

University of Saint Francis
Institutional Goals and Outcomes

Goal 1: Live the Catholic and Franciscan tradition of Faith and Reason.

Outcomes:

1. The university's Catholic and Franciscan traditions form the foundation of the university's relationship with stakeholders.
2. The institutional culture fosters spiritual growth, meaning and purpose.
3. The university community demonstrates the Franciscan Value: Reverence the unique dignity of each person.
4. The university community demonstrates the Franciscan Value: Encourage a trustful, prayerful community of learners.
5. The university community demonstrates the Franciscan Value: Serve one another, society and the church.
6. The university community demonstrates the Franciscan Value: Foster peace and justice.
7. The university community demonstrates the Franciscan Value: Respect creation.
8. Graduates of the university live the Franciscan values in their personal and professional lives.
9. Catholic employees and trustees provide for witness of the Catholic faith and those of other faiths acknowledge and respect the university's Catholic identity and mission.
10. Personal services (health care, counseling and guidance) to students and employees are provided in conformity with the Church's ethical and religious teaching and directives.
11. The university provides opportunities for reflection and dialogue regarding Faith and Reason.
12. Research is carried out with concern for ethical and moral implications.
13. The university collaborates with diocesan agencies.
14. The university is faithful to the teachings of the Catholic Church.

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Goal 2: Be an outstanding learning community

Outcomes:

1. Baccalaureate students achieve the general education goals and outcomes, which integrates the Franciscan values, by graduation.
2. Students achieve program learning outcomes by the completion of the program.
3. Students who enroll in a program of studies at USF complete their degree.
4. The university meets or exceeds students' expectations for a quality education.
5. USF graduates are prepared for their future career or continued education.
6. The university offers quality academic programs.
7. Student Academic Support Services (SASS) effectively supports the learning of students at the university through academic and career services.
8. Student Academic Support Services provides reasonable accommodations to students with documented and disclosed disabilities to maintain equal access to the university.
9. The Vann Library effectively supports the learning and research needs of students and faculty at the University of Saint Francis.

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Goal 3: Engage and serve students and graduates

Outcomes:

1. USF alumni maintain strong relationships with the university.
2. The university's department of athletics engages students and the community in athletic programs that incorporate the five Core Values of the NAIA's Champions of Character, while supporting its student-athletes' educational aspirations and progress.
3. Throughout the admissions process, prospective students are respected and valued.
4. The university provides financial support to students in their quest to attain a private higher education.
5. The university cultivates a personal relationship with students through effective academic advising, helping them to set and achieve academic and professional goals.
6. The Registrar's office supports student enrollment through personalized and efficient registration processes.
7. The university provides personal services to help students deal with life issues that may inhibit academic success.
8. Residential life programs contribute to resident students' personal development.
9. Student life creates opportunities for engagement, development and learning for commuter students.
10. Parent programs help parents to connect with the university.
11. Co-curricular activities support student involvement and personal development.
12. Dining Services provides cost-effective quality food services.
13. The Campus Shoppe provides cost-effective access to books and supplies.

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Goal 4: Value colleagues

Outcomes:

1. All employees, regardless of religious affiliation, race, ethnicity or gender, are valued for their contribution to the university.
2. The university provides a comprehensive compensation and benefit package.
3. The university is successful in hiring and retaining competent faculty, staff and administrators who fit university culture and contribute to institutional success.
4. USF provides opportunities for all employees to develop through training and education.
5. The university maintains a comprehensive performance evaluation system including accountability for goals, behaviors and development.
6. The Human Resources Department functions effectively as a resource for employees.
7. USF leaders across the institution demonstrate a team approach that encourages open communication and collaboration among and between departmental members.
8. Shared governance leads to collaborative problem solving and creates a culture of trust and respect.
9. Communication flows freely between and among campus constituents, supporting an environment in which campus constituents are valued and well informed.
10. The Board of Trustees provides guidance and support to the university in strategic decision making.
11. The Sisters of Saint Francis of Perpetual Adoration provide guidance and support to the university in fulfilling its Catholic and Franciscan mission.

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Goal 5: Provide a safe and supportive learning environment

Outcomes:

1. The Campus Master Plan prepares the university for future growth.
2. The capital plan provides a comprehensive plan for maintaining and improving the campus infrastructure and facilities.
3. Preventive and routine maintenance and refurbishing provide a safe, attractive and functional campus.
4. The university's grounds are well maintained and create a pleasing garden environment that provides places for reflection and prayer.
5. Campus facilities provide a clean, wholesome environment for work and study.
6. The university maintains state-of-the-art facilities.
7. The Copy Center delivers quality print products in a timely manner to employees and various student groups
8. Campus security maintains a safe environment for students, employees and guests.
9. Institutional information is safe and secure.
10. Technology supports the learning environment.
11. Stakeholders can easily access University information through web services.

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Goal 6: Build collaborative relationships

Outcomes:

1. The university supports the needs of the community for lifelong learning.
2. The university collaborates with the community to provide hands-on learning experiences for students.
3. The university collaborates with the community to meet community needs and support student learning through service learning.
4. The university establishes mutually beneficial partnerships with area businesses and industries.
5. Faculty, staff and administrators maintain collaborative relationships with professional associations and organizations in higher education.
6. The university maintains collaborative relationships with the local community that are consistent with mission and core values.
7. The Marketing Department provides brand leadership and collaborative solutions, which focus upon promoting and communicating the value of USF to current and prospective students, alumni and the community

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Goal 7: Secure the future

Outcomes:

1. The university achieves its strategic planning priorities.
2. The university manages its financial resources to meet current and future needs.
3. The university achieves its fund-raising goals through respectful relationships, based on the university's mission and Franciscan values.
4. The university identifies and minimizes potential risks to students, employees and guests.
5. The university's emergency response procedures protect life and property during emergency situations.
6. The university's business continuity plan ensures the continued delivery of critical institutional processes.
7. The university complies with EPA regulations.
8. The university maintains compliance with the Higher Education Authorization Act.
9. Human Resources ensure university compliance with federal, state, and local employment laws.
10. The university complies with all federal, state and local facility codes.
11. The business office ensures compliance with federal, state and local tax laws as a not-for-profit institution.

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Goal 8: Improve continuously

Outcomes:

1. The university maintains institutional accreditation through the Academic Quality Improvement Program of the Higher Learning Commission.
2. The university's institutional effectiveness plan provides information that informs strategic and annual planning processes.
3. The university's data management and information processes effectively support institutional and programmatic decision making.
4. The university demonstrates continuous quality improvement.