

The institution has a mission statement and related goals, approved by its governing board, that defines its purpose within the context of higher education.

Standard:ROA 7

Evidence Name 2019-2020 Student Handbook

- x Do we have it?The Student Handbook offers a basic introduction to the history (p. 6), vision (p. 7), mission (p. 7) and core values (p. 7) of the university. This publication is updated on an annual basis
- x Do we use it?The Student Handbook offers students a full view of policies, procedures supports available to students. The Residence Life Team distributes the handbook electronically to all students each fall. The handbook is available on the university page
- x Does it work?As a relatively stable resource, this handbook serves as a readily available resource for students who have general questions about the university.

Evidence Name Board of Trustees Minutes Winter 2018-Winter 2020

- x Do we have it?Minutes are kept for Board of Trustee full board meetings as well as for subcommittee meetings. The minutes for the subcommittee on mission reflect that for each fall meeting (typically in early October) the mission subcommittee reviews and approves its charter, which includes a periodic review of the mission and vision statement of the university.
- x Do we use it?The Board of Trustees is an active and fully functioning board that serves a vital role in its fiduciary and oversight role of the university and administrative efforts. As the minutes from full board meetings reflect, it is the board's regular practice to conclude each meeting with a discussion of how that meeting's agenda items and the discussions that ensued reflect the mission of the university.
- x Does it work?The ongoing practices of connecting all university efforts (i.e. budgeting, academics, athletics, student life) to the mission draws Trustees to recognize mission as central to the overall operations of the university. As is noted in the Mission Study report for the Conference for Mercy Higher Education, there is room to explore the formation to include a more robust introduction to the mission, vision, core values, and history of the university.

Evidence Name Laker Leaders

- x Do we have it?Laker Leaders are selected each spring following a rigorous application and interview process. They serve as a peer model of the values of the university.
- x Do we use it?Laker Leaders understand their commitment as a means of giving back to their peers. As the student application for the program states, this program invites students to "back to the University, show their school spirit, and welcome a new class of Lakers to MU."
- x Does it work?As the Laker Leader Feedback Survey Results demonstrate, students feel that the extensive training for this program makes them well prepared to serve their peers as a Laker Leader, with an average rating of over 10 regarding preparedness.

Evidence Name: Mission Presentation (Faculty and Staff)

- x Do we have it? The New Faculty Orientation each August includes a mission presentation. As the Power Point presentation (Mission Orientation Faculty) demonstrates, this session covers the history of the Sisters of Mercy and of Mercyhurst University, as well as an introduction to

Evidence Name Strategic Plan 2018-2020

- x Do we have it? The mission, vision and core values were the cornerstone of this strategic plan entitled "Renewal through Mercy." This Strategic Plan reflected many of the immediate initiatives of the President Victor's new administration.
- x Do we use it? This strategic plan has been a very practical document that clearly reflects the active work and priorities of the institution. As an example, the initiative to strengthen the associate programs at North East became such a pressing issue that it led to the decision to begin a consolidation to the Erie campus.
- x Does it work? As the Strategic Plan Update demonstrates, this has been a genuine working document that has guided allocation of time and resources, with many goals being completed on time or ahead of time. The plan has been effective because it is rooted in the mission and contains actionable and achievable goals.

Evidence Name Strategic Plan Update 2.14.20

- x Do we have it? A recent review of the 2018-2020 Strategic Plan offered as an update to the Board of Trustees in February 2020 demonstrates that the vast majority of the goals established in the plan had been accomplished or were on a productive path towards being accomplished.
- x Do we use it? This comprehensive review shows the extent to which individual departments and the university's administration have attended to the specific (io)-w 0h ()Tj (n)-()-5.5 (d)-0.6 omsio4o7ps14

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x Do we use it? This handbook is an essential and binding document that stipulates the terms of a

Evidence Name Staff Senate Meeting Minutes

- x Do we have it? The Staff Senate has clear bylaws and structures and serves as an important body for gathering ideas and concerns and offering various forms of support and resources for staff and administration. The Staff Senate generally meets quarterly with a number working subcommittees.
- x Do we use it? [REDACTED] are [REDACTED]
- x Does it work? Staff Senate offers a productive structure for representing and supporting a substantial portion of the employees at the university. The chair of the staff senate meets regularly with the president and members of the staff senate enjoy representation on each of the major all-university committees.

Evidence Name Strategic Plan Update 2.14.20

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Evidence Name Student Ambassador Program

- x Do we have it? Student Ambassadors are chosen each year following a rigorous training and selection process. Students recognize this position as an honor, and student ambassadors are compensated for their work in offering tours and assisting with various campus events.
- x Do we use it? As the Ambassador Program statement notes, students in this program recognize that they have an essential duty to carry on the mission of the founder, the Sisters of Mercy. These students are
- x Does it work? We do not have specific evaluative data to point to the success of the program, though the admission office reports a 100% acceptance rate, in the (a) 81% (b) 30% (c) 15% (d) 5% (e) 1.2 (at (c) 4

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clearly defined mission and goals that guide faculty, administration, staff, and governing structures is making decisions related to planning, resource allocation, program and curricular development, and the definition of institutional and educational outcomes

Standard:t

x Does it work?Section Six on pages-20 list various ways in which the

clearly defined mission and goals that include support of scholarly inquiry and creative activity, at levels and of the type appropriate to the institution

Standard:I-1e

Evidence Name Academic Support Handbook MNE, CLRA Documents, Peer Tutor Handbook MNE

- x Do we have it? These documents are located within the Academic Success Center on the North East campus serving as resources for ensuring elements outside the classroom are in place to develop and engage successful students. The handbooks state the mission and core values and the university's commitment to them and to creating an environment accessible to students for assistance when needed to safeguard a successful educational pursuit at Mercyhurst University.
- x Do we use it? The handbooks are reviewed and updated each year. Each is distributed to new employees of the department and referenced throughout the course of the academic year. These documents align with policies, procedures, patterns and plans as stated in the multiple university documents, including the undergraduate course catalog.
- x Does it work? While the framework needs updated with the numerous changes made within the recent year, the constituents remain in place and follow policies, procedures, and guidelines for working with students. The staff, resources, action plans and assessments determine the successful outcomes of these evidences and the department that utilize them.

Evidence Name Celebration of Scholars Program

- x Do we have it? As the program for this celebration details, how Mer

clearly defined mission and goals that are publicized and widely known by the institution's internal stakeholders

Standard:I-1f

Evidence Name 2020 Employee Professional Development Mission Training

- x Do we have it? Employee Professional Development Day (EPD Day) is an annual in-house conference designed to offer employees a chance to connect across departments while engaging a variety of pertinent topics. Each year this day incorporates at least a few sessions that explicitly centered on mission. This event is coordinated by staff senate and by the mission office on a rotating basis.
- x Do we use it? The 2020 EPD Day featured an opening mission keynote and a closing mission discussion, along with several other sessions related to mission and diversity, such as a session on Catherine McCauley foundress of the Sisters of Mercy, and health care. More than 120 employees attended this training day.
- x Does it work? This annual event is a very effective day for covering important professional development topics and for re-centering employees in the mission of the university. Surveys that are col-1.8T* eye an9S11 Ttutholy-3.5 te ore thre re trainin(e)0.7 (0 Td [(d)-0.6 (a)5.5 (mi)-1.6 (n)-

- x Does it work?The Mercy Emissary program has been an extraordinarily effective program for helping employees and students to recognize the concrete ways in which they carry forward the legacy of the Sisters of Mercy. The program has become so popular that the office of alumni have requested that we form an alumni version of the program and the board of trustees has requested that we form a trustee version of the program.

clearly defined mission and goals that are periodically evaluated

Standard:I-1g

EvidenceName Board of Trustees Meeting Minutes Winter 2018 Winter 2020

:4

institutional goals that are realistic, appropriate to higher education, and consistent with mission

Standard: I-2

Evidence Name CMHE Mission Self-Study (and appendices)

- x Do we have it? The Conference for Mercy Higher Education (CMHE) Mission Assessment Self Study took place between spring 2019 and winter 2020. The self-study was steered by the mission area of the university (including staff in campus ministry and community engagement), the all-university mission committee and the president's cabinet. This mission self-study was also conducted in alignment with the 2020-2022 strategic planning process. The report uses the eight mission core areas defined by the CMHE as a rubric for assessing current strengths and weaknesses.

the Mission of the University and its work. The committee also serves to better the sustainability at Mercyhurst, which goes hand in hand with the mission.

- x Does it work? The constitution is proof that Mercyhurst Student Government focuses on institutional improvement that is consistent with the institutional mission. The Mission statement as outlined in the MSG constitution talks about the MSG commitment to mission and mission is woven through events and programs offered to all undergraduate students at Mercyhurst.

Evidence Name: Residence Life Policies and Procedures

- x Do we have it? Residence Life embodies Mercyhurst's University mission and the information can be found in the Student Handbook under Residence Life.
- x Do we use it? Residence Life intentionally defined their student development programming model to reflect Mercyhurst University's core values, which are the hands and feet of the mission statement.
- x Does it work? Since Residence Life is a valuable educational component to a Mercyhurst education, they have been aligning their department to reflect the Mission of the institution.

- x Does it work? These and other initiatives come on top of other historic institutional commitments such as four geothermally heated and cooled buildings. Initiated in the mid 1990s, the Mercyhurst pioneering of this green technology proved important to its further development in northwest Pennsylvania. For over a decade (2006-2016), Mercyhurst was one of the top five colleges and universities in Pennsylvania in the purchase of renewable energy certificates that by 2010 offset 100% of our Scope 2 carbon emissions and helped lead the market competitiveness of solar, wind and other renewables in the Mid-Atlantic region. These and other efforts earned Mercyhurst statewide and national recognition from Penn Future and the U.S. Environmental Protection Agency. In 2019, the Ston Review named Mercyhurst University to its Guide to Green Colleges, a recognition of its genuine, longstanding institutional commitment. It is important to acknowledge that earlier in this reporting period funding challenges forced the institution to scale back on some of its sustainability initiatives. When the position of full-time Sustainability Director was created, the institution was able to recommit to these efforts.

periodic assessment of mission and goals to ensure they are relevant and achievable

Standard:I-4

Evidence Name:Board of Trustees Meeting Minutes Winter 20