

Discipline: MBA/MSM Graduate Business Programs

Mission

The Schools of Graduate and Professional Studies are a community dedicated to educating women and men to become persons capable of independent and reflective thought and action. They seek to develop in their studies the strengths and abilities required to respond to the needs and challenges of the times.

Goal 1: Graduate business candidates should demonstrate the ability to lead in organizational situations.

Objective 1: Mastery of Leadership Theories:

Through class discussions, instructor and student led, candidates should demonstrate the ability to apply various leadership theories: Emotional Intelligence, Theory Y and Theory X, Maslow and Leading Teams to appropriate workplace situations.

Outcome 1: In the Leadership and Management Processes course, candidates must successfully complete six short papers, a final research paper, and a presentation. At the end of the process, 85% of the candidates will score a 3 or higher in each area of a rubric that tests writing, organization, research, and content.

Objective 2: Ability to Demonstrate Ethical Reasoning

Candidates will analyze instructor led case studies and determine how rules of law apply to relevant facts of each case. Candidates will participate in instructor led discussions of topical ethical issues.

Outcome 2: Candidates must complete individual research projects, three argument papers discussing corporate ethical or environmental ethical issues and a final paper (an analysis of a legal issue with ethical ramifications). 85% of the candidates will score at least a 3 on each area of a rubric that tests writing, research, content and the ability to apply ethical reasoning in the final paper.

Goal 2: Graduate business candidates should demonstrate the ability to adapt to a changing global environment, to cope with unforeseen events, and to manage in unpredictable environments.

Objective 1: Demonstrate an Understanding of Multiculturalism and Diversity in the Workplace:

Candidates will participate in group and instructor led discussions (to obtain a practical definition of multiculturalism/diversity in the workplace. Class discussions on how to apply concepts to increase effectiveness in today's multicultural social/work environment. Application of Hofstede's work on cultural differences.

Outcome 1: On a final paper and a presentation that deal with independent research and researching an organization to determine the multicultural/diversity dynamic, 85% of the candidates will score a 3 or higher in each rubric area that deals with writing, research, content, and the ability to assess the multicultural/diversity dynamic of an organization.

Goal 3: Graduate business candidates should demonstrate competence and judgmental skills in using quantitative models for planning and decision making. Candidates should also demonstrate achievement of master's level learning goals to develop and implement strategic planning within an organization.

Objective 1: Ability to Interpret Statistical Analysis

Through instructor led examples and class discussions, candidates should demonstrate competency in use of Excel software, competency in forecasting models, and application of quantitative methods in making managerial decisions.

Outcome 1: Candidates must successfully complete a model based on concepts learned in the class. Final project model must be built in Excel and quantitative based. Candidates will demonstrate model in a class presentation. 85% of the candidates will score a 3 or higher in each rubric area that assess Excel competency, quantitative accuracy, writing ability, research, and overall content.

Objective 2: Demonstrate Competency for Establishing a Strategy Process within an Organization

Instructor and class led discussions will cover the five principles of a strategy focused organization. Candidates will develop competency in creating mission/vision statements and a SWOT analysis. Candidates should also develop tools and methods to analyze business strategies.

Outcome 2: Students will present individual case studies each week. In a final paper, each student will develop a strategic process within an organization, and make a final presentation to the class. 85% of the class will score at least a 3 on a rubric testing writing, content, and the ability to implement a strategic plan within an organization based on the five principles of a strategy-focused organization.

GOAL #4 Students must demonstrate that they are able to go forth into the workplace and have the skills necessary to direct and manage all aspects of a business enterprise.

Objective 1 Students will work with an assigned thesis advisor to write and present a detailed and professional thesis paper. The thesis takes the form of an in-depth examination of an issue relating to business or leadership.

Outcome 1: On their final papers, student must achieve at least a 10 out of 16 points total on a rubric that assesses overall strength in the areas of business leadership, organizational ability, quantitative analysis, and communication skills.