

## **Program Learning Outcomes (PLOs)**

All academic programs Newberry College must have program learning outcomes to be assessed on a yearly basis. The purpose of such an assessment is to determine the efficacy of the learning within each program as achieved by students through student learning outcomes (SLOs) specific to each course. These SLOs must align with the PLOs. SLOs are provided in various course syllabi, while PLOs are provided in the catalog and in many syllabi. Listed below are the various PLOs for each discipline.

### **ACCOUNTING PROGRAM LEARNING OUTCOMES:**

After completion of this program, students will be able to:

1. Apply the Code of Professional Conduct as articulated by the American Institute of Certified Public Accountants.
2. Identify and analyze business problems and opportunities to formulate recommendations for courses of action.
3. Communicate effectively and professionally in business situations through physical or virtual presence.
4. Apply accounting concepts and methods to interpret financial statements for evaluating the financial position and performance of organizations.
5. Apply knowledge of various advanced accounting issues related to Financial Accounting within a global and/or ethical framework.

### **ART PROGRAM LEARNING OUTCOMES:**

1. The BA candidate in Studio Art will select and develop themes, problems, issues, techniques through study, research and exploration utilizing a variety of appropriate sources.
2. The BA candidate in Studio Art will demonstrate the knowledge and skills pertaining to visual language, structures, and forms.
3. The BA in Studio Art will be able to create artworks that clearly address the student's written artist's statement.
4. Students completing the BA in Visual Arts will be able to explore and develop a body of artwork that has a consistent theme or motif.
5. The student will produce a body of artwork that will be professionally documented and exhibited in a public location as his/her Senior Exit Exhibition.

### **BIOLOGY PROGRAM LEARNING OUTCOMES:**

1. Develop an understanding of the complex nature of organisms and ecosystems, including the flow of information, energy, and/or matter.
2. Apply the process of science through hypothesis design, experimentation, modeling, and/or simulation.
3. Use quantitative reasoning to properly collect, analyze, and interpret scientific data.
4. Apply scientific technology in coursework and in real-world situations.
5. Communicate and collaborate effectively in a manner appropriate to one's audience.
6. Demonstrate an understanding of the interdisciplinary nature of science and its connection with society.

### **BUSINESS PROGRAM LEARNING OUTCOMES:**

1. Achieve a 'high proficiency' in the principles of business administration.
2. Develop functional skills in sub disciplines of business including entrepreneurship, accounting, marketing, ecommerce, economics, finance, management, business ethics and business law.
3. Identify and critically evaluate the legal, social, and political spheres of the free enterprise system.
4. Integrate the principles of finance in both personal and business environments.
5. Achieve a 'basic proficiency' using the tools and modeling of macro and microeconomics.
6. Formulate business decisions using information from global markets.
7. Demonstrate a 'basic proficiency' in the social (and legal) domains of business administration.
8. Practice the ethical obligations and responsibilities of business in society at large.
9. Apply the principles of law to successfully evaluate the legal obligation of business.
10. Employ information technologies to promote efficiency and profitability in the organization.
11. Communicate functional business concepts orally and in writing.
12. Demonstrate a 'basic proficiency' of management principles as applied to organizational theory.
13. Incorporate global dimensions in the decision-making processes of business.
14. Work in teams to manage and achieve project outcomes.
15. Use the principals of organizational behavior and group dynamics to maximize productivity of the enterprise.
16. Apply economic theory in a systematic and integrated manner to business problems.
17. Promote integrity, innovation, accountability, and assessment in all business activities.

### **CHEMISTRY PROGRAM LEARNING OUTCOMES:**

- 1- Students have the chemistry content knowledge needed in the 5 foundations.
- 2- Students will have the skills and knowledge necessary to work safely in a laboratory. This PLO must be demonstrated by the end of the 2nd year.
- 3- Students will be able to effectively discuss chemical concepts orally using appropriate scientific terminology.
- 4- Students will be able to report scientific data effectively in ACS Standard Format using appropriate scientific terminology.
- 5- Students demonstrate chemical isolation, purification, and synthesis skills.
- 6- Students will be able to collect and interpret spectral and chromatographic data.

### **COMMUNICATION PROGRAM LEARNING OUTCOMES:**

1. Students will identify the principles of mass communication.
2. Students will develop writing skills appropriate for print and broadcast media.
3. Students will demonstrate skills of audio and /or video production.
4. Students will apply the legal principles that govern the practice of mass communication.

### **CRIMINAL JUSTICE PROGRAM LEARNING OUTCOMES:**

1. Demonstrate an understanding of the three major components of the criminal justice system (law enforcement, the courts, and corrections), constitutional concepts of law, theoretical perspectives, empirical research, and organizational structures.
2. Apply theoretical frameworks to understanding the causes and prevention of crime, the processes of criminalization, societal response to crime, crime enforcement, and the consequences of crime in society.
3. Apply an understanding of basic social science research methods including design, qualitative and quantitative analysis, and interpretation of data and research.
4. Apply critical thinking skills, skeptical inquiry, and the scientific approach to problem solving to analyze the major historical trends, concepts, perspectives, and research in criminal justice while effectively demonstrating effective oral and written communication skills within a liberal arts foundation to prepare for a career in the criminal justice system or social services.

### **DIGITAL MARKETING PROGRAM LEARNING OUTCOMES:**

Students graduating with a degree in Digital Marketing will demonstrate mastery in the following Program Learning Outcomes:

1. Combine creative and analytical skills for employment in an Internet-based marketplace
2. Possess and practice ethically responsible principles as custodians of sensitive information and intellectual property
3. Identify and use effective market ‘segmentation’ and ‘channels’ to meet organizational goals
4. Use metadata to make inferences concerning market performance and make marketing decisions using real-time applications
5. Evaluate and assess the effectiveness of alternative marketing models to optimize organizational objectives
6. Apply the principles of business law to digital marketing
7. Identify cyber threats and mitigate security breaches
8. Demonstrate critical thinking and strategic communication skills as they pertain to public relations and marketing

### **EDUCATION PROGRAM LEARNING OUTCOMES:**

1. Candidates will meet licensing and any additional state requirements.
2. Candidates will demonstrate on-target performance related to appropriate SPA program standards.
3. Candidates will demonstrate knowledge of SCDE requirements for licensure.
4. Candidates will demonstrate the ability to positively impact P-12 student learning and development in their content discipline.
5. Candidates will reflect on the effects of instruction on student learning.
6. Candidates will exhibit dispositions outlined in the Newberry College TEP Dispositions for Teaching.
7. Candidates will provide appropriate learning opportunities and environments for diverse learners.
8. Candidates will use technology effectively and efficiently to engage student in developmentally and cognitively appropriately learning.

### **ENGLISH PROGRAM LEARNING OUTCOMES:**

1. Students will recognize and apply the basic rhetorical modes, elements, structures, and discourses as they write for different purposes and audiences.
2. Students will become fluent in the writing processes by engaging in brainstorming, researching (including the use of print and non-print media), drafting, revising, and editing.
3. Students will apply critical thinking as they read, research, write, and participate in instructional activities; resulting in tolerance of others' viewpoints and in expression of diverse, informed opinions in the classroom.
4. Students will acquire knowledge of a representative body of canonical and non-canonical American, British, and world literature as well as various chronological periods, literary movements and genres, and approaches to schools of literary criticism.
5. Students will acquire knowledge of the history, background, and grammatical development of the English language as well as respect for social, regional, and cultural diversity of language.

## **EXERCISE SCIENCE PROGRAM LEARNING OUTCOMES:**

1. Students will demonstrate an understanding of foundational science concepts for exercise science in the courses of anatomy and physiology, chemistry, biology and physics.
2. Students will demonstrate appropriate knowledge of first aid and emergent care necessary for employment in the exercise science field
3. Students will demonstrate knowledge of the interactions between nutritional concepts and health across the lifespan and its impact on health, disease and physical activity, exercise and sport performance
4. Students will be able to analyze an individual's preparedness for participation in physical activity and exercise based on health and skill related definitions of fitness and physical preparedness
5. Students will be able to design and implement exercise and physical activity protocols for apparently healthy individuals as well as those in athletic and clinical populations utilizing FITT principles for cardiorespiratory and muscular fitness, flexibility and body composition
6. Students will be able to understand the impacts of physical activity and exercise participation across the lifespan
7. Students will understand the interaction between the form and function of the human body during movement and the adaptations that occur during acute and chronic training
8. Students will demonstrate an appropriate level of independence, judgement and professionalism necessary for successful employment or continuing education in accordance to their professional goals.

## **GRAPHIC DESIGN LEARNING OUTCOMES:**

1. Students will learn how to design a professional portfolio that meets industry standards that takes into account the students identifying area of specialization.
2. Learn how to lead and participate in client meetings and conduct themselves professionally.
3. Increase student's technical ability in using "high tech" and "low tech" tools and materials including various hardware, software and applications to design and produce graphic works.
4. Learn how to develop skills in budgeting and time management.
5. Learn about ethical responsibility to the client including treating clients fairly, respecting their uniqueness, their fundamental rights, dignity and worth, and their right to set objectives and make decisions. Maintaining appropriate boundaries in the relationship, avoid exploiting the relationship in any way, and be clear with clients about their specific role; protect all privileged information, obtaining informed consent from clients before using or referring publicly to client information in such a way that the client could be identified.

### **HEALTH CARE MANAGEMENT LEARNING OUTCOMES:**

1. Demonstrate a basic proficiency of management principles as applied to health care organizations.
2. Identify and evaluate the legal, social, and political spheres of health care systems.
3. Define and explain the major functional areas of business including accounting, marketing, e-commerce, economics, finance, business law, and management.
4. Use the principles of organizational behavior and group dynamics to maximize productivity.
5. Promote integrity, innovation, accountability, and assessment in all health care business activities.
6. Embrace the ethical obligations and responsibilities of the health care business and society at large.
7. Work in teams to manage and achieve project outcomes.
8. Analyze, articulate, and critically evaluate the fundamental questions of health care management.

### **HEALTH SCIENCE PROGRAM LEARNING OUTCOMES:**

1. Apply the process of science through hypothesis design and data collection, analysis, and interpretation.
2. Apply scientific technology in coursework and in real-world situations.
3. Communicate effectively both orally and in writing along common scientific formats and standards.
4. Demonstrate an understanding of the impact of science on human society.
5. Apply knowledge and skill in the natural sciences to solve problems related to molecular and macro systems including biomolecules, molecules, cells, and organs.

### **HISTORY PROGRAM LEARNING OUTCOMES:**

1. Students will formulate connections between the study of history and the contemporary world;
2. Students will demonstrate knowledge of other cultures and their own heritage;
3. Students will apply both the methodological and interpretive skills of the historical discipline to design and complete a research paper; and
4. Students will examine historical interpretations by analyzing data and evidence.

### **MATH PROGRAM LEARNING OUTCOMES:**

1. Applying multiple approaches and perseverance when proving theorems and problem solving
2. Reasoning abstractly, quantitatively, and recognizing the importance and development of mathematics throughout history
3. Constructing viable mathematical arguments and communicating mathematical knowledge and understanding verbally and in writing,
4. Using appropriate mathematical tools and technology for discovering and understanding mathematical ideas,
5. Acquiring in-depth knowledge of how mathematics can be applied in the student's choice of concentration or career.

### **MUSIC PROGRAM LEARNING OUTCOMES:**

1. Demonstrate competency and improvement in music performance.
2. Attain and demonstrate knowledge of music theory, music history, and music literature appropriate for individual degree programs.
3. Attain and demonstrate knowledge of music technology and music pedagogy appropriate for individual degree programs.
4. Demonstrate growth of written and aural communication skills using appropriate music terminology.
5. Strengthen and demonstrate skills of critical thinking through musical listening, analysis, and assessment.
6. Develop a global awareness of musical diversity as human expression.

### **NEUROSCIENCE PROGRAM LEARNING OUTCOMES:**

1. Students will be able to explain a wide range of neurological phenomena including behavior, the senses, movement emotions, and a range of disorders
2. Students will be able to combine understanding from psychology, biology, and neuroscience to explain the phenomenon of cognition
3. Students will be able to describe both historical and modern approaches to neuroscience and psychiatry

### **NURSING PROGRAM LEARNING OUTCOMES:**

Graduates of the Baccalaureate Nursing Program at Newberry College will be prepared to:

1. Provide culturally competent care for patients, families, groups, and populations across the health-illness continuum and across the lifespan.
2. Utilize the Neuman Systems Model to provide holistic nursing care in a variety of settings within a complex and dynamic healthcare system.
3. Design, coordinate, and manage nursing care that integrates a liberal education with nursing theory and research, clinical expertise, and patient values to assist patients in reaching their optimum level of wellness.
4. Incorporate professional standards, critical thinking, patient advocacy, patient safety, compassion, and leadership into their nursing practice.
5. Engage in on-going professional development, life-long learning, and service in society.

### **PHYSICAL EDUCATION/LEISURE SERVICES PROGRAM LEARNING OUTCOMES:**

1. Design services that facilitate targeted human experiences that embrace personal and cultural dimensions of diversity.
2. Implement and evaluate services that facilitate targeted human experiences that embrace personal and cultural dimensions of diversity.
3. Employ management in parks, recreation, tourism and/or related professions.
4. Demonstrate the skills necessary to engage in effective advocacy for parks, recreation, and tourism.

### **PHYSICAL EDUCATION/TEACHER EDUCATION PROGRAM LEARNING OUTCOMES:**

1. Demonstrate understanding of common and specialized content, and scientific and theoretical foundations for the delivery of an effective preK-12 physical education program.
2. Demonstrate skillful performance in physical education content areas and health-enhancing levels of fitness.
3. Apply content knowledge to plan and implement developmentally appropriate learning experiences aligned with local, state and/or National Standards for K-12 Physical Education to address the diverse needs of all students.
4. Engage students in meaningful learning experiences through effective use of pedagogical skills. They use communication, feedback, technology, and instructional and managerial skills to enhance student learning.
5. Select and implement appropriate assessments to monitor students' progress and guide decision making related to instruction and learning.
6. Demonstrate behaviors essential to becoming effective professionals.

### **PSYCHOLOGY PROGRAM LEARNING OUTCOMES:**

1. Psychology graduates are able to demonstrate knowledge of the core concepts and theoretical perspectives in psychology, which include experimental and social science-oriented information.
2. Psychology graduates are able to apply basic research methods in psychology, including research design, data analysis, and interpretation.
3. Psychology graduates are able to communicate effectively in a variety of formats.
4. Psychology graduates are able to identify and utilize ethical principles as presented by the American Psychological Association (APA).
5. Psychology graduates are able to successfully engage in the community and provide service.
6. Psychology graduates are able to demonstrate competency in the use of information technologies related to psychological inquiry.
7. Psychology graduates are able to use creative thinking and skeptical inquiry and where possible, the scientific approach to solve problems related to behavioral and mental processes.



## **PUBLIC AND NON-PROFIT ADMINISTRATION PROGRAM LEARNING OUTCOMES:**

The Public and Non-Profit Administration Program prepares students for lifetimes of service and leadership, gives them skills they need to compete in today's market, and the ability to pivot in a changing work environment. The program deepens opportunities for engagement in communities – both a mission of the College, and an interest of students looking for career opportunities which help them make a difference.

In the Public and Non-Profit Administration Program students will:

1. develop an appreciation for engaged global citizenship in diverse communities;
2. understand the political processes, practices, and functions of public administration and non-profit administration at local, state, federal, and international levels;
3. understand interactions among and intersections between public and non-profit sectors;
4. demonstrate the ability to independently research and analyze issues and potential solutions to community problems using appropriate theories, methodologies, and technologies;
5. demonstrate an ability to contribute meaningfully to community partnerships and problem solving in public and non-profit sectors;
6. be able to think critically and communicate at a college and professional level.

## **RELIGION PROGRAM LEARNING OUTCOMES:**

1. Formal writing skills at the level of Competence (2.5 on a 4.0 scale rubric).
2. Oral presentation skills at the level of Competence (2.5 on a 4.0 scale rubric).
3. Research skills at the level of Competence (2.5 on a 4.0 scale rubric).
4. Ability to develop a cogent argument at the level of Competence (2.5 on a 4.0 scale rubric).
5. Religion content knowledge in the areas of: biblical literacy, and world religions at the level of Competence.
6. Philosophy content knowledge in the areas of ethics, and logic (rhetorical/persuasive techniques rather than formal logic) at the level of Competence.

### **SOCIOLOGY PROGRAM LEARNING OUTCOMES:**

1. Identify and apply sociological concepts and theories to understand social phenomena
2. Use the sociological imagination and knowledge of social theories to analyze social problems and generate and evaluate solutions
3. Identify how social processes and social institutions create and reproduce structural inequality locally and globally
4. Identify and apply research methods that generate a sociological understanding of human behavior, social phenomena, and social institutions
5. Demonstrate the ability to understand, interpret, and analyze qualitative and quantitative data
6. Convey sociological concepts and understandings in a clear and coherent manner in both written and oral communications
7. Use sociological knowledge, skills, and theories to engage with and respond to the needs of communities and promote social justice
8. Demonstrate knowledge of the intersection of socially and culturally constructed identities and articulate the ways in which social and cultural identities impact our engagement with others and systems of power

### **SPANISH PROGRAM LEARNING OUTCOMES:**

1. Demonstrate communication in Spanish through listening and speaking skills.
2. Demonstrate writing skills in Spanish.
3. Demonstrate reading comprehension in Spanish.
4. Demonstrate awareness of Hispanic/Latino cultures.
5. Demonstrate knowledge of the most important and influential writers and literary movements in Spain and Spanish America.

### **SPORT MANAGEMENT PROGRAM LEARNING OUTCOMES:**

1. Demonstrate a basic knowledge and philosophy of the fundamental principles and concepts of sport management.
2. Evaluate research and communicate effectively in speech and writing utilizing appropriate information sources, presentation formats and technologies in sport management.
3. Display effective critical thinking, decision making and problem-solving skills related to issues in the sport management industry.
4. Demonstrate professional and job specific knowledge and skills acquired in sport management courses to meet professional competencies within the sport management field.

## **THEATRE PROGRAM LEARNING OUTCOMES**

1. Define and practice professional etiquette in an educational theatre setting
2. Meet required standards regarding use of positive and flexible vocal techniques to communicate specific and distinctive interpretation in performance
3. Meet required standards and develop a methodology for creating a role, applying concepts of spontaneity, creativity, movement, and emotional freedom to acting
4. Meet required standards and develop a methodology for directing, designing, and/or managing a production in an educational theatre setting
5. Meet required standards and develop a methodology for executing technical elements of a theatrical production in an educational theatre setting
6. Chart the development of western theatre and relate it to theatre today

Additional program PLO:

## **Newberry First Year Experience Program Learning Outcomes (PLOs)**

1. **Discover** the value of studying in a Liberal Arts environment with a focus on vocation.
2. **Learn** to thrive while navigating their new academic environment with determination and a clear sense of purpose.
3. **Develop** the ability to reflect on one's diversity, dignity, and individuality.
4. **Commit** to our shared humanity by valuing each person's diversity, dignity, and individuality.
5. **Thrive** emotionally, socially, and intellectually through campus involvement and community engagement.