

Richard J. Bolte Sr. School of Business
Strategic Plan
Fall 2024- Spring 2029

The Richard J. Bolte, Sr. School of Business, accredited by the International Assembly for Collegiate Business Education (IACBE), offers major and minor programs in accounting, business, economics, entrepreneurship, finance, and sport management. Undergraduate students can also pursue a minor in supply chain management, business analytics and/or a concentration in management, marketing, finance, or international business.

The school also offers Master of Business Administration, Master of Sport Management, and Master of Health Administration degrees, and adult accelerated baccalaureate degrees in business and entrepreneurship. The Bolte School of Business also offers post-baccalaureate certificate programs in Government Contracting, Logistics and Supply Chain Management, Organizational Development, and Project Management. MBA concentrations include economics, finance and investments, personnel management and industrial relations, international business, management, healthcare management, marketing, and not-for-profit management. Doctoral-level and professionally experienced faculty teach in both the undergraduate and graduate programs.

The Bolte School of Business emphasizes a well-rounded education that combines theoretical knowledge with practical skills. The curriculum is designed to foster critical thinking, ethical decision-making, and effective communication – all essential skills for navigating the complexities of the modern business landscape. In addition to classroom instruction, the Bolte School of Business offers various experiential learning opportunities, including internships, study abroad options, and involvement in business-related clubs and organizations.

Vision

We aspire to be the number one business school in the mid-Atlantic region for graduating professionals who use their business vocation and sense of purpose to positively impact the triple bottom line.

Mission

The Richard J. Bolte, Sr. School of Business provides students with the knowledge and skills for professional excellence and ethical leadership through innovative programming, engaging teaching, and collaborative learning.

Bolte School of Business Values

Ethical decision-making

- The Bolte School of Business upholds a steadfast commitment to ethical decision-making by integrating core values rooted in Catholic social teaching throughout its curriculum and operations. Through rigorous coursework, case studies, and seminars, students are equipped with the necessary tools to navigate complex business dilemmas with integrity and moral discernment. Faculty and staff serve as ethical mentors, guiding students in applying principles of justice, honesty, and compassion in their professional endeavors, fostering a culture of responsibility and accountability.

Respecting human dignity

- The Bolte School of Business prioritizes fostering an inclusive environment where every individual is treated with profound respect and dignity. Through its curriculum

and extracurricular activities, the school emphasizes ethical decision-making rooted in principles that uphold the intrinsic value of every human being. Faculty and staff are committed to nurturing a culture of empathy, compassion, and understanding, ensuring that all members of the community feel valued and supported in their personal and professional development.

Celebrating human potential

- The Bolte School of Business embraces the belief that every individual possesses unique talents and abilities, deserving recognition and celebration. Through a comprehensive educational approach, the school empowers students to realize their full potential, fostering a spirit of excellence and personal growth. By integrating faith-based principles with academic and professional development, the school cultivates an environment where students are inspired to make meaningful contributions to society while embracing their innate gifts.

Bolte School Intended Student Learning Outcomes

1. *Knowledge and Technical Skills*: Students will demonstrate proficiency in requisite technical skills and knowledge of the functional areas of the organization, including principles, theories, and practices.
2. *Communication Skills*: Students will demonstrate proficiency in communicating effectively, both orally and in writing using contemporary technologies as appropriate.
3. *Global Awareness*: Students will demonstrate knowledge of organization operations in a global setting.
4. *Analytical and Critical Thinking Skills*: Students will demonstrate proficiency in evaluating complex problems and processes, including the coordination of the organization, research and analysis of qualitative and quantitative data, the application of problem - solving methodologies, and generation of recommendations and corrective actions.
5. *The Role of Professionals and Organizations in Society*: Students will demonstrate knowledge of the responsibilities of professionals to make ethical decisions that support the execution of the multiple roles of organizations in society using the perspectives of stakeholder analysis, organization social responsibility, and Catholic Social Teaching.

Strategic Initiatives

Set out below are the strategic initiatives that define what we will pursue in the next five years. Also included are the paths of action for each initiative. The Tactical Plan document includes the measurable tactics that will track our progress.

1. Continue to evolve curricula to meet business needs.

- The Bolte School will graduate students with analytical and industry-desired software skills.
- We will intentionally provide more interdisciplinary learning opportunities for our students.

- Inclusivity will remain an important part of our pedagogy and curriculum, ensuring an educational experience that prepares students to succeed in a diverse business landscape.
- All Bolte School majors will complete a culminating curricular experience in a capstone course, which will provide added value as they transition to their careers.

2. Expand extracurricular and experiential learning opportunities for students.

- Programming will be developed with the purpose of curricular enhancement.
- We will Intentionally support student applications for industry-recognized awards.
- A professional development program will be created to give students the opportunity to build professional skills and make industry connections.
- The Bolte School will further engage students with experiential learning opportunities via internship, class projects, and field trips.
- The Bolte School will institute an Ethics Week, where business ethics and corporate social responsibility will be the focus of various events.

3. Diversify and expand revenue streams.

- The Bolte School will initiate and engage in tiered fundraising initiatives, focusing on student, faculty, and institutional initiatives.
- We will pursue partnerships at the individual, corporate, and institutional level.
- The Bolte School will create and maintain our own database of Friends of the Bolte School.

4. Better promote our brand to all stakeholders.

- We will highlight one of our biggest assets – our engagement with students.
- We will promote current student, alum, and faculty accomplishments regularly.
- The Bolte School will emphasize our ethics-based initiatives and projects.