



Lackawanna College

Academic Program Mission, Goals, and Learning Outcomes

Contents by Division

Division	Program Areas Included	Page
Business Division	Business, business administration, business studies, accounting, human resource management, leadership development, office management and supervision, sport management	2
Center for Technology Innovation and Trades	Carpentry and construction technology, cybersecurity, electric vehicle and advanced automotive technology, electrical technology, information technology, technology management, robotics and integrated technologies, welding and fabrication technology	5
Division of Health Sciences	Healthcare administration, health information technology, sonography, nursing, occupational therapy assistant, physical therapist assistant, surgical technology	10
Humanities Division	Professional Studies	17
Mathematics and Science Division	Health and Life Sciences	18
School of Hospitality	Culinary arts, baking and pastry, hospitality management, restaurant/food service management	19
School of Petroleum and Natural Gas	Petroleum and natural gas technology and business administration	23
Social Sciences Division	Criminal justice, human services, human services administration, paralegal studies	24
Division of Graduate Studies	Business administration, healthcare administration, higher education leadership, professional studies, organizational leadership/management	27

Business Division

Business Programs

Mission Statement

Lackawanna College's Business programs prepare students for successful careers across public and private sectors. These programs strive to cultivate critical thinking, problem-solving, and decision-making skills through a rigorous and relevant curriculum focused on practical application and experiential learning. Skills obtained through these programs may lead to positions of responsibility in manufacturing, service industries, healthcare, and government. Bachelor's graduates can apply to graduate programs in business or related fields.

Program(s) Goals

- Offer resources and support to help students explore career options and develop professional networks.
- Teach students how to use data and analytics to make informed business decisions.
- Equip students with the skills and knowledge to lead and motivate teams.

Business Administration (AS)

Program Learning Outcomes

- Analyze core business concepts of management, marketing, accounting, and economics.
- Apply communication, analytical, and problem-solving abilities in various scenarios.
- Discuss plans for market research, consumer behavior, and brand management.
- Employ e-commerce skills and concepts.

Business Studies (AS)

Program Learning Outcomes

- Analyze core business concepts of management, marketing, accounting, and economics.
- Apply communication, analytical, and problem-solving abilities in various scenarios.
- Discuss plans for market research, consumer behavior, and brand management.
- Employ e-commerce skills and concepts.

Business (BS)

Program Learning Outcomes

- Interpret financial data to determine profitability, productivity, and strategic planning.
- Analyze business promotion through advertising, marketing, customer service, and core goals of consumer industries.
- Recognize the global perspective on business principles and practices.
- Analyze the social and environmental impact of business decisions.

Accounting Programs (AS)

Mission Statement

The accounting program at Lackawanna College aims to provide a rigorous education that cultivates critical thinking, problem-solving, and communication skills, preparing graduates to meet the evolving demands of the accounting profession. The program delivers a curriculum emphasizing technical proficiency, ethical awareness, and the ability to analyze and interpret financial information for informed decision-making.

Program Goals

- Ensure students understand Generally Accepted Accounting Principles (GAAP) and other relevant standards.
- Develop students' skills in preparing and analyzing financial statements, conducting audits, and preparing tax returns.
- Equip students with the skills to utilize accounting software and other relevant technologies.

Program Learning Outcomes

Learners enrolled in an associate degree program will:

- Interpret financial statements to assess a company's financial health, profitability, and liquidity.
- Evaluate accounting principles, practices, and procedures.
- Develop budgeting, cost analysis, and performance evaluations for organizations.
- Implement ethical principles and professional standards in accounting.

Human Resource Management (BS)

Mission Statement

The Human Resource Management degree program prepares students for employment in the human resource field and to sit for the Professional in Human Resources (PHR) certification exam administered by the Human Resource Certification Institute (HRCI). Students will translate theoretical concepts into the practical solutions needed to address problems and perform strategically in the field of human resources. The program is aligned with curricular guidelines established by the Society of Human Resource Management (SHRM).

The goal of the Bachelor of Science in Human Resource Management degree program is to prepare graduates for employment as successful and effective HR professionals in the competitive, global business community.

Human Resource Management Program Learning Outcomes

Upon successful completion of this program, graduates will be able to:

- Demonstrate competency in core business disciplines and the ability to apply this knowledge to human resource management situations.
- Assess core human resource management policies, procedures, and processes.
- Evaluate statutory and legal requirements when administering human resource management policies and procedures.
- Assess human resource management issues in a global context and choose and defend resolutions.

- Apply appropriate research methods to the analysis of human resource management issues and communicate recommendations.

Leadership Development (AS)

Mission Statement

The associate in leadership development offers students a foundation of academic and leadership principles with the backdrop of customer service. The program encompasses practical applications delivered in an engaging environment and can be utilized immediately in the workplace. Students will gain working knowledge in areas of supervision, team-building skills, fundamental management techniques, and conflict management. Embedded in this degree are two certificates of proficiency in customer service and customer service management.

Program Learning Outcomes

- Identify and use fundamental skill sets necessary for academic and professional success.
- Explain key elements of successful customer service.
- Demonstrate the ability to work and communicate effectively with others.
- Understand the importance of one's role to the success of the organization.
- Learn to manage interpersonal relationships thoughtfully and productively.
- Demonstrate ability to work effectively with others by leading, negotiating, and collaborating as a team.
- Facilitate and assess effective processes and change management.
- Use appropriate strategies and solutions for dealing with unexpected conflicts and differences to maintain a productive workflow.
- Display a basic understanding of budget creation and management.
- Use logical thought processes to analyze and draw conclusions.
- Apply theory and practice of leadership principles in identifying organizational problems and opportunities and communicating recommendations.

Office Management and Supervision (AS)

Mission Statement

The Associate of Science in Office Management and Supervision program provides students with a comprehensive understanding of the fundamental principles and practices essential for overseeing and optimizing office functions. This program equips students with the skills to thrive in various administrative and supervisory roles within an office environment.

Program Learning Outcomes

- Demonstrate proficiency using various office applications, including word processing, spreadsheets, and presentation software, to improve office productivity and workflow.
- Apply business principles, including accounting, management, and marketing, to business situations.
- Examine the dynamics of workplace culture, collaboration, and multiculturalism.
- Apply fundamental management concepts and principles to oversee office operations.

Sport Management (AS)

Mission Statement

The Sport Management program at Lackawanna College, housed within the Business Division, is dedicated to cultivating dynamic leaders in the sports and recreation industries. The program empowers students to develop essential business acumen, strategic decision-making skills, and a deep understanding of sports management principles through rigorous academic coursework, experiential learning, and industry engagement. It is committed to preparing graduates for successful careers and lifelong learning in the evolving global sports marketplace.

Program Goals

- Equip students with the knowledge, skills, and practical experience necessary to excel in various roles within the sports and recreation industries.
- Instill a strong sense of ethical responsibility, integrity, and professionalism in sports management and business practices.
- Provide hands-on learning experiences through internships, case studies, industry partnerships, and co-curricular activities that bridge classroom knowledge with real-world applications.
- Build a foundation of critical business competencies, including strategic planning, marketing, financial management, and effective communication tailored to the sports industry.
- Facilitate opportunities for students to engage with industry professionals, alumni, and organizations to build a robust professional network.

Program Learning Outcomes

- Apply fundamental principles of management, marketing, finance, and economics to decision-making processes in sports and recreation organizations.
- Analyze the structure, governance, and operations of various sectors within the sports industry, including professional, collegiate, recreational, and nonprofit organizations.
- Utilize professional oral, written, and digital communication techniques to present ideas effectively.
- Design sports and recreation events, addressing logistics, budgeting, sponsorships, and marketing needs.
- Evaluate ethical dilemmas and legal considerations within sports management.

Center for Technology Innovation and Trades

Carpentry and Construction Technology

Mission

Lackawanna College's Carpentry and Construction Technology program's mission is to prepare students for high-demand carpentry positions in the residential and commercial construction fields. The program offers students a comprehensive educational experience, combining theory with extensive hands-on experiential training.

Program Description

The Carpentry and Construction Technology associate degree program prepares students to be Carpenters in the residential and commercial construction industry. Students will learn through classroom theory and practical, hands-on experience with blueprint reading and building design, site layout, foundations and formwork, masonry, floor framing, wall framing, roof framing, stair construction, interior and exterior finishing, kitchen and cabinet design, and cabinet construction and joinery techniques. Students will also be introduced to related electrical and plumbing techniques, cost estimating, construction contracts, and project management concepts. Emphasis is placed on the mechanical and problem-solving skills necessary to take an active role in modern construction.

Program Goals

- Equip students with a strong foundation in the principles and practices of a residential and commercial carpenter.
- Instill safety protocols and requirements to ensure responsible and safe practices.
- Foster critical thinking and innovative problem-solving skills to address the challenges and opportunities in the carpentry and construction industry.
- Prepare students for successful careers by developing their communication, teamwork, and leadership skills through internships and industry engagement opportunities.

Program Learning Outcomes

Learners enrolled in this associate degree program will:

- Articulate the fundamental principles and technologies used in the carpentry and construction industry.
- Apply knowledge of safety standards, OSHA regulations, Uniform Construction Code (UCC), and International Residential Code (IRC) requirements to ensure safe working practices, construction techniques, and design.
- Exhibit technical skills to design, construct, and maintain building systems in residential and commercial construction.
- Solve technical problems using critical thinking and analytical skills.
- Model teamwork and leadership skills in various professional settings within the carpentry and construction industry.
- Exhibit ethical standards and professional practices in the carpentry and construction industry.

Cyber Security (AS)

Mission

The Lackawanna College Cyber Security Program offers exceptional technical and innovative instruction for all students, consumers, and industry partners while adhering to the highest ethical standards upheld by the institution and community. The program is aligned with the National Security Agency's Center of Academic Excellence (CAE) designation. The program delivers this knowledge to the College's student body, helping them achieve technological competence and expertise.

Program Goals

- Equip students to identify, analyze, and respond to cybersecurity threats and vulnerabilities.
- Provide students with the tools to work effectively in teams to address cybersecurity challenges.

- Motivate students to continue professional development and stay current with evolving cybersecurity threats and technologies.

Program Learning Outcomes

- Interpret the fundamental concepts and techniques of cybersecurity.
- Analyze cybersecurity measures for all the major computer science components, including operating systems, networks, databases, programming, and information assurance.
- Apply coursework concepts to practical laboratory exercises to demonstrate cybersecurity skills.
- Recognize cybersecurity's ethical and moral responsibilities in the modern age.

Electrical Technology (AS)

Mission

Lackawanna College's Electrical Technician program's mission is to prepare students for high-demand electrical positions in the residential, commercial, and industrial electrical fields. The program offers students a comprehensive educational experience, combining theory with extensive hands-on experiential training.

Program Description

The Electrical Technician associate degree program prepares students to be Electrical Technicians in the residential, commercial, and industrial electrical fields. Students will learn residential, commercial, and industrial wiring, circuit design, and troubleshooting techniques. Students will gain practical, hands-on experience with electrical floor plans, cost estimating, conduit bending, low-voltage wiring, motor theory and design, motor control circuits, and programmable logic controllers. Emphasis is placed on OSHA safety requirements and the National Electrical Code (NEC).

Program Goals

- Equip students with a strong foundation in the principles and practices of an electrical technician, including residential, commercial, and industrial wiring, circuit design, and troubleshooting.
- Instill a deep understanding of safety protocols and National Electrical Code (NEC) requirements to ensure responsible and safe practices.
- Foster critical thinking and innovative problem-solving skills to address the challenges and opportunities in the electrical field.
- Prepare students for successful careers by developing their communication, teamwork, and leadership skills through industry engagement opportunities.

Program Learning Outcomes

Learners enrolled in this associate degree program will:

- Articulate the fundamental principles and technologies used in the electrical industry.
- Apply industrial safety standards, OSHA regulations, and NEC requirements to ensure safe working practices in the electrical industry.
- Exhibit the technical skills to construct, operate, and maintain electrical systems and equipment in residential, commercial, and industrial environments.
- Solve technical problems using critical thinking and analytical skills.
- Model teamwork and leadership skills in various professional settings within the electrical industry.

- Exhibit ethical standards and professional practices in the electrical industry.

Electric Vehicle and Advanced Automotive Technology (AS)

Mission

The Lackawanna College Electric Vehicle and Advanced Automotive Technology program offers exceptional technical and innovative instruction for all students, consumers, and industry partners, while adhering to the highest ethical standards upheld by the institution and community at large. The program is aligned with the goals and objectives of the National Institute for Automotive Service Excellence (ASE) standards. The program delivers this knowledge to the college's multicultural student body, helping them achieve technological competence and expertise.

Program Learning Outcomes

Learners enrolled in this associate degree program will:

- Demonstrate professionalism and safety appropriate for the automobile industry.
- Interpret and explain concepts and techniques within the automobile industry on internal combustion, hybrid, and electric vehicle drivetrains.
- Apply coursework lessons and demonstrations to hands-on exercises to exhibit competence within ASE guidelines.
- Prepare for written and hands-on certification exams, including PA State Inspection as well as multiple NC3/Snap-On credentials, which will be awarded upon successful completion of the tests and hands-on labs.

IT Cybersecurity and Technology Management – Cybersecurity (BS)

Mission

The Lackawanna College B.S. I.T. Cybersecurity Program and B.S. Technology Management-Cybersecurity Program is designed to prepare graduates to serve as competent, ethical, and innovative technology professionals capable of securing, managing, and advancing the information systems that underpin today's digital enterprises.

Program Description

The Bachelor of Science in Information Technology at Lackawanna College provides students with the knowledge, skills, and applied experience to design, implement, and manage information systems that meet the security and operational demands of modern organizations. The program is offered with two concentrations: IT Cybersecurity and Technology Management- Cybersecurity. Both tracks emphasize practical, hands-on learning, professional integrity, and the ability to align technology strategy with organizational objectives. The foundation for both programs is the A.S. Cybersecurity degree, which encompasses the first two years of study for students.

Program Goals

- Prepare students to evaluate and design security solutions that protect information systems against complex cybersecurity threats and vulnerabilities.
- Develop students' ability to lead and collaborate in multidisciplinary teams to manage and resolve complex issues across technology domains.

- Provide students with the ability to integrate emerging technologies, research, and best practices to advance cybersecurity and business objectives.
- Motivate students to engage in lifelong learning and professional growth through various means to stay current in the evolving field of information technology.

Program Learning Outcomes (shared across both concentrations):

- Develop secure solutions that align technology with business objectives based on organizational computing requirements and risk considerations.
- Demonstrate professional integrity through the ability to formulate responsible governance and policy recommendations.
- Integrate complex technology concepts into actionable insights that support informed organizational decision-making.

-and- I.T. Cybersecurity Concentration: apply current tools, methodologies, and best practices in technology management to maintain secure, innovative, and adaptable information systems.

-or- Technology Management- Cybersecurity Concentration: apply strategic, operational, and cybersecurity principles to technology projects to ensure successful and secure outcomes.

Robotics and Integrated Technologies (AS)

Mission

The Lackawanna College Robotics Program offers exceptional technical and innovative instruction for all students, consumers, and industry partners, while adhering to the highest ethical standards upheld by the institution and community. The program acknowledges that technological advancement is the greatest asset to customers in the field. It delivers this knowledge to the college's student body, helping them achieve technological competence and expertise.

Program Goals

- Offer an exceptional educational experience for robotics.
- The program and program staff will remain current with technologies.
- Collaborate with community and relevant partners to provide opportunities for educational, professional, and personal growth.
- Align with the mission of the ARM (Advanced Robotics for Manufacturing) Institute.
- Maintain high percentage retention and graduation rates.
- Students and graduates will correctly apply coursework and knowledge to work competently in robotics.

Program Learning Outcomes

- Apply basic concepts of electricity to robotics.
- Utilize critical-thinking skills to solve field-related problems.
- Develop robust knowledge of robotic troubleshooting, programming, and innovation/integration.
- Utilize appropriate and effective written, oral, and non-verbal communication with fellow students, customers, colleagues, and the public.
- Demonstrate a commitment to safe, ethical, and legal work habits.

Welding and Fabrication Technology

Mission

Lackawanna College's Welding and Fabrication Technology program's mission is to prepare students for high-demand positions in the welding and fabrication field. The program offers students a comprehensive educational experience, combining theory with extensive hands-on experiential training.

Program Description

The Welding and Fabrication Technology associate degree program prepares students to be Welders and Fabricators in the welding, manufacturing, and pipeline industries. Students will gain practical, hands-on experience with metallurgy, welding codes and procedures, blueprint reading, weld symbols, architectural and structural steel drawings, pipe drawings, shop detailing, layout, fabrication, and design, and plate and pipe welding techniques utilizing stick welding, TIG, MIG, and core wire welding processes. Students will have the opportunity to take the AWS D1.1 (3G and 4G) plate welding certification and the API 1104 and ASME IX pipe welding certifications.

Program Goals

- Equip students with a strong foundation in the principles and practices of a welding technician.
- Instill safety protocols and requirements to ensure responsible and safe practices.
- Foster critical thinking and innovative problem-solving skills to address the challenges and opportunities in the welding and fabrication industry.
- Prepare students for successful careers by developing their communication, teamwork, and leadership skills through internships and industry engagement opportunities.

Program Learning Outcomes

Learners enrolled in this associate degree program will:

- Articulate the fundamental principles and technologies used in the welding and fabrication industry.
- Apply safety standards, OSHA regulations, American Welding Society (AWS), American Society of Mechanical Engineers (ASME), and American Petroleum Institute (API) codes and standard requirements to ensure safe working practices and welding techniques.
- Exhibit the technical skills to perform welding techniques that meet or exceed code and strength requirements.
- Solve technical problems using critical thinking and analytical skills.
- Model teamwork and leadership skills in various professional settings within the welding and fabrication industry.
- Exhibit ethical standards and professional practices in the welding and fabrication industry.

Division of Health Sciences

Division Mission

Aligned with the mission of Lackawanna College, the mission of the Division of Health Sciences is to facilitate integrative healthcare to better serve the community, accomplished through high ethical standards and excellent and affordable education.

Division Goals

- Prepare safe and competent caregivers (Health Care Professionals).
- Prepare entry-level practitioners who invest in their communities.
- Provide selected training for specific Health Sciences programs that meet employer/employment needs, leading to excellent job placement for our Health Sciences students.
- Meet and maintain Accreditation requirements for each specific Health Sciences Program.
- Collaborate to strengthen current programs and to develop future programs to improve the quality of healthcare in our communities.

Healthcare Administration (BS)

Mission

The Bachelor of Science degree in Healthcare Administration will prepare graduates for employment in administrative and management positions in hospitals, ambulatory care settings, healthcare insurance companies, non-profit organizations, and government agencies. The program focuses on developing culturally competent and ethically responsible healthcare leaders capable of managing and improving dynamic healthcare systems.

Program Learning Outcomes

Upon successful completion of this program, graduates will be able to:

- Describe the healthcare delivery system, its history, and development, as well as its overall planning, organization, management, evaluation, quality, professions, and significant health policy issues.
- Describe the fields of public health and epidemiology and explain how socio-cultural factors are associated with the distribution and etiology of health and disease.
- Examine multiculturalism and awareness, and the critical role culture plays in the healthcare of patients and the delivery of health services in a culturally competent manner.
- Examine organizational development and behavior and the strategic planning process in the delivery of healthcare.
- Examine the manager's role in improving healthcare quality and outcomes and the various outcomes assessment tools.
- Recognize the critical role information technologies and systems play in healthcare organizations.
- Describe the healthcare legal environment and explore contemporary healthcare situations and ethical dilemmas.
- Examine the process of healthcare policy development at the federal and state levels, the role of constituencies in policy formation, and the role of politics in healthcare.
- Apply research methods in a healthcare context.
- Evaluate the economic influences and current system of financing healthcare.
- Apply basic marketing principles to the field of healthcare.

Health Information Technology (AS)

Mission

The Associate in Science in Health Information Technology degree program prepares graduates for employment in technical, administrative, and managerial positions in hospitals, clinics, managed care organizations, health insurance companies, health marketing firms, pharmaceutical companies, non-profit community-related organizations and associations, government agencies (local, state, and federal), law and consulting firms focused on healthcare issues, and other healthcare regulatory bodies.

Goals and Accreditation

The goal of the Associate in Science in Health Information Technology degree program is to have graduates apply sound theory and principles of health information technology based upon the AHIMA curriculum competencies. The program is accredited by the Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM). Graduates of the HIT program are eligible to sit for the RHIT exam through AHIMA.

Program Learning Outcomes

- Describe healthcare organizations from the perspective of key stakeholders.
- Apply policies, regulations, and standards to the management of information.
- Identify policies and strategies to achieve data integrity.
- Determine compliance of health record content within the health organization.
- Explain the use of classification systems, clinical vocabularies, and nomenclatures.
- Describe components of data dictionaries and data sets.
- Apply privacy strategies to health information.
- Apply security strategies to health information.
- Identify compliance requirements throughout the health information life cycle.
- Apply health informatics concepts to the management of health information.
- Utilize technologies for health information management.
- Calculate statistics for healthcare operations.
- Report healthcare data through graphical representations.
- Describe research methodologies used in healthcare.
- Describe the concepts of managing data.
- Summarize standards for the exchange of health information.
- Determine diagnosis and procedure codes according to official guidelines.
- Evaluate revenue cycle processes.
- Evaluate compliance with regulatory requirements and reimbursement methodologies.
- Utilize classification systems, clinical vocabularies, and nomenclatures
- Evaluate assignment of diagnostic and procedural codes and groupings in accordance with official guidelines.
- Apply legal processes impacting health information.
- Demonstrate compliance with external forces.

Nursing (AS)

Mission

The mission of the Lackawanna College ASN Nursing Program is to prepare a nursing graduate for immediate entrance into the nursing workforce who provides competent holistic nursing care, advocates and influences health promotion, effectively collaborates with other healthcare disciplines, and demonstrates professional and ethical behaviors in their engagement with patients, families, and communities.

Program Goals

The goal of the Lackawanna College ASN Nursing Program is to prepare nursing students to contribute meaningfully to society through the practice of professional nursing aimed at relieving human suffering, providing competent nursing care, engaging in effective communication, demonstrating patient education, and seeking educational advancement.

Program Learning Outcomes

- Integrate knowledge obtained in basic sciences, humanities, social sciences, and psychological sciences as a foundation for academic pursuits.
- Demonstrate entry-level competencies of the professional nurse.
- Provide safe, effective, culturally responsive, and developmentally appropriate care to those entrusted to their care across the continuum of settings where nursing care takes place.
- Evaluate their professional behaviors through an ever-developing ethical lens while simultaneously incorporating legal duties and mandates of this Commonwealth.
- Utilize effective communication techniques when working with patients, families, and other members of the interdisciplinary health care team.
- Demonstrate a commitment to the use of evidence-based practices in nursing science as a foundation for care using the nursing process and professional decision-making.
- Develop an appreciation for the changing nature of the professional nursing practice directed towards ongoing process improvement and innovation in patient care through emerging information systems and technologies.
- Embrace a commitment to lifelong learning and professional growth and development.

Nursing (BS)

Mission

The mission of the Lackawanna College RN to BSN Nursing Program is to educate nursing professionals to assume a variety of professional roles in which they can provide, influence, and advocate for the care of individuals, families, and populations informed by the lifelong pursuit of continuing education and nursing scholarship.

Program Goals

The goal of the Lackawanna College RN to BSN Nursing Program is to prepare RN nurses to contribute meaningfully to society through the practice of professional nursing aimed at relieving human suffering, engaging in research, preventing disease, and enriching population health.

Program Learning Outcomes

- Synthesize theories and concepts from the arts and humanities and the natural and social sciences in professional practice. (Essential I)
- Apply critical thinking, decision-making, and clinical reasoning skills in providing quality nursing care to individuals, families, groups, and communities. (Essential II)
- Translate research findings to provide evidence-based practice of nursing. (Essential III)
- Manage information and technology to deliver quality patient care in a variety of settings. (Essential IV)
- Use leadership skills and knowledge of healthcare, financial, and regulatory systems to advance high-quality, safe professional practice. (Essential V)
- Demonstrate effective inter-professional communication and collaboration to provide quality, patient-centered care. (Essential VI)
- Apply principles of prevention and health promotion in providing care to individuals, families, groups, and communities. (Essential VII)
- Integrate professional values and ethical, moral, and legal aspects of nursing into one's professional practice. (Essential VIII)
- Engage in a lifelong process of learning in the development of oneself, nursing practice, and the profession. (Essential I)
- Demonstrate evolving competence in a professional role within a dynamic, multicultural, global society. (Essential IX)

Occupational Therapy Assistant (AS)

Mission

The Occupational Therapy Assistant Program's mission is to prepare students to become generalist occupational therapy assistants who value life-long learning, seek evidence to support their practical and clinical decisions, and place their clients at the center of their practice. As a result of completing the Occupational Therapy Assistant Program, these future occupational therapy practitioners will be equipped to work with the supervision of occupational therapists in a variety of settings, people, populations, and communities.

Confident in their entry-level skills, they will make a positive impact on the health, well-being, and quality of life of their clients by increasing their ability to participate as fully as possible in their preferred and needful daily activities, also known as occupations.

Program Learning Outcomes

- Deliver client-centered practice using evidence-based research to support clinical decisions under the direction and supervision of an occupational therapist.
- Demonstrate the distinctive nature of occupational therapy and the impact occupation has on health, well-being and quality of life.
- Demonstrate leadership and professional identity through a commitment to lifelong learning, service competency and advocacy for the profession.
- Demonstrate mastery of the knowledge, skills, and attitudes required to pass the NBCOT certification exam.

Physical Therapist Assistant (AS)

Mission

The mission of the Physical Therapist Assistant Program at Lackawanna College is to facilitate the preparation of individuals as entry-level, associate in science-degree-earning physical therapist assistants. These individuals will be compassionate and caring lifelong learners who will provide evidence-based ethical treatment to assist the physical therapist in the rehabilitation of all individuals in their care. The program will strive to provide students with an educational setting allowing for academic excellence, the development of hands-on skills, and growth into well-rounded clinicians who give back to the community.

Program Goal

- The program will accept a group of highly qualified students for each cohort utilizing a holistic admissions process.

Program Learning Outcomes

- Apply knowledge of basic and evidence-based PT sciences to the application and appropriate modification of selected PT procedures.
- Interact with patients, the patient's family members or caregivers, colleagues, and the public in a manner that reflects an appreciation of the worth of an individual, the appropriate response to differences, and an understanding of the psychological and social effects of illness and injury.
- Demonstrate appropriate and effective written, oral and non-verbal communication with patients, the patient's family or caregivers, colleagues and the public.
- Recognize their own strengths and limitations, interpret for others their scope and function, and understand the need for continued lifelong education and growth.
- Always demonstrate a commitment to safe, ethical, and legal practice.
- Define basic concepts of healthcare and the mechanics of providing healthcare services.
- Sit for the National Licensing Examination.
- Achieve the status of Licensed PTA and the skill level of an entry-level PTA.

Sonography (AS) – Cardiac, Diagnostic Medical, and Vascular

Mission

The Lackawanna College Sonography programs combine classroom instruction with practical clinical externships at regional free-standing and hospital-based ultrasound laboratories. Both career-specific and academic core courses are included. Students successfully completing the program are eligible to sit for the American Registry of Diagnostic Medical Sonographers (ARDMS) examinations.

Program Learning Outcomes

Cognitive Domain

- Students will learn through successful didactic and clinical training following the standards of the ultrasound curriculum. Student outcomes will be measured through written tests, quizzes, and projects as well as hands-on examinations.
- 100% success of students passing the American Registry of Diagnostic Medical Sonographers (ARDMS) or the Cardiovascular Credentialing International (CCI) examination upon graduation from the program.

- Minimum entry-level competency of all program graduates.
- Minimal attrition.
- Meetings with clinical site liaisons. Through site visits, written and verbal correspondence, and at the beginning of each semester, a meeting is held to discuss the expectations of the students, the instructors, and the facilities.
- Capable of completing documentation of history and physicals.
- Proficiency of patient care skills.

Psychomotor Domain

- Meetings with clinical site liaisons. Through site visits, written and verbal correspondence, and at the beginning of each semester, a meeting is held to discuss the expectations of the students, the instructors, and the facilities.
- Identify normal anatomy and patient pathology.
- Effectively prepare preliminary study reports.
- To perform all competencies effectively and efficiently.
- Continuing education through local societies and national organizations.

Affective Domain

- Professionalism.
- Broaden patient relations skills.
- Behavior-based on ethical reasoning and judgment.
- To be able to work effectively and efficiently within a clinical setting.
- Feedback from employer and graduate surveys.

Surgical Technology (AS)

Mission

Lackawanna College's Surgical Technology Program's primary mission is to prepare entry-level surgical technologists who are competent in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains to enter the profession.

Program Goals

Lackawanna College's Surgical Technology Program's primary goal and minimum expectation is to prepare competent, entry-level surgical technologists who are competent in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains to enter the profession.

Program Learning Outcomes

- Combine knowledge, skills, and professional behaviors and apply them to the national Certified Surgical Technologist Examination administered by the National Board of Surgical Technology and Surgical Assisting (NBSTSA).
- Demonstrate ethical and professional behaviors to provide quality patient care.
- Use the principles and practice of strict aseptic technique.
- Apply appropriate surgical techniques in various situations within the surgical environment while maximizing patient safety.

- Apply technical skills and knowledge to prepare surgical instrumentation, equipment, and supplies for use during surgical procedures.
- Provide a safe, efficient, and supportive environment for the peri-operative patient.
- Provide patient-centered care through collaboration with the patient, the surgeon, and the healthcare team.
- Demonstrate commitment to continuing education through professional development to provide the community with competent, highly skilled professionals in the field of surgical technology.

Humanities Division

Professional Studies (AA & BA)

Mission

The Division of Humanities at Lackawanna College provides a well-rounded, interdisciplinary education emphasizing human culture, thought, and expression. The Professional Studies programs encourage students to take liberal arts courses spanning humanities, social sciences, business, math, and science to cultivate critical thinking and develop innovative approaches to understanding the world. This holistic educational experience prepares students to navigate and analyze global issues from multiple perspectives.

Program Goals

- Identify and integrate courses across multiple disciplines (e.g., humanities, social sciences, business, and STEM) to provide students with a comprehensive understanding of various liberal arts fields. This interdisciplinary approach fosters a holistic educational experience, enabling students to draw connections between different areas of study and apply various perspectives to real-world challenges.
- Encourage students to develop innovative solutions by applying critical thinking skills and analyzing real-world problems.
- Ensure students acquire and employ effective communication skills in written and verbal formats, adapting style and tone to suit different audiences and professional settings, and convey ideas clearly and persuasively in any context.
- Assist students with obtaining professional roles in business, education, healthcare, technology, and public service.

Program Learning Outcomes

Learners enrolled in an associate degree program will:

- Apply quantitative and analytical problem-solving skills within interdisciplinary work to address complex issues.
- Develop critical thinking skills and quantitative reasoning relevant to human existence, as well as social, political, philosophical, technological, and cultural areas.
- Employ effective communication skills, both orally and in writing, within interdisciplinary work.

In addition to the program learning outcomes listed above, learners enrolled in a bachelor's degree program will:

- Apply theories, principles, and skills to solve global problems effectively.
- Solve complex problems using critical thinking and analytical skills in real-world scenarios.
- Adhere to ethical standards and principles through global citizenship.

English Writing Track

In addition to the learning outcomes listed above, learners enrolled in this track will:

- Produce and strengthen purposeful writing suited to academic and professional contexts through revision, feedback, and reflective practice.

Nonprofit Leadership Track

In addition to the learning outcomes listed above, learners enrolled in this track will:

- Apply leadership and fundamental business knowledge to strengthen nonprofit initiatives and organizations, as well as the communities they serve.

Strategic Communications Track

In addition to the learning outcomes listed above, learners enrolled in this track will:

- Apply strategic communication strategies that advance organizational goals and engage different audiences across relevant contexts and platforms.

Mathematics and Science Division

Health and Life Sciences (AS)

Program Mission

The program provides a range of science courses designed to expose students to different disciplines, so they have the best possible foundation when advancing in their studies.

Program Goals

- Prepare students to enter various disciplines within the healthcare industry.
- Provide students with the foundational knowledge to pursue educational opportunities in the healthcare field.

Program Learning Outcomes

- Recognize the interdisciplinary nature of scientific inquiry and apply analytical thinking and analysis to explain various scientific phenomena as they develop skills in using the scientific method.
- Demonstrate a working knowledge of biology, basic chemistry, and anatomy and physiology sufficient for entry into higher-level science courses at a transfer institution.
- Develop the qualitative and quantitative skills, using technology, necessary for a career in health sciences.
- Appreciate the dynamic nature of the human condition through the study of humanities, global studies, and math/science electives.
- Communicate effectively, both orally and through the written word, and work with others in a professional setting.

School of Hospitality

Mission

The Kiesendahl School of Hospitality is committed to inspiring and empowering the next generation of hospitality professionals by providing learners with a comprehensive curriculum and practical experiences. Learners transition into effective and responsible industry leaders who strive for excellence and sustainability while embodying the true spirit of service.

School of Hospitality Goals

- Offer learners a comprehensive curriculum that fosters the knowledge, skills, and attitudes essential for thriving in the hospitality field.
- Provide learning opportunities with practical experiences in the hospitality industry through the college's student-operated restaurant.
- Contribute to the growth and success of the local hospitality industry through collaborative relationships and social responsibility.

School of Hospitality Learning Outcomes

Learners enrolled in an associate degree program will:

- Establish personal and professional attitudes that promote effective communication and professionalism.
- Apply management theories, principles, and practices to different operational functions within hospitality organizations.
- Apply critical thinking skills and quantitative reasoning appropriate to the dynamic hospitality industry.
- Demonstrate effective teamwork through collaboration, conflict resolution, compassion, and awareness.
- Foster a professional approach to sustainability to enhance the social and economic forces within the hospitality industry.

In addition to the learning outcomes listed above, learners enrolled in a bachelor's degree program will:

- Apply theories, principles, and practices to effectively lead and manage hospitality organizations.
- Identify complex problems in the hospitality industry using critical thinking and analytical skills.
- Adhere to ethical standards and principles in all aspects of hospitality management.

Culinary Arts (AS)

Mission

The associate's degree in culinary arts provides students with a comprehensive foundation in culinary skills and knowledge to develop well-rounded culinary professionals. The curriculum focuses on core culinary knife skills, cooking methods, flavor development, and classical and contemporary techniques. Students are exposed to hands-on learning experiences in the student-run restaurant, which provides real-world hospitality experience.

Program Goals

- Prepare students for culinary careers through practical experience in the college's student-run restaurant and externship program, focusing on menu development, recipe implementation, classical knife skills, and cooking techniques.
- Equip students to excel in the culinary industry by focusing on efficient kitchen operations, sustainability, financial management, and exceptional customer service skills crucial for leadership success.
- Prepare students with the skills and knowledge needed to achieve certification in the Responsible Alcohol Management Program (RAMP) and ServSafe Manager programs.

Program Learning Outcomes

- Discuss the history of culinary arts, significant contributors, and the proficiencies needed to be a successful culinary professional.
- Apply principles of food safety and sanitation in a professional kitchen environment.
- Demonstrate mastery of classical and contemporary cooking skills and techniques.
- Utilize skills to design appealing and economically efficient menus, with a focus on plating and presentation techniques.
- Apply culinary theories, skills, and values in partnered professional kitchens.
- Operate proficiently in a live restaurant environment, focusing on skills needed to master front-of-house practices.
- Develop alcoholic and nonalcoholic beverage recipes and menus in a professional food service environment.

Baking and Pastry (AS)

Mission

The associate's degree in baking and pastry arts provides students with a comprehensive foundation in baking and pastry skills and confection creations to develop well-rounded baking and pastry professionals. The curriculum concentrates on core baking skills, baking and mixing methods, flavor development, and classical and contemporary techniques. Students will learn management concepts relevant to the pastry industry to ensure mastery of both creative and business aspects. Exposure to hands-on learning experiences in the student-run restaurant will provide students with real-world hospitality experience.

Program Goals

- Prepare students for baking and pastry careers through practical experience in the college's student-run restaurant and externship program, focusing on menu development, recipe implementation, and classical baking, pastry, chocolate, and confection skills and techniques.
- Equip students to excel in the baking and pastry industry by focusing on efficient kitchen operations, sustainability, financial management, and exceptional customer service skills, which are crucial for leadership success.
- Utilize knowledge of alcoholic and nonalcoholic beverages to design menus and create recipes in a professional food service environment.
- Prepare students with the skills and knowledge needed to achieve certification in the Responsible Alcohol Management Program (RAMP) and ServSafe Manager programs.

Program Learning Outcomes

- Discuss baking principles, the functions of baking ingredients, and how they interact to produce different textures and flavors.
- Apply the principles of food safety and sanitation in a professional kitchen environment.
- Demonstrate mastery of classical and contemporary baking and pastry skills and techniques.
- Design visually appealing menus that balance flavor, nutrition, and cost efficiency.
- Execute the skills needed to be proficient in front-of-house practices.
- Apply baking and pastry theories, skills, and values in partnered professional kitchens.

Hospitality Management (AS)

Mission

The associate's degree in hospitality management is tailored for students aspiring to enter the dynamic fields of hospitality and tourism. Students will develop innovative thinking and unique leadership skills tailored to the hospitality industry. The curriculum emphasizes a guest-centered philosophy, concentrating on the principles of operation, communication, marketing, management, and the enhancement of the overall hospitable experience.

Program Goals

- Prepare students to excel in leadership roles within the hospitality industry, emphasizing hospitality operations, technology, staffing management, and exceptional customer service skills.
- Prepare students for hospitality careers through practical study in the college's student-run restaurant and externship program, focusing on guest-centered practices and interactions, resulting in successful hospitality experiences.
- Prepare students with the skills and knowledge needed to achieve certification in the Responsible Alcohol Management Program (RAMP) and the ServSafe Manager programs.

Program Learning Outcomes

- Demonstrate management skills and theories across key areas such as human resource management, marketing, guest service relations, and financial management.
- Exercise professional behaviors and social responsibilities in promoting sustainability, fair practices, and responsible conduct.
- Create desirable guest experiences that merge hospitality industry knowledge with technology to improve business practices.
- Execute the skills needed to manage employees in both front and back of the house practices.

Hospitality Management (BS)

Mission

The Bachelor's Degree in Hospitality Management program is committed to the study of management and leadership within the hospitality business. Students will explore operational principles, which provide a comprehensive and practical education that prepares them for careers in the hospitality industry. The degree emphasizes the real-world application of management principles and industry-specific skills.

Program Goals

In addition to the associate-level goals, the Hospitality Bachelor's degree program will:

- Prepare students to excel in leadership roles within the hospitality industry, emphasizing hospitality operations, technology, staffing management, sustainable revenue & profits, and exceptional customer service.
- Manage the employee and customer experience through focused study on human behavior and best practices in management and leadership.

Program Learning Outcomes

In addition to the associate-level PLOs, learners enrolled in the Hospitality Bachelor's degree program will:

- Examine all aspects of restaurant operations, including front and back-of-house functions
- Manage and foster employee and customer experiences through best practices in management and leadership.
- Apply the professional food service business's contemporary theories, skills, and values to national and global food service settings.

Restaurant and Food Service Management (BS)

Mission

The mission of the bachelor's degree in Restaurant and Food Service Management program is to cultivate innovative and ethical leaders who possess the operational expertise, strategic thinking, and service-oriented mindset necessary to excel in the dynamic, competitive restaurant and food service industry.

Program Goal

- Prepare students to excel in leadership roles within the food service industry, emphasizing business operations, technology, staffing management, sustainable revenue and profits, and exceptional customer service.

Program Learning Outcomes

- Examine all aspects of restaurant operations, including front and back-of-house functions.
- Manage and foster employee and customer experiences through best practices in management and leadership.
- Apply the contemporary theories, skills, and values of the professional food service business to national and global food service settings.
- Apply financial principles to manage budgets, control costs, and analyze profitability in food service establishments.
- Implement principles of efficient purchasing, inventory control, and supply chain management within the food service industry.
- Create effective menu strategies that meet customer needs and optimize profitability.

School of Petroleum and Natural Gas

Petroleum and Natural Gas Technology (AS)

Mission

Lackawanna College's School of Petroleum and Natural Gas's mission is to prepare students for ever-growing positions in the energy sectors of the oil and natural gas industries worldwide through a strong academic base and experiential learning.

Program Goals

- Equip students with a strong foundation in the principles and practices of petroleum and natural gas technology, including exploration, drilling, production, operations, and maintenance.
- Instill a deep understanding of safety protocols and environmental regulations to ensure responsible and sustainable practices in the energy sector.
- Foster critical thinking and innovative problem-solving skills to address the challenges and opportunities in the petroleum and natural gas industry.
- Prepare students for successful careers by developing their communication, teamwork, and leadership skills and providing internships and industry engagement opportunities.

Program Learning Outcomes:

Learners enrolled in an associate degree program will:

- Articulate the fundamental principles and technologies used in the petroleum and natural gas industry, including upstream, midstream, and downstream sectors.
- Apply knowledge of industrial safety standards and OSHA regulations to ensure safe working practices in the petroleum and natural gas industry.
- Exhibit the technical skills necessary to operate and maintain equipment and systems for producing, processing, and transporting petroleum and natural gas.
- Solve technical problems related to petroleum and natural gas operations using critical thinking and analytical skills.
- Model teamwork and leadership skills in various professional settings within the petroleum and natural gas industry.
- Exhibit ethical standards and professional practices in the petroleum and natural gas industry, including environmental stewardship and sustainability.

Petroleum and Natural Gas Business Administration (AS)

Mission

Lackawanna College's School of Petroleum and Natural Gas's mission is to prepare students for ever-growing positions in the energy sectors of the oil and natural gas industries worldwide through a strong academic base and experiential learning.

Program Goals

- Equip students with a strong foundation in the principles and practices of petroleum and natural gas technology, including exploration, drilling, production, and reservoir management.
- Instill a deep understanding of safety protocols and environmental regulations to ensure responsible and sustainable practices in the energy sector.
- Foster critical thinking and innovative problem-solving skills to address the challenges and opportunities in the petroleum and natural gas industry.
- Prepare students for successful careers by developing their communication, teamwork, and leadership skills and providing internships and industry engagement opportunities.

Program Learning Outcomes:

Learners enrolled in an associate degree program will:

- Apply fundamental management, marketing, and human resource theories.
- Identify the key concepts of oil and gas exploration, drilling, production, handling, and processing.
- Demonstrate accounting principles, practices, and procedures for the petroleum and natural gas industry.
- Utilize management information systems/computerized spreadsheets, macroeconomics, and statistics.

Social Sciences Division

Criminal Justice Programs (AS and BS)

Mission

The Criminal Justice programs are committed to providing students with a comprehensive education and practical skills for working in both the private and public sectors. The program will prepare students for careers in law enforcement, social work, and other criminal justice fields at the local, regional, or national level. To improve their lives and the well-being of their communities, students select from various educational opportunities, such as associate and bachelor's degree programs.

Program Goals

- Prepare students for criminal justice careers with a comprehensive curriculum that combines fundamental theories with practical critical thinking and ethical decision-making skills.
- Through 200 hours of internship, provide students with learning opportunities and practical experiences in criminal justice, forensics, and criminology.
- Contribute to the growth and success of the U.S. legal system and courts through collaborative relationships and social responsibility of the role of the criminal justice process.

Program Learning Outcomes

Learners enrolled in an associate degree program will:

- Adhere to the ethical standards and principles of the U.S. justice system and fields.
- Evaluate the effectiveness of law enforcement, courts, and corrections in maintaining public safety.
- Examine the development and evolution of criminal justice policies and procedures, along with the role of criminal justice professionals in implementing change.

In addition to the learning outcomes listed above, learners enrolled in a bachelor's degree program will:

- Apply theories, principles, and practices to complex criminal justice issues.
- Demonstrate critical thinking skills when navigating issues within the criminal justice system.
- Utilize research methods, data analysis, and evidence-based practices to examine improvements to existing policies or propose the creation of new policies.
- Evaluate ethical dilemmas within criminal justice scenarios.

Human Services Programs (AS and BS)

Mission

The Human Services program prepares Lackawanna College students for careers that support individuals and societies. Students who aim to enhance their lives can choose from various paths, including associate or bachelor's degree programs with career aspirations in counseling, social work, community program management, and other roles that serve others.

Program Goals

- Encourage students to develop an understanding of human behavior and how social, economic, and cultural factors influence it.
- Equip students with leadership and critical thinking skills for effective service delivery and program management.
- Promote justice and advocacy by advocating for various populations.

Program Learning Outcomes

Learners enrolled in an associate degree program will:

- Discuss current trends, theories, and core concepts within the human services field.
- Apply professional codes of ethics and legal principles.
- Examine the impact of social, cultural, and environmental factors on multicultural populations.
- Develop ethical research principles, including the consideration of multicultural perspectives, to ensure research and subsequent human service practice are conducted with integrity.
- Interpret individuals' thoughts, emotions, and behavior as affected by cultural and social stimuli in various social settings.

In addition to the learning outcomes listed above, learners enrolled in a bachelor's degree program will:

- Analyze the etiology, assessment, diagnosis, and treatment of addictions.
- Assess major counseling theories, models of human development, and concepts of psychopathology.
- Evaluate fundamental professional skills, including helping and interviewing skills, case management models and coordination of services, and group theories and practices.
- Implement evidence-based practices that inform effective client care and program evaluation.

Human Services Administration Concentration

In addition to the learning outcomes listed above, learners enrolled in this concentration will:

- Apply administrative and organizational strategies that support effective agency operations and high-quality services for a variety of clients & communities.

Paralegal Studies (AS and BS)

Mission

The mission of the Paralegal Studies Programs is to provide the foundation and academic credential base that will prepare students for rewarding careers as paralegal professionals in the legal industry.

Vision

By approaching the study of law from a theoretical, conceptual, and practical perspective, the programs will prepare students for the demands of the paralegal profession. Based on a curriculum that is focused on a full range of legal specialty practice areas and a broad scope of general education perspectives, students will obtain the critical thinking, analytical processing, and legal skill sets necessary to succeed as paralegals. As a means of assuring program quality and staying well targeted to the dynamic demands of the legal profession, the College evaluates the program curriculum and student services on a continual basis and incorporates changes identified through the evaluation process. In collaboration with legal practitioners, employers, and professional associations, the College continues working toward the goal of improving and increasing the utilization of paralegal services.

Program Goals

The primary goal of the programs is to prepare students for rewarding careers in the legal industry as paralegal professionals working under the direct supervision of lawyers in the public and private sectors. Paralegals may not provide legal services directly to the public, except as permitted by law.

The college strives to prepare students with an understanding of the substantive knowledge and practical skills necessary to meet the standards of industry proficiency, professional integrity, and academic excellence that are expected and required to serve the legal community.

Program Learning Outcomes

Upon successful completion of this program, graduates will be able to:

- Utilize critical and analytical thinking skills in paralegal work assignments.
- Employ professional legal writing skills.
- Develop and utilize legal research and investigative skills.
- Communicate effectively in the legal profession.
- Develop and utilize the management and organizational skills required to be an effective paralegal.
- Identify, explain, and utilize the technology necessary to assist in the delivery of legal services.
- Identify and explain the ethical rules governing paralegals and lawyers, including the limitations on the practice of law by non-lawyers.
- Explain the expanding role of paralegals in various areas of the law.

Division of Graduate Studies

Master of Business Administration

Mission

The MBA (Master of Business Administration) program is a 30-credit program that prepares students for strategic leadership positions by building expertise in core business areas.

Program Learning Outcomes

Upon successful completion of this program, graduates will be able to:

- Demonstrate and apply strategic leadership skills to promote organizational change.
- Demonstrate ethical and analytical data-driven decision-making practices to implement strategy.
- Demonstrate and apply strategic organizational development practices.

Master of Healthcare Administration

Mission

In the Healthcare Administration (MSHCA) program, our primary goal is to prepare healthcare practitioners for leadership roles in various sectors of the industry. Students will utilize a variety of skills to implement an organizational improvement and change initiative within a healthcare organization and will conduct action research on best practices in healthcare administration.

Program Learning Outcomes

Upon successful completion of this program, graduates will be able to:

- Develop and execute strategies for building effective, efficient, and safe administrative practices for quality healthcare delivery and services.
- Define, assess, and evaluate the impact of change and challenges associated with the mandates related to the Affordable Care and Meaningful Use of Technology Acts and other applicable legislation.
- Conduct and present health-related research in a clear and practical manner.
- Drive and champion change, innovation, and adaptability by applying effective leadership practices and theory when addressing organizational challenges in healthcare organizations.
- Apply the dynamics associated with fostering a culture of responsive leadership that promotes empowerment, teamwork, and accountability in managing staff in a healthcare environment.
- Manage, evaluate, and improve healthcare systems, technology initiatives, and processes.

Master of Science in Higher Education Leadership

Mission

The Master of Science in Higher Education Leadership program prepares students who seek advancement into leadership positions in higher education, including but not limited to admissions, assessment, advancement, faculty development, and student services. Students will utilize their research, analytical, presentation, and leadership skills in a culminating applied Practicum and Capstone experience. The

program has a core foundation in broad leadership and management theories and has an applied focus on leadership areas in varied areas of higher education, including a student-designated Focus Area of Study. The program is designed for individuals who have completed an undergraduate degree in any area of study and who desire to advance to leadership roles in higher education. The program consists of 30 credits and can be completed in two years.

Program Learning Outcomes

Upon successful completion of this program, graduates will be able to:

- Synthesize and apply current leadership trends in Higher Education
- Develop and apply an assessment and learning framework
- Integrate current themes in Social Justice into Higher Education leadership roles
- Apply best practices in leadership and research into Higher Education leadership roles

Master of Science in Professional Studies

Mission

The Master of Science in Professional Studies program provides a customizable graduate degree program for those looking to advance into leadership positions in specified areas. Students in the program will complete a 30-credit course of study including a leadership core, an individualized professional studies core, and a research core OR advisor-guided electives.

Program Learning Outcomes

Upon successful completion of this program, graduates will be able to:

- Apply best practices in leadership to their career field.
- Integrate ethical practices in professional settings.
- Develop and communicate an individual leadership style and vision.

Master of Science in Organizational Leadership and Management

Mission

In the Organizational Leadership and Management (MSOLM) program, our primary goal is to prepare students for successful, rewarding careers in organizational change, consultation, management, and leadership. Students will utilize their analytical and diagnostic skills by implementing, planning, and improving processes for institutional, team, and individual development in their final project.

Students may choose among the following MSOLM program options:

- Master of Science in Organizational Leadership and Management - General Program
- Master of Science in Organizational Leadership and Management - Concentration in Nonprofit Leadership
- Master of Science in Organizational Leadership and Management - Concentration in Operations Management

Program Learning Outcomes

Upon successful completion of this program, graduates will be able to:

- Evaluate the impact of leadership and ethical decision-making on organizational culture.
- Identify the systematic and strategic dynamics affecting the organization, such as the needs and perspectives of relevant stakeholders.
- Predict the impact of change and future challenges on an organization's core business.
- Develop strategies for deploying human resource capital, including multicultural and multiple generations.
- Apply methods of facilitating change through consultation, team building, conflict resolution, and large group intervention.
- Differentiate between modern organizational structural models and their impact on leadership style and organizational productivity.
- Apply systems thinking and theory to organizational challenges.
- Evaluate and redesign organizational structures, work processes, and governance.
- Demonstrate competency in reading and conducting research in organizations.