### **MISSION**

The Leon Hess Business School (LHBS) provides learners personalized instruction through a community of teachers, scholars, and practitioners. LHBS learners develop knowledge, skills, and critical thinking that prepare them to lead businesses as a force for good.

The LHBS Mission is achieved through:

Teaching excellence that leads to Bachelor of Science & Master of Business Administration degrees, or other relevant designations we develop over time

A diverse, equitable, inclusive, and safe learning environment

Small classroom instruction with academically qualified faculty

Empowered faculty that conduct high-quality research & scholarship

A contemporary business curriculum

Engagement with alumni to enable lifelong learning

Partnerships with local community, practitioners, and businesses

Professionalism and respect at all levels

### **CREDO**

Personalized education to promote business as a force for good.

### VISION

To be a regional leader in business education.



### THEME 1: STUDENT EXCELLENCE

Create and maintain an environment that fosters and maximizes our students' ability to excel personally, professionally, ethically, and in their community.

# OBJECTIVE 1: ENHANCE STUDENT POST-GRADUATION PREPARATION & PLACEMENT OUTCOMES.

#### **ACTION ITEMS:**

- 1. Develop networking opportunities for our learners to provide post-graduation placement opportunities.
- 2. Offer dedicated placement support within the LHBS.

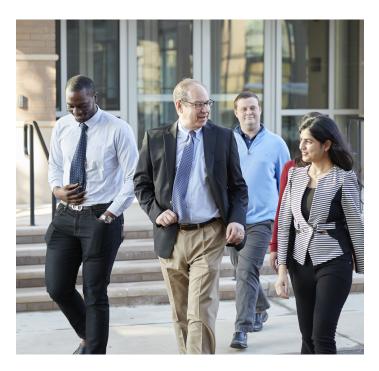
# OBJECTIVE 2: DEVELOP NEW PROGRAMS TO ENHANCE STUDENT EXPERIENCE, ENGAGEMENT, AND COMPETENCIES.

- Develop new programs in marketrelevant areas within both undergraduate and graduate degree programs.
- 2. Develop alternative programs that can be offered across existing concentrations or as alternative/nontraditional options.
- 3. Expand the programming & reach of the Centers of Excellence/Expertise found within the LHBS.



### THEME 2: FACULTY DEVELOPMENT

Ensure the Leon Hess Business School provides high-quality teaching and scholarship to fulfill its mission while nurturing a culture of respect and professionalism.



### OBJECTIVE 1: ENHANCE COMMITMENT AND SUPPORT FOR FACULTY AND STAFF COLLEAGUES TO PROMOTE TEACHING AND SCHOLARLY EXCELLENCE.

#### **ACTION ITEMS:**

- Enhance and communicate opportunities for financial support for research funding including travel support.
- Review responsibilities of current faculty to refine teaching, scholarship, and service expectations to ensure all aspects of faculty work are appropriately valued.
- 3. Support faculty efforts to engage in collaborative research with undergraduate and graduate learners.
- 4. Ensure the availability of up-to-date technology and database access.

# OBJECTIVE 2: DEVELOP ON-BOARDING AND EARLY DEVELOPMENT PROTOCOLS FOR NEW FACULTY AT ALL LEVELS FROM ADJUNCTS UP TO TENURED PROFESSORS.

- 1. Provide additional pedagogical resources and support for early-career faculty so they are prepared to teach their courses and begin to assimilate to the campus community.
- 2. Develop new opportunities for junior faculty to observe and share ideas with senior faculty about teaching techniques, course concepts, technology, and research.

### THEME 3: CURRICULUM ADVANCEMENT

Maintain market-relevant curricular structure at the Undergraduate and Graduate levels to ensure that LHBS learners acquire knowledge, skillsets, and analytic and critical thinking, which prepare them to become business leaders.

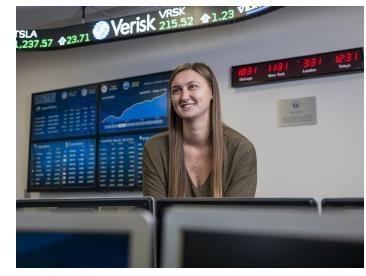
## OBJECTIVE 1: DESIGN A DIVERSIFIED AND RIGOROUS CURRICULUM THAT MEETS EVOLVING MARKET DEMANDS AND PROMOTES STUDENT ENGAGEMENT.

#### **ACTION ITEMS:**

- 1. Continuously evaluate and revise graduate program curricula to ensure student engagement and market currency.
- 2. Continuously evaluate and revise undergraduate curricula to ensure student engagement and market currency.

# OBJECTIVE 2: DESIGN SKILLS-BASED CREDENTIAL PROGRAMMING ACROSS THE LHBS CURRICULUM.

- Provide in-demand alternative programs within the LHBS undergraduate and graduate programs for LHBS and Monmouth University learners.
- 2. Engineer a curricular platform to enable stackable Micro Credentials (MC) for executive and non-traditional learners.



# THEME 4: DIVERSITY, EQUITY, INCLUSION & BELONGING

LHBS values diversity, equity, inclusion, and belonging ("DEIB") in our community. We will maintain a welcoming environment where all people, ideas, perspectives, and experiences are respected.



# OBJECTIVE 1: REFLECT DEIB ACROSS OUR LEARNERS, FACULTY, AND CURRICULUM.

#### **ACTION ITEMS:**

- Encourage relevant curricular and cocurricular experiences to help integrate diversity and inclusion values into the learner experience.
- Develop mentoring and professional development programs to heighten DEIB awareness and provide continuous growth opportunities for LHBS staff and faculty.
- 3. Foster a civil and collegial culture that realizes the highest standards of inclusivity and mutual respect.

# OBJECTIVE 2: ENHANCE DEIB THROUGH EMPHASIS ON COMMUNITY OUTREACH AND RETENTION & DEVELOPMENT EFFORTS.

- 1. Attract a talented and increasingly diverse undergraduate and graduate learners.
- 2. Connect with diverse segments of the broader community to advance DEIB.

### THEME 5: SOCIETAL IMPACT

LHBS embraces the idea that business and economic activity operate as a force for good across society and we must play a pivotal role in ensuring positive social development and change.

# OBJECTIVE 1: MAKE THE LHBS A REGIONAL HUB FOR KNOWLEDGE SHARING AND POLICY DEVELOPMENT TO FORGE ADDITIONAL RELATIONSHIPS AND DEEPEN EXISTING CONNECTIONS WITH EXTERNAL STAKEHOLDERS.

#### **ACTION ITEMS:**

- 1. Highlight faculty research and its practical implications to a variety of stakeholders beyond traditional academic outlets.
- 2. Collaborate more closely with state and local municipalities, as well as businesses on questions of economic development with a focus on social impact.

# OBJECTIVE 2: IMBED THE CONCEPT OF BUSINESS AS A FORCE FOR GOOD AND POSITIVE CHANGE WITHIN THE LHBS CULTURE AND CURRICULUM.

- Foster faculty-supported student volunteerism and engagement on business' societal impact.
- 2. Offer programming both within and outside the classroom that stress the positive impact possible through economic activity and ethical business practices.



