

Appendix Standard 4
Criterion 4.1 Institutional, School of Business and Management and Degree Learning Outcomes

University Mission Statement

Thomas Edison State College provides flexible, high-quality, collegiate learning opportunities for self-directed adults.

School of Business and Management Mission Statement

The School of Business and Management delivers a practitioner-oriented, competency-based business education within a learner-centered distance learning environment that prepares ethically responsible, value creating and globally engaged business professionals, entrepreneurs and leaders.

School of Business and Management Learning Outcomes

1. Demonstrate mastery of in-depth knowledge of the major questions, debates and methodologies in their field or profession.
2. Use critical thinking, reflective and research skills to evaluate theory to make informed decisions and improve practice in their field.
3. Communicate knowledge in a variety of ways that positively affect the organization in which they work
4. Apply ethical decision making in research, evaluation, organizational culture and communities.
5. Integrate and effectively use technology in evaluating information and its sources in practical application in field of study.
6. Recognize cultural influences in organization and community decision making.

School of Business and Management Undergraduate Learning Outcomes

The School of Business and Management articulates six undergraduate learning outcomes aligned with the Institutional college level graduate learning outcomes that all learners are expected to master upon graduation.

1. Intellectual Inquiry and Communication Orientation Demonstrate written and oral communication skills targeting specific purposes and audiences.
2. Intellectual Inquiry and Communication Orientation Demonstrate written and oral communication skills targeting specific purposes and audiences.
3. Technology and Data Orientation
Evaluate data and technologies to enable business growth and sustainability in global context.
4. Knowledge and Practice Orientation
Evaluate key theories, models and applications within the global business context.
5. Culture and Diversity Orientation
Support the creation of diverse, collaborative and tolerant organizations.
6. Ethics and Decision Making Orientation
Formulate ethics-based approaches in making business decisions and prescribing organizational action.
7. Intellectual Inquiry and Communication Orientation
Demonstrate written and oral communication skills targeting specific purposes and audiences.

Degree (Programmatic) Level Learning Outcomes
Bachelors of Science in Business Administration
1. Business Content Orientation ▪ Apply key theories, models and applications within the global business context.
2. Analytic and Critical Thinking Orientation ▪ Demonstrate critical thinking skills in business related situations.
3. Quantitative Reasoning Orientation ▪ Employ empirical approaches to planning and decision-making using quantitative reporting mechanisms.
4. Communication Orientation ▪ Demonstrate written and oral skills appropriate for business communication.
5. Ethics and Legal Orientation ▪ Analyze business and organizational situations using ethical approaches to decision making.
6. Technology Orientation ▪ Apply technology to enable business growth, development and sustainability.

School of Business and Management Graduate Level Learning Outcomes
The School of Business and Management articulates six graduate level learning outcomes aligned with the Institutional graduate learning outcomes that all learners are expected to master upon graduation.
1. Knowledge and Practice Orientation ▪ Demonstrate competency researching and applying key business-related theories, models and methods within the global commercial context.
2. Analytic Orientation ▪ Apply cognitive skills including analysis, synthesis and evaluation in strategic planning, operations management and technology integration.
3. Intellectual Inquiry and Communication Orientation ▪ Employ inquiry, listening and presentation skills associated with business communications.
4. Ethics and Decision Making Orientation ▪ Formulate ethics-based approaches to executive, cultural and stakeholder leadership in making business decisions and prescribing organizational action.

Degree (Programmatic) Level Learning Outcomes
Master of Science in Management Learning Outcomes
1. Business Content Orientation ▪ Evaluate management practices within a global context.
2. Analytic and Critical Thinking Orientation ▪ Analyze human capital productivity data associated with business development, growth, and sustainability.
3. Quantitative Reasoning Orientation ▪ Evaluate financial and economical strategic planning models within organizations.

4. Communication Orientation
▪ Demonstrate written and oral communication skills targeting business-related purposes and audiences.
5. Ethics and Legal Orientation
▪ Apply ethical, legal and data-informed decision making in management policies, procedures and business recommendations.
6. Leadership Orientation
▪ Analyze leadership strategies within a variety of business models

Master of Science in Human Resource Management - Learning Outcomes

1. Business Content Orientation
▪ Evaluate human capital management practices within a global context.
2. Analytic and Critical Thinking Orientation
▪ Evaluate human capital data management, analytics, and reporting technologies.
3. Quantitative Reasoning Orientation
▪ Analyze strategic, financial, and operational plans.
4. Organizational Change Orientation
▪ Assess human capital needs in the context of organizational change.
5. Ethics and Legal Orientation
▪ Apply ethical, legal, and data-informed decision making to human resource management policies.
6. Technologies Orientation
▪ Evaluate compensation methods and benefits planning models.

Master of Business Administration - Learning Outcomes

1. Communications Orientation
▪ Communicate effectively in a variety of formats.
2. Business Content Orientation
▪ Identify the key issue(s) facing a business or business subdivision.
3. Quantitative Reasoning Orientation
▪ Utilize qualitative and quantitative methods to investigate and solve critical business problems.
4. Analytic and Critical Thinking Orientation
▪ Integrate tools and concepts from multiple functional areas, (e.g. finance, marketing, operations), to solve business problems.
5. Ethics and Legal Orientation
▪ Evaluate and integrate ethical considerations when making business decisions.
6. Diversity and Multicultural Orientation
▪ Incorporate diversity and multicultural perspectives when making business decisions.