

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 process complex financial information
2. Accounting majors will organize a solution to a complex problem in an appropriate manner.
3. Accounting majors should be able to apply their knowledge to a new situation or set of facts.
4. Accounting majors should be able to exercise appropriate professional judgment.
5. Accounting majors should be able to reach appropriate fact-based decisions/recommendations/conclusions.
6. Accounting majors will communicate information in an appropriate professional manner including oral, written and technology-based communication.
7. Accounting majors will exhibit "ethically- responsible" decision-making skills.

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 Human Resources Management will be able to correctly identify and interpret laws affecting labor in the workplace.
2. Students graduating with a major in management will be able to prepare a strategic plan.
3. Management majors will correctly identify and apply cognitive motivational theories.

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

MIS

1. Lead an enterprise software development team in the development of large systems of software that meet high standards of quality. The standards include:
 - Well written and precise specifications of the deployed version of the software
 - Maintainable and extensible designs that are clearly documented
 - Well managed and documented implementations
2. Use the following computer science tools and concepts to facilitate the development of enterprise applications:
 - Project specification tools and techniques
 - Analysis and Design Methodologies and UML tools to facilitate the creation and documentation of software design
 - Project tracking software, concepts and techniques
 - Systematic Software Testing strategies and the tools and concepts necessary to facilitate the impact of testing on the final product
2. Make solid, intelligent and ethical decisions regarding their work and professional practice.
3. Contribute their time and resources to helping other members of the community at large

Missing: Visual Arts/Business

Department: Communications, Literature and Arts

Art

Goal 1: Art department graduates should demonstrate ability in visual and creative thinking, and craftsmanship and application of design principles in the production of artwork.

1. Students will select a specific problem in an area of interest and create a body of artwork integrating a strong concept with creative design, technique and craftsmanship.

Goal 2: Students completing an art degree in any of the three emphasis areas will demonstrate the ability to verbally articulate critical, historical and personal aesthetic analysis of artworks.

2. Students will complete a written essay of approximately 1200 words articulating their personal development as an artist and the relationship of their senior thesis work to contemporary and historical models.
3. Students will participate in three *all faculty* reviews, preceding the final all-faculty review, where they will orally articulate the development of their senior thesis studio problem through recognized standards and by comparison with other artists working within that media and/or concept area.

Goal 3: Demonstrate the ability to present one's artwork in a professional manner.

4. Students will cooperate in installing their Senior Thesis Exhibition in our Art Gallery on campus.
5. A graduating senior should be able to prepare a resume, and a digital portfolio/web site suitable for use in job interviews and/or graduate school applications

Goal 4: Advance to a career or graduate school in a liberal arts related area or, more specifically, to a visual arts related field such as graphic design, art education or fine arts.

6. 80% of art graduates will indicate that they have been employed in an entry-level career position related to the visual arts or liberal arts or accepted into a graduate school program.
7. 80% of art graduates will agree with the statement in the senior survey, "I am well prepared to be a graphic designer, art educator or a graduate student of fine arts, graphic design or art education.

Communication Studies

Students graduating with a Communication Studies major will demonstrate:

1. Comprehension of the central elements and shapes of the process of communication
2. Capability to think theoretically about communication
3. Capacity to apply communication theory to the understanding of real world communication phenomena
4. Competence in a selected form of communication
5. Capability in strategic communication

Public Relations

Students graduating with a Public Relations major will demonstrate:

1. An ability to explain key, defining elements of public relations
2. Comprehension of the history and ethical trajectory of the public relations field
3. A recognition of the traditional steps of strategic planning for public relations
4. Competence in engaging in the traditional steps of strategic planning for public relations
5. Capability in executing key PR communication skills, such as the writing of press releases

Journalism

1. Understand the essential defining elements of journalism.
2. Create a multi-media portfolio of work that demonstrates competence in writing, web site creation, and video reporting.
3. Competently execute key journalism communication skills, such as reporting and writing a complete story package

Multi-Media Design

1. Understand the central elements of communication and be able to apply them visually.
2. Reach competence in the ability to create publications in both print and on-line formats.
3. Demonstrate the capability to strategically apply communication.
4. Create a multi-media portfolio of work that demonstrates competence in print editing—including page layout software, photo editing software and drawing software, as well as on-line design.

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.

Speech/Drama

1. Through speaking and writing, demonstrate mastery of communication in a range of communication situations
2. Demonstrate knowledge of traditions of theatrical arts through analysis and performance
3. Demonstrate appreciation of creativity in others and in oneself
4. To understand how theatre and public speaking serve a community, bearing ethical responsibility toward an audience

Music

1. Music majors (minors) will demonstrate an ability to write 4-part chorales using proper voice leading techniques of the 18th 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).

Department: History, Politics and Justice

Criminal Justice

1. Graduates will demonstrate knowledge of the scientific approach
2. Graduates will integrate and synthesize various content areas of criminal justice.
3. Graduates will communicate effectively in both the oral and written form.
4. 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

1. Oral Communication: Political Science graduates will be able to orally communicate political science theories, research, analysis and conclusions in a clear, concise manner.
2. Written Communication: Political Science graduates will be able to effectively communicate political science concepts in written form.
3. Research: Political Science Students will be able to effectively conduct research in political science.

Department: Education

Education

1. Education majors will model effective oral communication techniques.
2. Education majors will model effective written communication techniques
3. Students will implement varied instructional strategies that follow effective teaching guidelines.
4. Students will use assessment to monitor student learning and inform instructional planning and decisions to meet the learners' needs,
5. Students will demonstrate proficiency in both long and short term planning, recognizing their contributions to teaching and learning.
6. Students will demonstrate knowledge of the subject areas for which they will be responsible as teachers, including major concepts and skills.
7. Students apply principles of classroom organization and management to create a safe environment that promotes learning, self-motivations, self-discipline, and social responsibility.
8. Students will model a reflective approach by evaluating, experimenting with, and revising strategies.
9. Students will create equitable instructional opportunities by accommodating diverse learning styles, experiences, intelligences, and modes of communication.

Department: Natural, Mathematics and Computer Sciences

Math

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

1. After completing the requirements for a biology major, more students will respond positively to survey questions regarding the value of knowledge about biology and the impacts of biology on society.
2. After completing the requirements for a biology major, more students will respond positively to survey questions regarding the importance of non-human organisms and environmental issues as they impact society and the world.
3. After completing the requirements for a biology major, students will in oral and in written form apply the scientific method to analyze, synthesize, and integrate scientific information into coherent and logical conclusions. Within this context, students will a) understand and use objective analysis using statistics, b) produce papers employing the scientific format with proper grammar.
4. After completing the requirements for a biology major, students will be competent in use of computers with regards to word processing, statistical analysis of data, information access, and presentation of scientific information.
5. After completing the requirements for a biology major, students will be able to properly use equipment and technology to observe biological phenomena at the cellular, tissue, and organismic levels as well as be familiar with basic laboratory and field instrumentation and equipment.
6. After completing the requirements for a biology major, students will apply information from their core required classes in synthesis questions that relate to the multifaceted nature of biology

Outdoor Conservation

1. After completing the requirements for the outdoor conservation major, students will in oral and in written form apply the scientific method to analyze, synthesize, and integrate scientific information into coherent and logical conclusions. Within this context, students will a) understand and use objective analysis using statistics, b) produce papers employing the scientific format with proper grammar.
2. After completing the requirements for an outdoor conservation major, students will be competent in use of computers with regards to word processing, statistical analysis of data, information access, and presentation of scientific information.
3. After completing the requirements for an Outdoor Conservation major, students will be able to employ various methodologies and equipment for sampling terrestrial and aquatic environments.
4. After completing the requirements for an Outdoor Conservation major, students will be able to analyze an environmental problem from biological, sociological, economic, and political viewpoints.

Computer Science

1. Students will understand and be able to express a set of fundamental computer science concepts in a programming language as related to a special project. The students should choose either an object-oriented language or a declarative, procedural language and be able to defend their choice of language.
2. Students will be able to create, modify and extend well constructed abstractions that facilitate the design, implementation and extensibility of the resulting source code.
3. Students will be able to design and analyze complex algorithms that do useful work.
4. Students will have an understanding of 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.
5. 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.
6. 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, science and nursing in professional nursing practice.
2. Respect the value and dignity of human life.
3. Implement appropriately selected nursing interventions.
4. Embrace the culture of the profession of nursing.
5. Engage in experiences which promote personal and professional growth

RN to BSN

1. Integrate knowledge derived from liberal arts, science and nursing in professional nursing practice.
2. Respect the value and dignity of human life.
3. Implement appropriately selected nursing interventions.
4. Embrace the culture of the profession of nursing.
5. Engage in experiences which promote personal and professional growth

Missing: Health Services

Department: Philosophy and Religion

Religious Studies

1. To appreciate the diversity in our world through their study of a variety of beliefs and theological theories.
2. To have analytical skills that have been developed through their study of similarities and differences between various beliefs and theological theories.
3. To understand historical influences on theological theories and beliefs.
4. To understand the major methodologies and approaches used in the fields of religious studies.
5. To understand how religious belief entails ethical responsibility to **seek justice** for poor and vulnerable people.

Philosophy

1. A student will use the intellectual tools of good reasoning.
2. A student will apply knowledge of major Western and non-Western philosophers to the basic questions of human existence.
3. A student will express rationally and creatively her own philosophy of life.
4. A student will integrate philosophy with some other intellectual discipline, and communicate this integration in both written and oral form.
5. A student will be able to complete a major research project using both primary and secondary sources.
6. A student will be able to apply philosophical principles and reflection to a major contemporary ethical question.

Department: Psychology, Social work, Sociology, International Studies

Psychology

Goal 1: Knowledge Base of Psychology Students will demonstrate familiarity with the major concepts, theoretical perspectives, empirical findings and historical trends in psychology.

1. Psychology majors will be able to characterize the nature of psychology as a scientific discipline. They will explain why psychology is a science, including the basic characteristics of the science and will be able to identify and explain the goals of psychology (describe, understand, predict and control behavior and mental processes).
2. Psychology majors will be able to use the concepts, language and major theories of the discipline to account for psychological phenomena by describing constructs empirically and using research and theory to understand and explain behavior.
3. For each of the major perspectives of psychology (behavioral, biological/evolutionary, cognitive, humanistic, psychodynamic and sociocultural) students will be able to explain the perspective, compare and contrast the perspectives and describe the advantages and limitations of each perspective.

Goal 2: Research Methods in Psychology Students will be able to understand and apply basic research methods in psychology, including research design, data analysis and interpretation.

4. 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. Develop scientific literacy skills such as:
 - a. Use relevant databases to design and conduct basic studies to address psychological questions using appropriate research methods.
 - b. Analyze, interpret, report data and draw conclusions using appropriate statistical strategies to address different types of research questions and hypotheses
 - c. Use APA style effectively.

Goal 3: Critical Thinking Skills in Psychology Students will use critical thinking and the scientific approach to solve problems related to behavior and mental processes.

7. Evaluate the quality of information (e.g. the source, context or credibility of information), including differentiating scientific from non-scientific evidence.
8. Form reasoned judgments based on psychological theory and empirical data.

Goal 4: Values in Psychology Students will value ethical behavior.

9. Understand the APA Code of Ethics in relation to the science and practice of psychology.
10. Use information ethically and responsibly (e.g., quote, paraphrase and cite correctly from a variety of sources while avoiding plagiarism.)

Goal 5: Personal and Career Development Students will develop insight into their own behavior and mental processes and apply effective strategies for self-management, career planning and career choice.

11. Demonstrate insightful self-awareness of one's values and behavior.
12. Communicate effectively both orally and in writing.
13. Articulate the types of academic experience that will facilitate entry into the workforce, post baccalaureate education, or both.
14. Articulate a rationale for preferred career paths based on accurate self-assessment (e.g. abilities, achievement, motivation, goals, work habits, skills or occupational knowledge).

Social Work

1. Graduates of the Mount Mercy College Social Work Program will have demonstrated their knowledge of the history of the social work profession; **its core values, ethical standards and principles**; and its historical and current functions as part of a larger social welfare system.
2. Graduates of the Mount Mercy College Social Work Program will have demonstrated their knowledge of how social welfare policies are developed and modified, and how social programs function to implement these policies
3. Graduates of the Mount Mercy College Social Work Program will have demonstrated their ability to analyze the impact of social policies on clients systems, workers, and agencies, and to participate in formulating and influencing recommendations for policy change.
4. Graduates of the Mount Mercy College Social Work Program will have demonstrated their knowledge of the interrelationship among social welfare institutions and programs and how they function as part of the existing social service delivery system.
5. Graduates of the Mount Mercy College Social Work Program will have demonstrated their ability to participate in influencing planned change in societal conditions, social policy, agencies, and programs in ways that advance social and economic justice.
6. Graduates of the Mount Mercy College Social Work Program will have demonstrated their knowledge of a planned change approach to social work practice and **skill in its ethical application** when working with and on behalf of individuals, families, and groups, organizations, and communities.
7. Graduates of the Mount Mercy College Social Work Program will have demonstrated their ability to utilize introspection, supervision/consultation, and research methodology to critically evaluate themselves as entry-level generalist social work practitioners and to take appropriate steps to address the concerns that arise.
8. Graduates of the Mount Mercy College Social Work Program will have demonstrated their ability to analyze the design and methodology of research studies, discuss the application of research findings to practice situations and with supervision and consultation, incorporate relevant findings into their practice.
9. Graduates of the Mount Mercy College Social Work Program will have demonstrated critical thinking skills through their ability to appraise, analyze, and apply multiple sources of knowledge as they determine the most effective interventions for working with individuals, families, groups, organizations, communities and colleagues
10. Graduates of the Mount Mercy College Social Work Program will have demonstrated their ability to identify the bases of discrimination and oppression, the channels through which they are expressed, the impact they have on small and large systems, and to conduct their own practice without discrimination or oppression.
11. Graduates of the Mount Mercy College Social Work Program will have demonstrated their understanding of and respect for the positive contribution of diversity in client and other systems, their ability to identify the impact that diversity has on transactions between and among systems in the environment, and to employ respect for that diversity as they conduct their practice without discrimination or oppression.
12. Graduates of the Mount Mercy College Social Work Program will have demonstrated their ability to use written and oral communication appropriate to practice situations in which they are engaged.
13. Graduates of the Mount Mercy College Social Work Program will have demonstrated their ability to understand the organizational context and structure of social service agencies and to function effectively within that context
14. Graduate of the Mount Mercy Social Work Program will have demonstrated professional demeanor and behavior when working with and on behalf of client systems, colleagues, and community, and when representing the profession to the larger society.
15. Graduates of the Mount Mercy College Social Work Program will have demonstrated an understanding of the empirically based theoretical frameworks that identify and explain variables that influence human development and behavior, and the application of that understanding to ethical generalist social work practice.

Sociology

1. Effective communication skills. Learn to apply critical thinking skills in conducting sociological research and effectively communicate/convey their findings/ideas with the general public and an audience outside the discipline.
2. Students majoring in Sociology should develop adequate skills in critical thinking and analysis in order to become responsible citizens in whatever capacity they will serve after graduation.

3. Students will have to demonstrate their ability to assess the validity of statements made in various assigned readings, positions taken by other student in class related to assigned material, as well as their own positions on issues being discussed.
4. Application of sociological analysis in real world situations.

International Studies

1. Ability to Connect Local to Global Issues
 - Learn to apply critical thinking skills in comprehending organizational structure of the agency/company in which he/she is placed as an intern.
 - Ability to comprehend and appreciate the nature and extent of a given agency/company's involvement in activities/businesses beyond the local and national boundaries
 - Ability to articulate on the growing significance of operating at the global level for local agencies and companies
2. Students majoring in International Studies should develop adequate skills in critical thinking and analysis in order to become responsible citizens in whatever capacity they will serve after graduation
 - Upon completion of their Senior Thesis students have to demonstrate their ability to assess the validity of statements made in various assigned readings, as well as their own positions on issues being discussed.
3. Effective communication skills
 - Learn to apply critical thinking skills in conducting research and effectively communicate/convey their findings/ideas with the general public and an audience outside the discipline.

Graduate Programs

Masters of Business Administration

1. **Effective Problem Solving/Critical Thinking Skills** Students will be able to demonstrate effective problem-solving and critical thinking skills by developing solutions to address real-life organizational problems.
2. **Strategic/Systemic Mindset** Students will become skilled in analyzing organizations from a systemic perspective and critically evaluating the possible alternatives for strategic decisions that fit the economic environment and cultural characteristics of the organization.
3. **Quantitative Focus** Students will learn how to interpret data and apply quantitative models/ methods to create an analysis of today's organizations in financial and economic terms.
4. **Effective Communication** Students will be able to demonstrate effective skills in all modes of communication (oral and written) in a variety of scenarios (i.e. one on one meetings to large group presentations, creation of business memos to white papers).
5. **Teamwork Behavior** Students will be able to differentiate between effective and dysfunctional team behavior and will exhibit effective teaming skills while working with classmates/workplace colleagues while engaged in team projects
6. **Professional Ethics** Students will understand how their personal values will influence their decisions in relation to ethical dilemmas and situations they will face within the program and the workplace.

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 familiarity with the major concepts, theoretical perspectives and techniques of major marriage and family therapy and systemic models of therapy.
2. Students will develop research skills necessary to read and evaluate the latest advances in the therapy field.
3. Students will think reflectively and critically about theoretical, legal and practice issues in the field of marriage and family therapy.
4. Students will develop empathic, respectful and congruent interpersonal skills in order to work successfully with individuals, couples, families and groups in educational, community and mental health settings.
5. Students will communicate effectively using oral, written, listening, non-verbal attending and observational skills.
6. Students will develop mental health and marriage and family therapy skills necessary to assess, evaluate and intervene with individuals, couples and families and their development.
7. Students will maintain an inclusive, multicultural, systemic and global perspective, emphasizing social justice, equity and loyalty to the ideals of the Sisters of Mercy.

Masters of Strategic Leadership

Students will:

1. Acquire a systems-wide approach to managing organizations.
2. Develop and apply organizational leadership skills through community-based, hands-on projects.
3. Optimize human resource potential within an organization
4. Evaluate organizational culture relative to organizational constraints
5. *Utilize effective, professional communication skills
6. *Build responsible and ethical community leadership
*Shared objective with MBA program

Masters of Arts in Criminal Justice

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 carry out 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.