### University Mission and Vision

**Mission:** Cardinal Stritch University, sponsored by the Sisters of St. Francis of Assisi and rooted in the liberal arts tradition, transforms lives and communities through servant leadership, learning, and service. The University is guided by the Catholic, Franciscan values of creating a caring community, peacemaking, showing compassion, and reverencing creation as we embrace and cultivate the diversity of all of God’s creation.

**Vision:** Rooted in the values of Catholic Christianity and inspired by the spirit of St. Francis and St. Clare of Assisi and the heritage of the Sisters of St. Francis of Assisi, Stritch is an academic community called to transform individuals to "approve the better things" as they discover their purpose in life. The University encourages academic excellence, along with intellectual, spiritual, and social growth among its entire community – faculty, staff, and students of all ages, faiths, and ethnic backgrounds.

### College of Business and Management Mission and Vision

**Mission:** Our mission is to prepare adaptive business leaders for the 21st Century shaped by a Franciscan moral worldview who balance people, planet, and profit in service to a greater good. Our graduates use their innovative, global, cross-cultural, collaborative, and critical thinking abilities to advance corporate social responsibility and sustainability.

**Vision:** Our vision is to become the best choice business school in the Midwest, known for innovative best practices, where the student experience forms the basis for all decision-making.

### College of Business and Management Learning Outcomes

2. Conduct and critically apply appropriate research to business issues.
3. Apply appropriate quantitative skills and use appropriate technologies to evaluate and analyze problems related to business.
4. Engage in effective problem solving by evaluating theoretical concepts and applying theory to practice.
5. Relate Franciscan Values and Intellectual traditions and the ethical systems that support them to business actions.
6. Produce team-based solutions to address organizational challenges and issues.
7. Employ cross-cultural competency to function effectively and adapt rapidly to the challenges of global business contexts.

### Bachelor of Science Business Administration Program Learning Outcomes

1. Apply management theory to practical business problems and opportunities
2. Understand and use information systems in business operations and address business problems and opportunities utilizing appropriate technological tools
3. Perform applied data analysis using statistical methods
4. Interpret the impact of economic factors on business operations and decisions
5. Understand the impact of the legal environment and apply legal principles to business structure and operations
6. Demonstrate an understanding of marketing in the global economy by developing a complete marketing plan
7. Use accounting systems and cost data to plan and manage operations
8. Understand and apply the fundamentals of current asset and liability management, and long-term financing theory and techniques
9. Apply ethical consideration both to operating and strategic decision-making
10. Integrate business functions by identifying and analyzing an interdisciplinary business problem in strategic management, and presenting and defending a proposed solution
<table>
<thead>
<tr>
<th>University Mission and Vision</th>
<th>College of Business and Management Mission and Vision</th>
<th>College of Business and Management Learning Outcomes</th>
<th>Bachelor of Science Management Program Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mission:</strong> Cardinal Stritch University, sponsored by the Sisters of St. Francis of Assisi and rooted in the liberal arts tradition, transforms lives and communities through servant leadership, learning, and service. The University is guided by the Catholic, Franciscan values of creating a caring community, peacemaking, showing compassion, and reverencing creation as we embrace and cultivate the diversity of all of God’s creation.</td>
<td><strong>Mission:</strong> Our mission is to prepare adaptive business leaders for the 21st Century shaped by a Franciscan moral worldview who balance people, planet, and profit in service to a greater good. Our graduates use their innovative, global, cross-cultural, collaborative, and critical thinking abilities to advance corporate social responsibility and sustainability.</td>
<td>1. Communicate effectively for the business environment in written and oral formats. 2. Conduct and critically apply appropriate research to business issues. 3. Apply appropriate quantitative skills and use appropriate technologies to evaluate and analyze problems related to business. 4. Engage in effective problem solving by evaluating theoretical concepts and applying theory to practice. 5. Relate Franciscan Values and Intellectual traditions and the ethical systems that support them to business actions. 6. Produce team-based solutions to address organizational challenges and issues. 7. Employ cross-cultural competency to function effectively and adapt rapidly to the challenges of global business contexts.</td>
<td>1. Apply management theory to organizational design and human resource management 2. Understand and apply the elements of various quality management systems models 3. Use communication and information processes to coordinate and control organizational activities 4. Use information processing systems in organizational management 5. Perform applied data analysis using statistical methods 6. Describe the impact of organizational structure on organizational behavior and apply organization behavior to solve managerial problems 7. Apply the functions of human resources management and development by addressing personnel issues in both the public and private sectors 8. Demonstrate an understanding of marketing in the global economy by developing a complete marketing plan 9. Apply ethical considerations both to operating and strategic decision-making 10. Integrate quality management principles with basic management theory to achieve continuous quality improvement in the workplace</td>
</tr>
<tr>
<td><strong>Vision:</strong> Rooted in the values of Catholic Christianity and inspired by the spirit of St. Francis and St. Clare of Assisi and the heritage of the Sisters of St. Francis of Assisi, Stritch is an academic community called to transform individuals to “approve the better things” as they discover their purpose in life. The University encourages academic excellence, along with intellectual, spiritual, and social growth among its entire community – faculty, staff, and students of all ages, faiths, and ethnic backgrounds.</td>
<td><strong>Vision:</strong> Our vision is to become the best choice business school in the Midwest, known for innovative best practices, where the student experience forms the basis for all decision-making.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---
Standard 4: Measurement and Analysis of Student Learning and Performance
Program Learning Outcomes

<table>
<thead>
<tr>
<th>University Mission and Vision</th>
<th>College of Business and Management Mission and Vision</th>
<th>College of Business and Management Learning Outcomes</th>
<th>Bachelor of Science Human Service Management Program Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mission:</strong> Cardinal Stritch University, sponsored by the Sisters of St. Francis of Assisi and rooted in the liberal arts tradition, transforms lives and communities through servant leadership, learning, and service. The University is guided by the Catholic, Franciscan values of creating a caring community, peacemaking, showing compassion, and reverencing creation as we embrace and cultivate the diversity of all of God’s creation.</td>
<td><strong>Mission:</strong> Our mission is to prepare adaptive business leaders for the 21st Century shaped by a Franciscan moral worldview who balance people, planet, and profit in service to a greater good. Our graduates use their innovative, global, cross-cultural, collaborative, and critical thinking abilities to advance corporate social responsibility and sustainability.</td>
<td>1. Communicate effectively for the business environment in written and oral formats.</td>
<td>1. Explain the social, economic, and political issues that shape the human services environment</td>
</tr>
<tr>
<td><strong>Vision:</strong> Rooted in the values of Catholic Christianity and inspired by the spirit of St. Francis and St. Clare of Assisi and the heritage of the Sisters of St. Francis of Assisi, Stritch is an academic community called to transform individuals to “approve the better things” as they discover their purpose in life. The University encourages academic excellence, along with intellectual, spiritual, and social growth among its entire community – faculty, staff, and students of all ages, faiths, and ethnic backgrounds.</td>
<td><strong>Vision:</strong> Our vision is to become the best choice business school in the Midwest, known for innovative best practices, where the student experience forms the basis for all decision-making.</td>
<td>2. Conduct and critically apply appropriate research to business issues.</td>
<td>2. Apply basic management theories and functions to practical problems and opportunities found in the human services field</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3. Apply appropriate quantitative skills and use appropriate technologies to evaluate and analyze problems related to business.</td>
<td>3. Explain how basic ethical and legal principles apply to the delivery of human services</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4. Engage in effective problem solving by evaluating theoretical concepts and applying theory to practice.</td>
<td>4. Identify the roles and relationships among stakeholders, such as board members, patrons, and governmental entities in human services organizations</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5. Relate Franciscan Values and Intellectual traditions and the ethical systems that support them to business actions.</td>
<td>5. Use statistics and data analysis to support managerial decision-making</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6. Produce team-based solutions to address organizational challenges and issues.</td>
<td>6. Apply the functions of human resources management to personnel issues in public and private sectors</td>
</tr>
<tr>
<td></td>
<td></td>
<td>7. Employ cross-cultural competency to function effectively and adapt rapidly to the challenges of global business contexts.</td>
<td>7. Apply communication and information processes to the promotion of human services organizations</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>8. Use appropriate financial and budgetary techniques to effectively manage human services organizations</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>9. Develop a marketing or fundraising plan for an existing or potential human services project</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>10. Integrate management theories and techniques in the development of a proposed solution to a problem or opportunity in a human services organization</td>
</tr>
<tr>
<td>University Mission and Vision</td>
<td>College of Business and Management Mission and Vision</td>
<td>College of Business and Management Learning Outcomes</td>
<td>Bachelor of Science Strategic Management Information Systems Program Outcomes</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>------------------------------------------------------</td>
<td>-----------------------------------------------------</td>
<td>--------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| **Mission:** Cardinal Stritch University, sponsored by the Sisters of St. Francis of Assisi and rooted in the liberal arts tradition, transforms lives and communities through servant leadership, learning, and service. The University is guided by the Catholic, Franciscan values of creating a caring community, peacemaking, showing compassion, and reverencing creation as we embrace and cultivate the diversity of all of God's creation.  
**Vision:** Rooted in the values of Catholic Christianity and inspired by the spirit of St. Francis and St. Clare of Assisi and the heritage of the Sisters of St. Francis of Assisi, Stritch is an academic community called to transform individuals to "approve the better things" as they discover their purpose in life. The University encourages academic excellence, along with intellectual, spiritual, and social growth among its entire community – faculty, staff, and students of all ages, faiths, and ethnic backgrounds. | **Mission:** Our mission is to prepare adaptive business leaders for the 21st Century shaped by a Franciscan moral worldview who balance people, planet, and profit in service to a greater good. Our graduates use their innovative, global, cross-cultural, collaborative, and critical thinking abilities to advance corporate social responsibility and sustainability.  
**Vision:** Our vision is to become the best choice business school in the Midwest, known for innovative best practices, where the student experience forms the basis for all decision-making. | **1.** Communicate effectively for the business environment in written and oral formats.  
**2.** Conduct and critically apply appropriate research to business issues.  
**3.** Apply appropriate quantitative skills and use appropriate technologies to evaluate and analyze problems related to business.  
**4.** Engage in effective problem solving by evaluating theoretical concepts and applying theory to practice.  
**5.** Relate Franciscan Values and Intellectual traditions and the ethical systems that support them to business actions.  
**6.** Produce team-based solutions to address organizational challenges and issues.  
**7.** Employ cross-cultural competency to function effectively and adapt rapidly to the challenges of global business contexts.  
**1.** Use mathematics to solve business problems  
**2.** Apply management theory to practical business problems and opportunities  
**3.** Use information management systems in organizational management  
**4.** Work with project team members in designing, building, and implementing value-added organizational information systems  
**5.** Explain how basic legal principles influence managerial decision-making in connection with organizational and corporate information systems  
**6.** Evaluate the ethical and social implications of the use of information in organizations and corporate settings.  
**7.** Assess how data communications fit into the strategic and tactical processes within an organization.  
**8.** Interpret the impact of economic factors on business operations and decisions.  
**9.** Apply the principles of basic accounting and financial analysis.  
**10.** Manage databases for organizing information and its retrieval in organizational decision-making.  
**11.** Describe how the relationship between marketing and information influences customer relationships and profitability.  
**12.** Evaluate how enterprise resource planning contributes to the flow of information within a company or organization.  
**13.** Evaluate information systems from the viewpoint of different stakeholders to collect, analyze, and use the information provided  
**14.** Demonstrate how information systems play strategic roles in providing tools and resources used in managing an organization and how integrating a corporation’s information systems can lead to competitive advantage |
Standard 4: Measurement and Analysis of Student Learning and Performance
Program Learning Outcomes

<table>
<thead>
<tr>
<th>University Mission and Vision</th>
<th>College of Business and Management Mission and Vision</th>
<th>College of Business and Management Learning Outcomes</th>
<th>Master of Business Administration Program Outcomes</th>
</tr>
</thead>
</table>
| **Mission:** Cardinal Stritch University, sponsored by the Sisters of St. Francis of Assisi and rooted in the liberal arts tradition, transforms lives and communities through servant leadership, learning, and service. The University is guided by the Catholic, Franciscan values of creating a caring community, peacemaking, showing compassion, and reverencing creation as we embrace and cultivate the diversity of all of God’s creation. | **Mission:** Our mission is to prepare adaptive business leaders for the 21st Century shaped by a Franciscan moral worldview who balance people, planet, and profit in service to a greater good. Our graduates use their innovative, global, cross-cultural, collaborative, and critical thinking abilities to advance corporate social responsibility and sustainability. | **1.** Communicate effectively for the business environment in written and oral formats.  
**2.** Conduct and critically apply appropriate research to business issues.  
**3.** Apply appropriate quantitative skills and use appropriate technologies to evaluate and analyze problems related to business.  
**4.** Engage in effective problem solving by evaluating theoretical concepts and applying theory to practice.  
**5.** Relate Franciscan Values and Intellectual traditions and the ethical systems that support them to business actions.  
**6.** Produce team-based solutions to address organizational challenges and issues.  
**7.** Employ cross-cultural competency to function effectively and adapt rapidly to the challenges of global business contexts. | **1.** Develop the capacity for adaptive and innovative leadership strategies  
**2.** Create sustainable organizational structures, systems, and processes that produce high quality business solutions and ethical business decisions  
**3.** Evaluate and synthesize research, business analytics, and data analyses to make informed and effective data driven business decisions  
**4.** Design critical thinking strategies to successfully manage complex local and international relationships within diverse populations, corporations, and organizations  
**5.** Evaluate and apply effective communication strategies for internal and external stakeholders across cultural and geographical boundaries  
**6.** Create continuous improvement through teamwork, innovation, and pragmatic responses to business challenges and opportunities  
**7.** Create strategies to align social responsibility and civic engagement to support people, planet, and profit in local and global communities |
| **Vision:** Rooted in the values of Catholic Christianity and inspired by the spirit of St. Francis and St. Clare of Assisi and the heritage of the Sisters of St. Francis of Assisi, Stritch is an academic community called to transform individuals to “approve the better things” as they discover their purpose in life. The University encourages academic excellence, along with intellectual, spiritual, and social growth among its entire community – faculty, staff, and students of all ages, faiths, and ethnic backgrounds. | **Vision:** Our vision is to become the best choice business school in the Midwest, known for innovative best practices, where the student experience forms the basis for all decision-making. | **1.** Communicate effectively for the business environment in written and oral formats.  
**2.** Conduct and critically apply appropriate research to business issues.  
**3.** Apply appropriate quantitative skills and use appropriate technologies to evaluate and analyze problems related to business.  
**4.** Engage in effective problem solving by evaluating theoretical concepts and applying theory to practice.  
**5.** Relate Franciscan Values and Intellectual traditions and the ethical systems that support them to business actions.  
**6.** Produce team-based solutions to address organizational challenges and issues.  
**7.** Employ cross-cultural competency to function effectively and adapt rapidly to the challenges of global business contexts. | **1.** Develop the capacity for adaptive and innovative leadership strategies  
**2.** Create sustainable organizational structures, systems, and processes that produce high quality business solutions and ethical business decisions  
**3.** Evaluate and synthesize research, business analytics, and data analyses to make informed and effective data driven business decisions  
**4.** Design critical thinking strategies to successfully manage complex local and international relationships within diverse populations, corporations, and organizations  
**5.** Evaluate and apply effective communication strategies for internal and external stakeholders across cultural and geographical boundaries  
**6.** Create continuous improvement through teamwork, innovation, and pragmatic responses to business challenges and opportunities  
**7.** Create strategies to align social responsibility and civic engagement to support people, planet, and profit in local and global communities |


### Standard 4: Measurement and Analysis of Student Learning and Performance

#### Program Learning Outcomes

<table>
<thead>
<tr>
<th>University Mission and Vision</th>
<th>College of Business and Management Mission and Vision</th>
<th>College of Business and Management Learning Outcomes</th>
<th>Master of Science Management Program Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mission:</strong> Cardinal Stritch University, sponsored by the Sisters of St. Francis of Assisi and rooted in the liberal arts tradition, transforms lives and communities through servant leadership, learning, and service. The University is guided by the Catholic, Franciscan values of creating a caring community, peacemaking, showing compassion, and reverencing creation as we embrace and cultivate the diversity of all of God’s creation.</td>
<td><strong>Mission:</strong> Our mission is to prepare adaptive business leaders for the 21st Century shaped by a Franciscan moral worldview who balance people, planet, and profit in service to a greater good. Our graduates use their innovative, global, cross-cultural, collaborative, and critical thinking abilities to advance corporate social responsibility and sustainability.</td>
<td><strong>1.</strong> Evaluate functions of planning, organization, and leadership from a managerial perspective.</td>
<td><strong>1.</strong> Evaluate functions of planning, organization, and leadership from a managerial perspective.</td>
</tr>
<tr>
<td><strong>Vision:</strong> Rooted in the values of Catholic Christianity and inspired by the spirit of St. Francis and St. Clare of Assisi and the heritage of the Sisters of St. Francis of Assisi, Stritch is an academic community called to transform individuals to “approve the better things” as they discover their purpose in life. The University encourages academic excellence, along with intellectual, spiritual, and social growth among its entire community – faculty, staff, and students of all ages, faiths, and ethnic backgrounds.</td>
<td><strong>Vision:</strong> Our vision is to become the best choice business school in the Midwest, known for innovative best practices, where the student experience forms the basis for all decision-making.</td>
<td><strong>2.</strong> Analyze principles of individual and organizational behavior from a managerial perspective and as a means of improving organizational effectiveness.</td>
<td><strong>2.</strong> Analyze principles of individual and organizational behavior from a managerial perspective and as a means of improving organizational effectiveness.</td>
</tr>
<tr>
<td><strong>Learning Outcomes</strong></td>
<td></td>
<td><strong>3.</strong> Assess human resources management functions and relate those functions to achieving organizational objectives.</td>
<td><strong>3.</strong> Assess human resources management functions and relate those functions to achieving organizational objectives.</td>
</tr>
<tr>
<td>1. Communicate effectively for the business environment in written and oral formats.</td>
<td>2. Conduct and critically apply appropriate research to business issues.</td>
<td>4. Apply team dynamics concepts to management and motivation of teams and team members.</td>
<td><strong>4.</strong> Apply team dynamics concepts to management and motivation of teams and team members.</td>
</tr>
<tr>
<td>3. Apply appropriate quantitative skills and use appropriate technologies to evaluate and analyze problems related to business.</td>
<td>4. Engage in effective problem solving by evaluating theoretical concepts and applying theory to practice.</td>
<td>5. Select appropriate data and perform applied data analysis using statistical methods to support informed management decisions.</td>
<td><strong>5.</strong> Select appropriate data and perform applied data analysis using statistical methods to support informed management decisions.</td>
</tr>
<tr>
<td>5. Relate Franciscan Values and Intellectual traditions and the ethical systems that support them to business actions.</td>
<td>6. Produce team-based solutions to address organizational challenges and issues.</td>
<td>6. Perform applied data analysis and research to solve management problems and to make decisions.</td>
<td><strong>6.</strong> Perform applied data analysis and research to solve management problems and to make decisions.</td>
</tr>
<tr>
<td>7. Employ cross-cultural competency to function effectively and adapt rapidly to the challenges of global business contexts.</td>
<td>7. Employ cross-cultural competency to function effectively and adapt rapidly to the challenges of global business contexts.</td>
<td>7. Apply basic principles of accounting and finance to managerial decision-making.</td>
<td><strong>7.</strong> Apply basic principles of accounting and finance to managerial decision-making.</td>
</tr>
<tr>
<td>8. Identify and evaluate common ethical principles that foster organizational effectiveness and social responsibility.</td>
<td>9. Evaluate how information technology facilitates organizational effectiveness.</td>
<td>8. Identify and evaluate common ethical principles that foster organizational effectiveness and social responsibility.</td>
<td><strong>8.</strong> Identify and evaluate common ethical principles that foster organizational effectiveness and social responsibility.</td>
</tr>
<tr>
<td>10. Develop and implement management strategies for a changing environment</td>
<td>11. Assess create problem-solving and decision-making techniques in order to develop opportunities for competitive advantage and organizational success.</td>
<td>9. Evaluate how information technology facilitates organizational effectiveness.</td>
<td><strong>9.</strong> Evaluate how information technology facilitates organizational effectiveness.</td>
</tr>
<tr>
<td>12. Integrate research, analytical, and content skills to identify and evaluate a managerial opportunity or challenge and apply the principles of strategic management to recommend a solution.</td>
<td>12. Integrate research, analytical, and content skills to identify and evaluate a managerial opportunity or challenge and apply the principles of strategic management to recommend a solution.</td>
<td>10. Develop and implement management strategies for a changing environment</td>
<td><strong>10.</strong> Develop and implement management strategies for a changing environment</td>
</tr>
</tbody>
</table>