in a way that is sensitive to special needs of clients (e.g., gender, age, socioeconomic status, culture/race/ethnicity, sexual orientation, disability, personal history, larger systems issues of the client).
22. Engage each family member in the treatment process as appropriate.
23. Defuse intense and chaotic situations to enhance the safety of all.
24. Move to constructive termination when treatment goals have been accomplished.
25. Evaluate interventions for consistency, congruency with model of therapy and theory of change, cultural and contextual relevance, and goals of the treatment plan.
26. Evaluate clients' outcomes for the need to continue, refer, or terminate therapy.
27. Respect multiple perspectives (e.g., clients, team, supervisor, practitioners from other disciplines who are involved in the case).
28. 1 Recognize situations in which ethics, laws, professional liability, and standards of practice apply.

29. Pursue professional development through self-supervision, collegial consultation, professional reading, and continuing educational activities.
30. Know the extant MFT literature, research, and evidence-based practice.
31. Understand the legal, ethical, and contextual issues involved in the conduct of clinical research and program evaluation.
32. Recognize opportunities for therapists and clients to participate in clinical research.
33. Critique professional research and assess the quality of research studies and program evaluation in the literature.

#### Masters of Strategic Leadership

updated 2-2022

1. Have an adaptable action plan that demonstrates strategic leadership competencies learned.
2. Identify opportunities to leverage data that drives business outcomes into the future.
3. Develop professional communication strategies.
4. Demonstrate how to build and lead thriving, innovative and successful teams.
5. Evaluate values-based decision-making skill.

#### Masters of Management

updated 2022

1. Construct solutions to management problems using, facts, concepts, principles and analytical techniques and theories used in the study of management.
2. Demonstrate a capacity to successfully engage in collaborative activities.
3. Express themselves through written and verbal communication to various audiences most desired by employers.
4. Apply human capital principles, risk management and laws to effectively create solutions to problems and solutions.

#### Masters of Arts in Criminal Justice

program discontinued

1. Students will be able to assess contemporary criminal justice policy and practices.
2. Students will be able to appraise how political, economic, educational, and social forces influence criminal justice policies and practices.
3. Students will be able to design preventive and proactive policies and practices that advance the cause of social justice.
4. Students will be able to determine the relevance of contemporary criminal justice theory.
5. Students will be able to formulate research papers which include a comprehensive review of evidence.
6. Students will be able to compose a strategic and effective presentation of their research papers.
7. Students will be able to summarize issues of diversity in crime and justice.
8. Students will be able to evaluate appropriate statistical analysis to make decisions about policy and practice outcomes and implications.
9. Students will be able to design research projects using appropriate methodology.

#### Doctor of Nursing Practice

1. Innovate approaches in advanced nursing practice and leadership using scientific evidence and theoretical concepts from nursing and other scientific disciplines.
2. Lead culturally-proficient, population-focused, continuous quality improvement initiatives in health care services influenced by systems thinking.
3. Critically translate best evidence from nursing and across scientific disciplines to inform quality improvement strategies aimed at safe, effective, and reliable patient-centered care.

4. Evaluate and communicate health care system performance outcomes resulting from the adoption of information systems and patient care technology.
5. Influence the development and implementation of equitable and ethical health care policy that improves health outcomes and advocates for the nursing profession within health care policy communities.
6. Employ consultative and leadership skills with intraprofessional and interprofessional teams to create change needed to improve the quality and delivery of health care for individuals and populations.
7. Propose and evaluate interventions and care delivery models to influence improvement of individual and population health with health promotion/disease prevention based on epidemiology, ethical, cultural and environmental considerations.
8. Role model an independent advanced nursing practice using refined clinical judgment, systems thinking, and accountability in delivering and evaluating evidence based, health promotion/disease prevention health care to individuals, aggregates, and diverse populations.

#### PhD Marriage and Family Therapy

1. Students' will make use of previously acquired knowledge and skills in more integrative and unique ways to resolve clinical problems presented by clients seeking individual, couple and family therapy.
2. Students' will demonstrate an understanding of facts and ideas in their respective specialization and explain how these facts and ideas inform and change the practice and application of MFT services and benefits.
3. Students' will create a dissertation or other project that will elaborate, improve, or theorize original or modified patterns or knowledge related to MFT practice, integration or leadership.
4. Students will acquire and model systems of cooperation and collaboration that extend the understanding of therapy beyond and outside of the therapy setting.