



# Strategic Directions 2015

Summary of Strategic Priorities

Saint John's University



## Mission, Vision, and Values

### Mission

Saint John's University fosters the vitality of community through learning and the pursuit of wisdom. Striving for excellence, we unite the wisdom of Catholic social teaching and intellectual tradition with the practicality of the common life envisioned by Saint Benedict.

### Vision

Saint John's University seeks to be one of the nation's great Catholic liberal arts colleges by providing the best holistic learning experience for men in the country.

We will inspire undergraduate men to new heights of intellectual, spiritual, physical and social development that is informed by ethical reflection and grounded in our Catholic and Benedictine tradition.

### Values

Dedicated to the pursuit of understanding, wisdom, and the common good, in an enduring educational relationship with the College of Saint Benedict, Saint John's University is committed to the following values:

- **Community** built upon relationships of respect, cooperation, and challenge.
- **Openness** to learning, inquiry, beauty, truth, and difference.
- **Respect** for persons, tradition, creativity, experience, faith, reason, and religious practice.
- **Depth** in understanding, relationships, faith, and spirituality.
- **Sacredness** of God, being, truth, place, nature, and knowledge.
- **Passion** for excellence, truth, learning, beauty, love, and personal growth.

## SJU Strategic Directions 2015



**Saint John's University**  
**Strategic Directions 2015**

**Extraordinary preparation for life, work, and leadership**

*Saint John's University will provide men with extraordinary opportunities that prepare them for productive lives of work, leadership, and service to the common good in a global context.*

Academic Affairs

- Enhance academic opportunities that build on the distinctive strengths of Saint John's University, including:
  - The biological, environmental, and life sciences.
  - Business education embedded in a broad liberal arts foundation.
  - Unique University initiatives outside of the College of Arts and Sciences.
- Empower students to attain academic success at a level consistent with the full extent of their talents and abilities.
- Strengthen linkages between liberal arts and sciences and professional preparation.
- Strengthen linkages between liberal arts and sciences and civic engagement and leadership.
- Develop and strengthen the internationalization and globalization of student learning.

Student Development

- Strengthen student persistence in pursuing academic success through graduation.
- Empower students to engage life activities in ways that demonstrate personal growth and character development through interpersonal and intrapersonal maturation.
- Empower students to develop their spiritual identity.
- Empower students to engage in service and leadership development for the common good.
- Prepare students to be well-positioned for post-graduation opportunities.
- Strengthen the vitality of SJU athletic programming to enhance the recruitment, retention, and development of men.
- Optimally promote and protect the health, safety, and well-being of students and the entire campus community.

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**Exemplary liberal arts education in partnership with the College of Saint Benedict**

*Saint John's University will provide an exemplary liberal arts education with a shared focus on scholarship and creativity, mentorship, global citizenship, values-based leadership, and spiritual development.*

**Scholarship and Creativity**

- Prepare graduates who are active learners, capable of independent learning, discover, and creativity and able to relate knowledge to daily life.
- Prepare graduates who are intellectual risk-takers pursuing bold ideas with self-confidence, rigor, and creativity.
- Build a faculty of teacher/scholar/mentors who are actively engaged in cutting-edge scholarship and creative work.
- Build a professional staff actively engaged in cutting-edge scholarship and creative work.

**Mentorship**

- Prepare graduates who are self-confident and independent thinkers, who have been supported by close-working relationships with faculty and staff.
- Prepare graduates who are academically and personally equipped for careers and/or graduate school.
- Provide our students with opportunities for interpersonal and intrapersonal growth in ways characterized by realistic self-appraisal, self-esteem, ethics and integrity, relationships, independence and interdependence, and understanding of self as a gendered person.

## **Global Citizenship**

- Graduates will demonstrate local and global intercultural competence.
- Students, faculty, and staff will represent diverse races, cultures, and socioeconomic backgrounds.
- Our students will seek opportunities to engage with others who have differing religious, political or personal views.
- Develop and strengthen the internationalization and globalization of student learning.

## **Values-based Leadership**

- Our graduates will lead with integrity, exhibit stewardship, and seek a socially-just world.
- Our graduates will be ethically responsible, committed and engaged citizens.
- Our graduates will actively pursue the common good through engagement with civic, religious, non-profit, and professional organizations.

## **Spiritual Development**

- Our faculty, staff, and graduates will seek personal and spiritual growth throughout their lives.
- Our graduates will have the knowledge and skills to make career and life-style choices that lead to healthy, purposeful, and satisfying lives.

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**Powerful Catholic and Benedictine Experience**

*Saint John's University will unite the wisdom of the Catholic social teaching and intellectual tradition with the practicality of the common life envisioned by Saint Benedict*

- Students will gain the knowledge and tools to make ethical choices throughout their lifetimes.
- Graduates will lead with integrity and seek a socially just world.
- Students, faculty, and staff will have enriching experiences in the Benedictine tradition.
- Develop a highly effective professional staff with highly qualified graduate assistants and interns in the following areas: residential life, athletics, retreats, faith formation, social justice, liturgy, and music.
- Continue to enliven the retreat program at SJU.
- Continue the introduction of traditional Catholic practices.
- Establish a position for an additional full-time monastic in Campus Ministry.
- Expand men's group opportunities.
- Nurture and develop the relationship among Campus Ministry and student clubs such as Fides et Ratio and Magis.

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**21<sup>st</sup> Century Campus Community**

*Saint John's University will provide an exceptional learning environment for a diverse community of students, faculty and staff.*

**People: Student Composition**

- Consistently meet the first-year class goal of 465 to 485 new entering students.
- Maintain the academic quality of the new entering class.
- Increase the geographic diversity of the student population.
- Increase the racial and ethnic diversity of the student population.
- Annually increase net revenue per student.
- Make steady progress increasing the number of first-generation students at SJU.

**People: Faculty Composition**

*The College of Saint Benedict and Saint John's University will appropriately recruit, hire, retain, develop and shape the faculty talent pool.*

- Shape the faculty talent pool in order to optimally serve our students.
- Ensure a competitive and sustainable faculty salary plan.
- Sustain a culture that supports professional development for faculty.
- Reward excellence.

## **People: Staff Composition**

*The College of Saint Benedict and Saint John's University will appropriately recruit, hire, retain, develop and shape their staff talent pool.*

- Ensure the college is optimally staffed with the necessary talent to achieve its mission and strategic goals.
- Sustain a culture that supports professional development for all administrative and support staff.
- Ensure a competitive and sustainable total compensation plan for administrative and support staff.
- Recruit and retain a richly diverse administrative and support staff that contributes to preparing students for work and service globally.

## **Place: Environmental Sustainability and Stewardship**

- Reduce carbon emissions at SJU by 15% by 2015.
- Heighten awareness of environmental stewardship throughout the campus community.

## **Place: Facilities**

- Construct and maintain a distinct, high quality campus infrastructure.
- Improve the mechanical and electrical efficiency of existing campus buildings.

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**Maximize Financial Performance**

*Saint John's University will maximize its resources in support of its vision and to sustain the University for the long-term.*

- Strengthen the University's financial position in support of its strategic vision and aspirations:
  - Improve financial performance and financial rating position.
  - Increase the size of the endowment.
  - Identify funds necessary to support *Strategic Directions 2015* initiatives.