

LIGS University				
Course Learning Outcomes (CLOs)				
Program:			PHD	
Course #			PHD-1	
Course Name			Management	
Course Description	This course emphasizes academic study of the management discipline using research tools and techniques to formulate knowledge about the management of organizations.			
	Key topics include: Management structures; management theories; management styles; change management; leadership; and stakeholder management			
	Upon completion of this course, students will:			
PLO-CLO Linkage	CLOs	CLO 1	CLO 2	CLO 3
	Please link each CLO with its corresponding PLO by placing an x in the box where the two outcomes intersect, in your view. Each CLO may link to more than one PLO and vice versa.	Analyze management issues in organizations through the lens of contemporary and classical management theories	Elaborate management processes that effectively direct organizations in a fast-changing environment	Design and deploy management concepts that promote equity and effectiveness in diverse organizations
PLO 1	Knowledge and Understanding	Students will demonstrate expert knowledge and understanding in the field to:		
	1 Provide evidence of depth and range of relevant scholarly knowledge in a complex domain.	x		x
	2 Assess and analyze the theoretical underpinnings of classic and current academic research at the leading edge of business practice.	x	x	
	3 Select and justify approaches to research tasks and problems using appropriate research methods and tools.	x		x
PLO 2	Research & Investigation	Students will engage in original research and investigation to:		
	1 Develop a self-directed scholarly focus that integrates recognition, critical evaluation and articulation of the key components of a meaningful topic for thorough investigation.	x		
	2 Analyze and synthesize relevant academic research in order to create and publish original knowledge of significance to others.	x		
	3 Become autonomous in managing their own learning, research and publication of scholarly articles and a credible final dissertation.			x
PLO 3	Cognitive Awareness	Students will recognize and respond as scholarly professionals to:		
	1 Collaborate ethically with others in support of self-directed scholarship	x		x
	2 Demonstrate awareness of and sensitivity to the political implications of their scholarship.	x		
	3 Analyze and synthesize complex and possibly conflicting ideas in order to redefine knowledge in their area of domain expertise.		x	x
PLO 4	Global Contribution	Students will incorporate a global perspective to:		
	1 Develop new research-based approaches and solutions that contribute to new knowledge in their area of domain expertise.	x		
	2 Demonstrate awareness of the conceptual underpinnings of ethical dilemmas and conflicts which may arise in a global business environment.		x	x
	3 Formulate solutions in dialogue with others of various backgrounds, and will demonstrate cultural awareness and sensitivity.			x

LIGS University								
Course Learning Outcomes (CLOs)								
Program:		PHD						
Course #		PHD-4						
Course Name		Global Marketing						
Course Description		This course explores the conceptual frameworks and theories of the marketing discipline in the global environment.						
		Key topics include the strategic approach to global market selection and entry and frameworks and theories for marketing across cultures and locations.						
		Upon completion of this course, students will:						
		CLOs	CLO 1	CLO 2	CLO 3			
			Investigate both classical and contemporary marketing theory along with conceptual frameworks that articulate the challenges and opportunities in global and cross-cultural marketing	Develop and propose marketing strategies and policies for global organizations and markets.	Create and adapt conceptual tools that evaluate market entry points, market opportunities and pitfalls, and ROI calculations for global markets.			
PLO 1 Knowledge and Understanding Students will demonstrate expert knowledge and understanding in the field to:								
1	Provide evidence of depth and range of relevant scholarly knowledge in a complex domain.		x					
2	Assess and analyze the theoretical underpinnings of classic and current academic research at the leading edge of business practice.		x					
3	Select and justify approaches to research tasks and problems using appropriate research methods and tools.		x					
PLO 2 Research & Investigation Students will engage in original research and investigation to:								
1	Develop a self-directed scholarly focus that integrates recognition, critical evaluation and articulation of the key components of a meaningful topic for thorough investigation.		x					
2	Analyze and synthesize relevant academic research in order to create and publish original knowledge of significance to others.		x					
3	Become autonomous in managing their own learning, research and publication of scholarly articles and a credible final dissertation.		x					
PLO 3 Cognitive Awareness Students will recognize and respond as scholarly professionals to:								
1	Collaborate ethically with others in support of self-directed scholarship					x		
2	Demonstrate awareness of and sensitivity to the political implications of their scholarship.					x		
3	Analyze and synthesize complex and possibly conflicting ideas in order to redefine knowledge in their area of domain expertise.		x				x	
PLO 4 Global Contribution Students will incorporate a global perspective to:								
1	Develop new research-based approaches and solutions that contribute to new knowledge in their area of domain expertise.					x	x	
2	Demonstrate awareness of the conceptual underpinnings of ethical dilemmas and conflicts which may arise in a global business environment.						x	
3	Formulate solutions in dialogue with others of various backgrounds, and will demonstrate cultural awareness and sensitivity.					x		

LIGS University					
Course Learning Outcomes (CLOs)					
Program:	PHD				
Course #	PHD-6				
Course Name	Media Communication				
Course Description	This course assesses and expands the theoretical basis for messaging and interaction with the public and private media				
	Key topics include communication theories for messaging, factors that influence media coverage, and communication practices for digital and social media				
	Upon completion of this course, students will:				
PLO-CLO Linkage	CLOs	CLO 1	CLO 2	CLO 3	
Please link each CLO with its corresponding PLO by placing an x in the box where the two outcomes intersect, in your view. Each CLO may link to more than one PLO and vice versa.	Devise communication and messaging frameworks based on classic and contemporary theories for communicating with media sources	Construct a foundation for creating an organization's message and capacity for media engagement with various media channels and platforms	Study digital and social media campaigns and strategies to optimize marketing activities such as branding, crisis management, promotion and persuasion		
PLO 1 Knowledge and Understanding	Students will demonstrate expert knowledge and understanding in the field to:				
1 Provide evidence of depth and range of relevant scholarly knowledge in a complex domain.		x			
2 Assess and analyze the theoretical underpinnings of classic and current academic research at the leading edge of business practice.		x			
3 Select and justify approaches to research tasks and problems using appropriate research methods and tools.		x			
PLO 2 Research & Investigation	Students will engage in original research and investigation to:				
1 Develop a self-directed scholarly focus that integrates recognition, critical evaluation and articulation of the key components of a meaningful topic for thorough investigation.		x			
2 Analyze and synthesize relevant academic research in order to create and publish original knowledge of significance to others.			x		
3 Become autonomous in managing their own learning, research and publication of scholarly articles and a credible final dissertation.			x		
PLO 3 Cognitive Awareness	Students will recognize and respond as scholarly professionals to:				
1 Collaborate ethically with others in support of self-directed scholarship			x	x	
2 Demonstrate awareness of and sensitivity to the political implications of their scholarship.				x	
3 Analyze and synthesize complex and possibly conflicting ideas in order to redefine knowledge in their area of domain expertise.		x			
PLO 4 Global Contribution	Students will incorporate a global perspective to:				
1 Develop new research-based approaches and solutions that contribute to new knowledge in their area of domain expertise.			x		
2 Demonstrate awareness of the conceptual underpinnings of ethical dilemmas and conflicts which may arise in a global business environment.			x		
3 Formulate solutions in dialogue with others of various backgrounds, and will demonstrate cultural awareness and sensitivity.					x

LIGS University				
Course Learning Outcomes (CLOs)				
Program:	PHD			
Course #	PHD-9			
Course Name	Team Management			
Course Description	This course combines research into project management and team dynamics to develop roles and practices for managing teams within organizations. Key topics include group communication processes and theories for teams, team leadership frameworks, along with research on organizing and managing teams and improving team performance.			
	Upon completion of this course, students will:			
PLO-CLO Linkage	CLOs	CLO 1	CLO 2	CLO 3
Please link each CLO with its corresponding PLO by placing an x in the box where the two outcomes intersect, in your view. Each CLO may link to more than one PLO and vice versa.		Develop models to determine effective team approaches for organizational problems	Review communication and process management theories for their use in team problem solving, innovation and management.	Use team management theory to create tools that enhance performance, responsiveness and cohesion of various kinds of work teams.
PLO 1 Knowledge and Understanding Students will demonstrate expert knowledge and understanding in the field to:				
1 Provide evidence of depth and range of relevant scholarly knowledge in a complex domain.		x		
2 Assess and analyze the theoretical underpinnings of classic and current academic research at the leading edge of business practice.			x	
3 Select and justify approaches to research tasks and problems using appropriate research methods and tools.			x	
PLO 2 Research & Investigation Students will engage in original research and investigation to:				
1 Develop a self-directed scholarly focus that integrates recognition, critical evaluation and articulation of the key components of a meaningful topic for thorough investigation.				x
2 Analyze and synthesize relevant academic research in order to create and publish original knowledge of significance to others.			x	
3 Become autonomous in managing their own learning, research and publication of scholarly articles and a credible final dissertation.				x
PLO 3 Cognitive Awareness Students will recognize and respond as scholarly professionals to:				
1 Collaborate ethically with others in support of self-directed scholarship		x	x	
2 Demonstrate awareness of and sensitivity to the political implications of their scholarship.			x	
3 Analyze and synthesize complex and possibly conflicting ideas in order to redefine knowledge in their area of domain expertise.			x	
PLO 4 Global Contribution Students will incorporate a global perspective to:				
1 Develop new research-based approaches and solutions that contribute to new knowledge in their area of domain expertise.		x		
2 Demonstrate awareness of the conceptual underpinnings of ethical dilemmas and conflicts which may arise in a global business environment.			x	
3 Formulate solutions in dialogue with others of various backgrounds, and will demonstrate cultural awareness and sensitivity.				x

LIGS University								
Course Learning Outcomes (CLOs)								
Program:			PHD					
Course #			PHD-12					
Course Name			Financial Reporting and Analysis					
Course Description			This course investigates the theoretical framework for financial reporting, analysis and valuation in organizations.					
			Key topics include financial statement analysis, asset valuation, risk assessment and forecasting, reporting techniques and cost analysis.					
			Upon completion of this course, students will:					
PLO-CLO Linkage	CLOs	CLO 1	CLO 2	CLO 3				
	Please link each CLO with its corresponding PLO by placing an x in the box where the two outcomes intersect, in your view. Each CLO may link to more than one PLO and vice versa.	Examine financial models and ratios for analyzing an organization's financial statements and compare them for a variety of scenarios.	Optimize financial models for the purpose of constructing risk assessment, valuation and forecasting activities, and for reporting financial results.	Create theoretical frameworks for determining cost behaviour patterns and implications for break-even, scalability and profitability forecasts and reporting				
PLO 1	Knowledge and Understanding	Students will demonstrate expert knowledge and understanding in the field to:						
	1 Provide evidence of depth and range of relevant scholarly knowledge in a complex domain.	x	x		x			
	2 Assess and analyze the theoretical underpinnings of classic and current academic research at the leading edge of business practice.	x	x					
	3 Select and justify approaches to research tasks and problems using appropriate research methods and tools.		x		x			
PLO 2	Research & Investigation	Students will engage in original research and investigation to:						
	1 Develop a self-directed scholarly focus that integrates recognition, critical evaluation and articulation of the key components of a meaningful topic for thorough investigation.	x						
	2 Analyze and synthesize relevant academic research in order to create and publish original knowledge of significance to others.	x	x					
	3 Become autonomous in managing their own learning, research and publication of scholarly articles and a credible final dissertation.				x			
PLO 3	Cognitive Awareness	Students will recognize and respond as scholarly professionals to:						
	1 Collaborate ethically with others in support of self-directed scholarship		x		x			
	2 Demonstrate awareness of and sensitivity to the political implications of their scholarship.				x			
	3 Analyze and synthesize complex and possibly conflicting ideas in order to redefine knowledge in their area of domain expertise.							
PLO 4	Global Contribution	Students will incorporate a global perspective to:						
	1 Develop new research-based approaches and solutions that contribute to new knowledge in their area of domain expertise.		x		x			
	2 Demonstrate awareness of the conceptual underpinnings of ethical dilemmas and conflicts which may arise in a global business environment.	x						
	3 Formulate solutions in dialogue with others of various backgrounds, and will demonstrate cultural awareness and sensitivity.				x			

LIGS University				
Course Learning Outcomes (CLOs)				
Program:	PHD			
Course #	PHD-13			
Course Name	Human Resource Management			
Course Description	This course reviews the conceptual foundations of the human resource function in organizations. Key topics include the history and scholarship dedicated to human resource management, recruitment and training, human resource strategy, performance management and career development.			
	Upon completion of this course, students will:			
PLO-CLO Linkage	CLOs	CLO 1	CLO 2	CLO 3
Please link each CLO with its corresponding PLO by placing an x in the box where the two outcomes intersect, in your view. Each CLO may link to more than one PLO and vice versa.		Investigate the role and inputs of human resource management as they occur in various organizations.	Create frameworks that optimize the human resource function in organizations, including training, performance management, recruitment and retention and career development.	Design strategic alignment in an organization's human resource strategy with various stakeholders who interact with its human capital capacity.
PLO 1 Knowledge and Understanding Students will demonstrate expert knowledge and understanding in the field to:				
1	Provide evidence of depth and range of relevant scholarly knowledge in a complex domain.	x		x
2	Assess and analyze the theoretical underpinnings of classic and current academic research at the leading edge of business practice.	x	x	x
3	Select and justify approaches to research tasks and problems using appropriate research methods and tools.		x	
PLO 2 Research & Investigation Students will engage in original research and investigation to:				
1	Develop a self-directed scholarly focus that integrates recognition, critical evaluation and articulation of the key components of a meaningful topic for thorough investigation.	x		x
2	Analyze and synthesize relevant academic research in order to create and publish original knowledge of significance to others.		x	
3	Become autonomous in managing their own learning, research and publication of scholarly articles and a credible final dissertation.	x	x	x
PLO 3 Cognitive Awareness Students will recognize and respond as scholarly professionals to:				
1	Collaborate ethically with others in support of self-directed scholarship	x	x	x
2	Demonstrate awareness of and sensitivity to the political implications of their scholarship.	x	x	x
3	Analyze and synthesize complex and possibly conflicting ideas in order to redefine knowledge in their area of domain expertise.		x	x
PLO 4 Global Contribution Students will incorporate a global perspective to:				
1	Develop new research-based approaches and solutions that contribute to new knowledge in their area of domain expertise.	x		
2	Demonstrate awareness of the conceptual underpinnings of ethical dilemmas and conflicts which may arise in a global business environment.		x	x
3	Formulate solutions in dialogue with others of various backgrounds, and will demonstrate cultural awareness and sensitivity.		x	x

LIGS University									
Course Learning Outcomes (CLOs)									
Program:			PHD						
Course #			PHD-15						
Course Name			Recruitment and Selection						
Course Description			This course aligns the conceptual grounding for employee recruitment with frameworks for recruitment and selection processes, tools and metrics.						
			Key topics include planning for strategic hiring, recruitment and selection processes and tools, and the ethical core of sustainable hiring practices.						
			Upon completion of this course, students will:						
PLO-CLO Linkage	CLOs	CLO 1	CLO 2	CLO 3					
	Please link each CLO with its corresponding PLO by placing an x in the box where the two outcomes intersect, in your view. Each CLO may link to more than one PLO and vice versa.	Investigate the scientific basis for sound and sustainable hiring and selection practices, processes and tools.	Develop recruiting and selection processes to align team members with key roles in organizations of varying size, structure and purpose.	Design and recommend standards and practices for ethical hiring in contemporary organizations.					
PLO 1	Knowledge and Understanding	Students will demonstrate expert knowledge and understanding in the field to:							
1	Provide evidence of depth and range of relevant scholarly knowledge in a complex domain.	x							
2	Assess and analyze the theoretical underpinnings of classic and current academic research at the leading edge of business practice.	x							
3	Select and justify approaches to research tasks and problems using appropriate research methods and tools.				x		x		
PLO 2	Research & Investigation	Students will engage in original research and investigation to:							
1	Develop a self-directed scholarly focus that integrates recognition, critical evaluation and articulation of the key components of a meaningful topic for thorough investigation.	x		x				x	
2	Analyze and synthesize relevant academic research in order to create and publish original knowledge of significance to others.	x		x				x	
3	Become autonomous in managing their own learning, research and publication of scholarly articles and a credible final dissertation.	x		x				x	
PLO 3	Cognitive Awareness	Students will recognize and respond as scholarly professionals to:							
1	Collaborate ethically with others in support of self-directed scholarship							x	
2	Demonstrate awareness of and sensitivity to the political implications of their scholarship.							x	
3	Analyze and synthesize complex and possibly conflicting ideas in order to redefine knowledge in their area of domain expertise.	x							
PLO 4	Global Contribution	Students will incorporate a global perspective to:							
1	Develop new research-based approaches and solutions that contribute to new knowledge in their area of domain expertise.				x			x	
2	Demonstrate awareness of the conceptual underpinnings of ethical dilemmas and conflicts which may arise in a global business environment.	x							
3	Formulate solutions in dialogue with others of various backgrounds, and will demonstrate cultural awareness and sensitivity.				x			x	

LIGS University					
Course Learning Outcomes (CLOs)					
Program:	PHD				
Course #	PHD-16				
Course Name	Change Management				
Course Description	This course develops the conceptual basis for managing organizations during periods and through processes of change. Key topics include scholarship dedicated to the nature of change, change management, risks from change and adaptability during times of rapid and complex change.				
Upon completion of this course, students will:					
PLO-CLO Linkage	CLOs	CLO 1	CLO 2	CLO 3	
Please link each CLO with its corresponding PLO by placing an x in the box where the two outcomes intersect, in your view. Each CLO may link to more than one PLO and vice versa.					
PLO 1 Knowledge and Understanding Students will demonstrate expert knowledge and understanding in the field to:					
1	Provide evidence of depth and range of relevant scholarly knowledge in a complex domain.		x		
2	Assess and analyze the theoretical underpinnings of classic and current academic research at the leading edge of business practice.		x		
3	Select and justify approaches to research tasks and problems using appropriate research methods and tools.			x	
PLO 2 Research & Investigation Students will engage in original research and investigation to:					
1	Develop a self-directed scholarly focus that integrates recognition, critical evaluation and articulation of the key components of a meaningful topic for thorough investigation.		x		
2	Analyze and synthesize relevant academic research in order to create and publish original knowledge of significance to others.		x		
3	Become autonomous in managing their own learning, research and publication of scholarly articles and a credible final dissertation.		x		
PLO 3 Cognitive Awareness Students will recognize and respond as scholarly professionals to:					
1	Collaborate ethically with others in support of self-directed scholarship			x	
2	Demonstrate awareness of and sensitivity to the political implications of their scholarship.			x	x
3	Analyze and synthesize complex and possibly conflicting ideas in order to redefine knowledge in their area of domain expertise.				x
PLO 4 Global Contribution Students will incorporate a global perspective to:					
1	Develop new research-based approaches and solutions that contribute to new knowledge in their area of domain expertise.				x
2	Demonstrate awareness of the conceptual underpinnings of ethical dilemmas and conflicts which may arise in a global business environment.				x
3	Formulate solutions in dialogue with others of various backgrounds, and will demonstrate cultural awareness and sensitivity.				x

LIGS University				
Course Learning Outcomes (CLOs)				
Program:	PHD			
Course #	PHD-17			
Course Name	Corporate Social Responsibility			
Course Description	This course examines the theoretical and sociological framework for corporate social responsibility on the part of organizations in the private and public sectors			
	Key topics include the theoretical grounding for corporate social responsibility to various stakeholders, socially responsible policies and behaviors and metrics for social responsibility			
	Upon completion of this course, students will:			
PLO-CLO Linkage	CLOs	CLO 1	CLO 2	CLO 3
Please link each CLO with its corresponding PLO by placing an x in the box where the two outcomes intersect, in your view. Each CLO may link to more than one PLO and vice versa.	Evaluate research on corporate and organizational policies, behavior and results in light of their responsibility to various stakeholder groups	Analyze corporate strategies, structures and policies for their impact on stakeholders of various sizes and varying degrees of influence	Recommend organizational policies, practices, metrics and behaviors in light of corporate social responsibility	
PLO 1 Knowledge and Understanding Students will demonstrate expert knowledge and understanding in the field to:				
1 Provide evidence of depth and range of relevant scholarly knowledge in a complex domain.	x	x		
2 Assess and analyze the theoretical underpinnings of classic and current academic research at the leading edge of business practice.			x	x
3 Select and justify approaches to research tasks and problems using appropriate research methods and tools.	x	x		
PLO 2 Research & Investigation Students will engage in original research and investigation to:				
1 Develop a self-directed scholarly focus that integrates recognition, critical evaluation and articulation of the key components of a meaningful topic for thorough investigation.	x	x		x
2 Analyze and synthesize relevant academic research in order to create and publish original knowledge of significance to others.			x	
3 Become autonomous in managing their own learning, research and publication of scholarly articles and a credible final dissertation.	x			x
PLO 3 Cognitive Awareness Students will recognize and respond as scholarly professionals to:				
1 Collaborate ethically with others in support of self-directed scholarship				x
2 Demonstrate awareness of and sensitivity to the political implications of their scholarship.			x	
3 Analyze and synthesize complex and possibly conflicting ideas in order to redefine knowledge in their area of domain expertise.	x	x		
PLO 4 Global Contribution Students will incorporate a global perspective to:				
1 Develop new research-based approaches and solutions that contribute to new knowledge in their area of domain expertise.	x			x
2 Demonstrate awareness of the conceptual underpinnings of ethical dilemmas and conflicts which may arise in a global business environment.			x	x
3 Formulate solutions in dialogue with others of various backgrounds, and will demonstrate cultural awareness and sensitivity.	x	x		x

LIGS University									
Course Learning Outcomes (CLOs)									
Program:			PHD						
Course #			PHD-18						
Course Name			Digital Communication						
Course Description			This course investigates the role and impact of digital tools and processes on the communication function.						
			Key topics include the conceptual foundations for digital communication and the use of digital communication techniques, tools and process in organizations.						
			Upon completion of this course, students will:						
PLO-CLO Linkage	CLOs	CLO 1	CLO 2	CLO 3					
Please link each CLO with its corresponding PLO by placing an x in the box where the two outcomes intersect, in your view. Each CLO may link to more than one PLO and vice versa.		Create research-based digital communication strategies, processes and practices for improving communication.	Evaluate digital communication platforms, campaigns, strategies and techniques to determine their effectiveness for a given organization.	Extrapolate contemporary research on digital communication trends, emerging tools, techniques and metrics to analyze their impact and validity within organizations.					
PLO 1 Knowledge and Understanding	Students will demonstrate expert knowledge and understanding in the field to:								
1	Provide evidence of depth and range of relevant scholarly knowledge in a complex domain.		x						
2	Assess and analyze the theoretical underpinnings of classic and current academic research at the leading edge of business practice.		x		x				
3	Select and justify approaches to research tasks and problems using appropriate research methods and tools.				x				
PLO 2 Research & Investigation	Students will engage in original research and investigation to:								
1	Develop a self-directed scholarly focus that integrates recognition, critical evaluation and articulation of the key components of a meaningful topic for thorough investigation.				x		x		
2	Analyze and synthesize relevant academic research in order to create and publish original knowledge of significance to others.						x		
3	Become autonomous in managing their own learning, research and publication of scholarly articles and a credible final dissertation.						x		
PLO 3 Cognitive Awareness	Students will recognize and respond as scholarly professionals to:								
1	Collaborate ethically with others in support of self-directed scholarship				x				
2	Demonstrate awareness of and sensitivity to the political implications of their scholarship.						x		
3	Analyze and synthesize complex and possibly conflicting ideas in order to redefine knowledge in their area of domain expertise.						x		
PLO 4 Global Contribution	Students will incorporate a global perspective to:								
1	Develop new research-based approaches and solutions that contribute to new knowledge in their area of domain expertise.		x						
2	Demonstrate awareness of the conceptual underpinnings of ethical dilemmas and conflicts which may arise in a global business environment.				x				
3	Formulate solutions in dialogue with others of various backgrounds, and will demonstrate cultural awareness and sensitivity.						x		

LIGS University									
Course Learning Outcomes (CLOs)									
Program:			PHD						
Course #			PHD-20						
Course Name			Financial Markets and Investments						
Course Description			This course synthesizes the literature on financial markets in a global economy in order to analyze conceptual tools and practices for investing and financial management.						
			Key topics include the conceptual foundations of financial markets, research models for various markets, tools and systems, and the role of investing in financial management						
			Upon completion of this course, students will:						
PLO-CLO Linkage	CLOs	CLO 1	CLO 2	CLO 3					
	Please link each CLO with its corresponding PLO by placing an x in the box where the two outcomes intersect, in your view. Each CLO may link to more than one PLO and vice versa.	Investigate scientific models in order to recommend various financial portfolios and strategies based on their role and position in the framework of financial markets	Develop investment structures within the parameters of their risk factors and their role in various risk management strategies, given return requirements and market efficiencies	Create strategies that maximize the effectiveness of financial tools and systems in a fast-changing, complex global market					
PLO 1	Knowledge and Understanding	Students will demonstrate expert knowledge and understanding in the field to:							
	1 Provide evidence of depth and range of relevant scholarly knowledge in a complex domain.	x							
	2 Assess and analyze the theoretical underpinnings of classic and current academic research at the leading edge of business practice.	x	x						
	3 Select and justify approaches to research tasks and problems using appropriate research methods and tools.				x				
PLO 2	Research & Investigation	Students will engage in original research and investigation to:							
	1 Develop a self-directed scholarly focus that integrates recognition, critical evaluation and articulation of the key components of a meaningful topic for thorough investigation.	x	x						
	2 Analyze and synthesize relevant academic research in order to create and publish original knowledge of significance to others.	x							
	3 Become autonomous in managing their own learning, research and publication of scholarly articles and a credible final dissertation.				x				
PLO 3	Cognitive Awareness	Students will recognize and respond as scholarly professionals to:							
	1 Collaborate ethically with others in support of self-directed scholarship		x		x				
	2 Demonstrate awareness of and sensitivity to the political implications of their scholarship.				x				
	3 Analyze and synthesize complex and possibly conflicting ideas in order to redefine knowledge in their area of domain expertise.	x	x						
PLO 4	Global Contribution	Students will incorporate a global perspective to:							
	1 Develop new research-based approaches and solutions that contribute to new knowledge in their area of domain expertise.		x		x				
	2 Demonstrate awareness of the conceptual underpinnings of ethical dilemmas and conflicts which may arise in a global business environment.		x		x				
	3 Formulate solutions in dialogue with others of various backgrounds, and will demonstrate cultural awareness and sensitivity.				x				

LIGS University									
Course Learning Outcomes (CLOs)									
Program: PHD									
Course #: PHD-25									
Course Name: Research Methodology									
Course Description: This course prepares doctoral students to organize, perform and publish scholarly research appropriate for academic audiences.									
Key topics include formal methods of qualitative and quantitative research, developing research and empirical frameworks, the scholarly research process and academic publishing									
Upon completion of this course, students will:									
PLO-CLO Linkage		CLOs		CLO 1		CLO 2		CLO 3	
Please link each CLO with its corresponding PLO by placing an x in the box where the two outcomes intersect, in your view. Each CLO may link to more than one PLO and vice versa.		Develop theoretical and empirical models using scientific research methods in qualitative and quantitative domains		Select and deploy research methods matched to challenges in the knowledge domain		Write and publish scholarly works suitable for publication on peer-reviewed platforms intended for a scholarly audience.			
PLO 1 Knowledge and Understanding Students will demonstrate expert knowledge and understanding in the field to:									
1 Provide evidence of depth and range of relevant scholarly knowledge in a complex domain.		x							
2 Assess and analyze the theoretical underpinnings of classic and current academic research at the leading edge of business practice.		x							
3 Select and justify approaches to research tasks and problems using appropriate research methods and tools.				x					
PLO 2 Research & Investigation Students will engage in original research and investigation to:									
1 Develop a self-directed scholarly focus that integrates recognition, critical evaluation and articulation of the key components of a meaningful topic for thorough investigation.				x		x			
2 Analyze and synthesize relevant academic research in order to create and publish original knowledge of significance to others.		x							
3 Become autonomous in managing their own learning, research and publication of scholarly articles and a credible final dissertation.				x					
PLO 3 Cognitive Awareness Students will recognize and respond as scholarly professionals to:									
1 Collaborate ethically with others in support of self-directed scholarship				x					
2 Demonstrate awareness of and sensitivity to the political implications of their scholarship.				x		x			
3 Analyze and synthesize complex and possibly conflicting ideas in order to redefine knowledge in their area of domain expertise.				x		x			
PLO 4 Global Contribution Students will incorporate a global perspective to:									
1 Develop new research-based approaches and solutions that contribute to new knowledge in their area of domain expertise.						x			
2 Demonstrate awareness of the conceptual underpinnings of ethical dilemmas and conflicts which may arise in a global business environment.		x				x			
3 Formulate solutions in dialogue with others of various backgrounds, and will demonstrate cultural awareness and sensitivity.						x			

LIGS University								
Course Learning Outcomes (CLOs)								
Program:			PHD					
Course #			PHD-27					
Course Name			Dissertation Project II - Literature Review and Theoretical Background					
Course Description			In this course, doctoral students will review relevant literature and provide the theoretical framework for their dissertation topic.					
			Key activities include an thorough review of academic literature relevant to their topic and creation of a conceptual framework for its study.					
			Upon completion of this course, students will:					
PLO-CLO Linkage	CLOs	CLO 1	CLO 2	CLO 3				
	Please link each CLO with its corresponding PLO by placing an x in the box where the two outcomes intersect, in your view. Each CLO may link to more than one PLO and vice versa.	Synthesize the academic literature relevant to their dissertation topic.	Provide a critical evaluation of the scholarly background for their work.	Present the conceptual framework to provide logical and theoretical context for their problem.				
PLO 1	Knowledge and Understanding	Students will demonstrate expert knowledge and understanding in the field to:						
	1 Provide evidence of depth and range of relevant scholarly knowledge in a complex domain.	x	x		x			
	2 Assess and analyze the theoretical underpinnings of classic and current academic research at the leading edge of business practice.		x		x			
	3 Select and justify approaches to research tasks and problems using appropriate research methods and tools.		x					
PLO 2	Research & Investigation	Students will engage in original research and investigation to:						
	1 Develop a self-directed scholarly focus that integrates recognition, critical evaluation and articulation of the key components of a meaningful topic for thorough investigation.		x		x			
	2 Analyze and synthesize relevant academic research in order to create and publish original knowledge of significance to others.	x						
	3 Become autonomous in managing their own learning, research and publication of scholarly articles and a credible final dissertation.		x		x			
PLO 3	Cognitive Awareness	Students will recognize and respond as scholarly professionals to:						
	1 Collaborate ethically with others in support of self-directed scholarship		x		x			
	2 Demonstrate awareness of and sensitivity to the political implications of their scholarship.		x		x			
	3 Analyze and synthesize complex and possibly conflicting ideas in order to redefine knowledge in their area of domain expertise.	x						
PLO 4	Global Contribution	Students will incorporate a global perspective to:						
	1 Develop new research-based approaches and solutions that contribute to new knowledge in their area of domain expertise.				x			
	2 Demonstrate awareness of the conceptual underpinnings of ethical dilemmas and conflicts which may arise in a global business environment.		x		x			
	3 Formulate solutions in dialogue with others of various backgrounds, and will demonstrate cultural awareness and sensitivity.				x			

LIGS University									
Course Learning Outcomes (CLOs)									
Program:		PHD							
Course #		PHD-29							
Course Name		Dissertation Project IV-Survey and Data Analysis							
Course Description		In this course, doctoral students will perform scientific research, data collection and data analysis to resolve their dissertation's problem statement							
		Key activities include data collection by survey, project or data acquisition, data review and analysis, and conclusions or recommendations based on findings.							
		Upon completion of this course, students will:							
PLO-CLO Linkage	CLOs	CLO 1	CLO 2	CLO 3					
	Please link each CLO with its corresponding PLO by placing an x in the box where the two outcomes intersect, in your view. Each CLO may link to more than one PLO and vice versa.	Develop and deploy a data gathering mechanism to collect original data related to their dissertation problem.	Analyze data using descriptive statistical methods.	Provide conclusions or recommendations for action or future investigation based on their findings.					
PLO 1	Knowledge and Understanding	Students will demonstrate expert knowledge and understanding in the field to:							
	1 Provide evidence of depth and range of relevant scholarly knowledge in a complex domain.	x	x						
	2 Assess and analyze the theoretical underpinnings of classic and current academic research at the leading edge of business practice.	x	x	x					
	3 Select and justify approaches to research tasks and problems using appropriate research methods and tools.	x	x						
PLO 2	Research & Investigation	Students will engage in original research and investigation to:							
	1 Develop a self-directed scholarly focus that integrates recognition, critical evaluation and articulation of the key components of a meaningful topic for thorough investigation.	x	x						
	2 Analyze and synthesize relevant academic research in order to create and publish original knowledge of significance to others.		x	x					
	3 Become autonomous in managing their own learning, research and publication of scholarly articles and a credible final dissertation.	x	x	x					
PLO 3	Cognitive Awareness	Students will recognize and respond as scholarly professionals to:							
	1 Collaborate ethically with others in support of self-directed scholarship	x	x	x					
	2 Demonstrate awareness of and sensitivity to the political implications of their scholarship.			x					
	3 Analyze and synthesize complex and possibly conflicting ideas in order to redefine knowledge in their area of domain expertise.		x	x					
PLO 4	Global Contribution	Students will incorporate a global perspective to:							
	1 Develop new research-based approaches and solutions that contribute to new knowledge in their area of domain expertise.		x	x					
	2 Demonstrate awareness of the conceptual underpinnings of ethical dilemmas and conflicts which may arise in a global business environment.	x	x	x					
	3 Formulate solutions in dialogue with others of various backgrounds, and will demonstrate cultural awareness and sensitivity.			x					

LIGS University				
Course Learning Outcomes (CLOs)				
Program:	PHD			
Course #	PHD-30			
Course Name	Dissertation Project V - Consultation and Thesis			
Course Description	In this course doctoral students will integrate their work into a viable dissertation and present their findings.			
Upon completion of this course, students will:				
PLO-CLO Linkage	CLOs	CLO 1	CLO 2	CLO 3
	Please link each CLO with its corresponding PLO by placing an x in the box where the two outcomes intersect, in your view. Each CLO may link to more than one PLO and vice versa.	Combine literature review, research and analysis into a dissertation of appropriate scholarly and practical value.	Present and defend dissertation findings to a committee of academic scholars and expert practitioners.	Polish and publish dissertation to make research and findings available for public consideration and scholarly review.
PLO 1	Knowledge and Understanding	Students will demonstrate expert knowledge and understanding in the field to:		
1	Provide evidence of depth and range of relevant scholarly knowledge in a complex domain.	x	x	x
2	Assess and analyze the theoretical underpinnings of classic and current academic research at the leading edge of business practice.	x		
3	Select and justify approaches to research tasks and problems using appropriate research methods and tools.		x	x
PLO 2	Research & Investigation	Students will engage in original research and investigation to:		
1	Develop a self-directed scholarly focus that integrates recognition, critical evaluation and articulation of the key components of a meaningful topic for thorough investigation.	x		
2	Analyze and synthesize relevant academic research in order to create and publish original knowledge of significance to others.	x	x	x
3	Become autonomous in managing their own learning, research and publication of scholarly articles and a credible final dissertation.		x	x
PLO 3	Cognitive Awareness	Students will recognize and respond as scholarly professionals to:		
1	Collaborate ethically with others in support of self-directed scholarship		x	x
2	Demonstrate awareness of and sensitivity to the political implications of their scholarship.		x	
3	Analyze and synthesize complex and possibly conflicting ideas in order to redefine knowledge in their area of domain expertise.		x	x
PLO 4	Global Contribution	Students will incorporate a global perspective to:		
1	Develop new research-based approaches and solutions that contribute to new knowledge in their area of domain expertise.		x	x
2	Demonstrate awareness of the conceptual underpinnings of ethical dilemmas and conflicts which may arise in a global business environment.	x	x	
3	Formulate solutions in dialogue with others of various backgrounds, and will demonstrate cultural awareness and sensitivity.		x	x