



Board of Trustees Update

February 2023

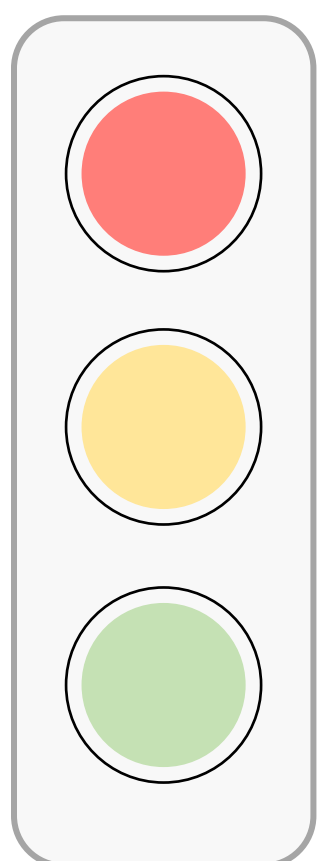
NOTES ON METHODOLOGY

The following slides provide an overview of progress made to date under each of the strategic plan priority areas.

Metrics which are easily quantified (fundraising, enrollment, etc.) are represented with % to goal meters, while qualitative metrics are represented as stoplights (red, yellow, green).

Individual metrics have been weighted by priority sponsors and are presented here in order of importance for achieving overall success in each priority area.

Overall progress on each priority is captured by either a stoplight or % to goal progress bar at the top of each section, or both.

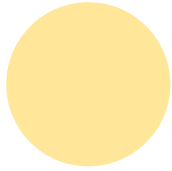


A red stoplight indicates that the metric is in a planning stage. It is not yet being tracked or it is behind schedule for on-time completion.

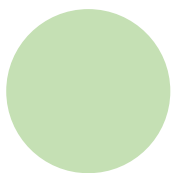
A yellow stoplight value indicates that, taken together, the metrics under this priority are on track for completion by five years.

A green stoplight value indicates that, overall, metrics under this priority are progressing toward the goal more quickly than the original five-year plan.

S T . T H O M A S
2025



Lead in STEAM Education



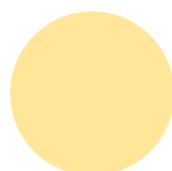
Grow the Morrison Family College of Health



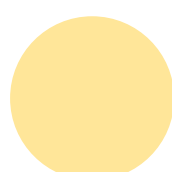
Meet the Ever-Changing Needs of Students, Alumni and Employers



Foster Belonging and Dismantle Racism



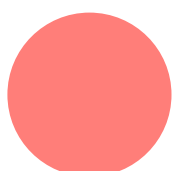
Prepare Students for Work & Career



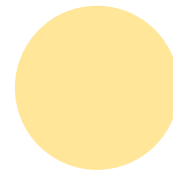
Build National Awareness and Advance Priorities through Athletics



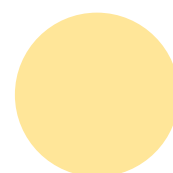
Promote and Leverage our Comprehensive Academic Excellence



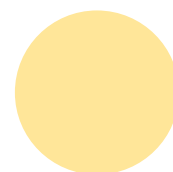
Attract & Retain World-Class Talent



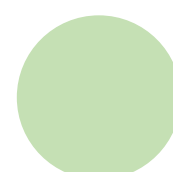
Prepare Educators to Dismantle Disparities



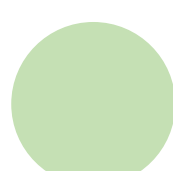
Expand Pathways through Dougherty Family College



Illuminate our Mission and Charism



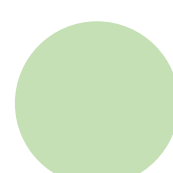
Close Student Financial Gaps



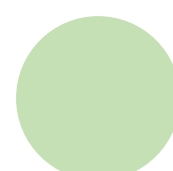
Expand our Pipeline of Students



Create a Robust Residency Culture



Live and Work Sustainably

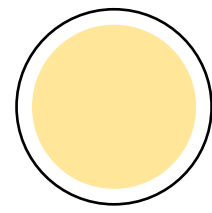


Engage all Tommies as Changemakers



LEAD IN STEAM EDUCATION

EDDY ROJAS, MARK VANGSGARD, ERIK THURMAN, DEANS OF CAS, ENGR, MFCOH



on track for success by 2025



Build the Schoenecker Center

1. Construction on track for a Spring 2023 opening of the Schoenecker Center
2. Engineering faculty are using site as a living lab, teaching project management and stormwater management.
3. Received feedback from U.S. Green Building Council confirming the project is on track to achieve LEED® Gold
4. Over 80,000 hours worked on site without a lost-time injury

50% to goal



Raise \$75 million for the STEAM complex

1. \$57.2MM raised out of \$75MM goal

76% to goal



Expand opportunities for students in STEAM to participate in high-impact practices

1. Engineering senior design clinics are growing, creating impactful research and connections to companies
2. Increases in research grants are providing more hands-on research opportunities for students
3. Enhanced financial and mentorship programs support disadvantaged students in STEM through external funding from national agencies (cf. HHMI, NSF)

on track



Expand cross-disciplinary collaborations in that inspire creative problem solving in STEAM

1. Engineering and Modern Languages department launched a joint 5-yr double degree in German and Engineering, where students spend a year in Germany studying and working as an engineering intern
2. New interdisciplinary projects across STEAM areas funded by external grants (cf. NEA grant for examining BLM art/history/geography across 8 cities)
3. Planning underway for new interdisciplinary masters programs, including: Sustainability; Leadership in Sports, Entertainment, and Creative Enterprise
4. Engagement with multi-university consortium research efforts in environmental sciences

on track



Increase federal grant funding to improve student experience and discovery

1. External grant awards totaled \$11.5MM in FY22, which is a more than 150% increase from the \$4.6MM awarded to St. Thomas schools, colleges and faculty members in FY21

ahead of schedule





GROW THE MORRISON FAMILY COLLEGE OF HEALTH (1/2)

MAYKAO HANG & MARTHA SCHECKEL



Enroll at least 400 net new MFCOH students

1. Enrolled our first cohort Fall 22 - 46 Master of Science in Nursing (MSN) students
2. Currently admitting inaugural Fall '23 class of 50 Bachelor of Science in Nursing (BSN) students (from current First-Year students)
3. Developing undergrad Nutrition major - Fall 2024 start
4. Formally exploring the potential for a Physician's Assistant program
5. Identifying graduate, certificate and graduate micro-credential programs

40% to goal



Increase Exercise Science, Public Health and Social Work degree completion by 20%

1. Launched Sports Science Institute with Athletics
2. Public Health program accreditation in progress
3. Exploring partnerships with new Health Professions Advisory Committee
4. Undergraduate advising launched to share other health degree options with students interested in nursing
5. Enhanced communication and socialization efforts to improve retention

50% to goal



Recruit at least 30% of graduate students and new faculty and staff from underrepresented backgrounds

1. Aligned scholarships to the MFCOH mission and vision.
2. Piloted survey for grad students to identify support services
3. Holistic admissions processes implemented
4. Seeking Grant opportunities (e.g., HRSA) to reduce student financial burden
5. Currently enrolling and hiring >30% grad students and faculty/staff from underrepresented backgrounds

100% to goal



Engage community partners to advance priorities in each program

1. Established benchmarks for each program -- partners who must have mission and vision alignment with MFCOH
2. All units and are working to expand their engagement of community partners who meet criteria

100% to goal



Achieve fundraising goals for MFCOH

1. Expanded network of donors and prospects with new research and wealth screening tools
2. Campaign Advisory Committee recently approved and currently executing the Campaign Plan
3. \$22MM raised / \$71.4MM overall goal

31% to goal



Ensure 90% of graduates are gainfully employed or in graduate school within one year of graduation

1. Clinical placement models that enhance professional recruitment are being explored in School of Nursing
2. Strengthening interprofessional educational opportunities to prepare students for career success
3. Alumni survey is in development

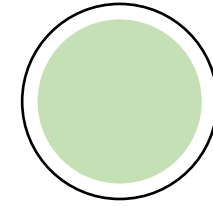
50% to goal





GROW THE MORRISON FAMILY COLLEGE OF HEALTH (2/2)

MAYKAO HANG & MARTHA SCHECKEL



Identify and implement at least three new alternative pathways for underrepresented students

1. GSPP Graduate Programs are now standardized test optional
2. Articulation agreement in place with North Hennepin Community College and Exercise Science program
3. School of Nursing implemented holistic admissions for BSN and MSN programs
4. Partnership offered to Dougherty Family College to develop Associates of Science degree program.

70% to goal



Close retention rate gaps for underrepresented students

1. Director of Student Support Services was hired to develop comprehensive support services for grad students
2. Developing real-time student demographic data dashboard
3. Identifying how to create sense of belonging in grad programs
4. Seeking external funding to reduce student financial burden.

60% to goal



Meaningfully integrate guiding principles into all required coursework

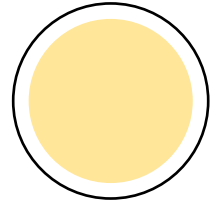
1. Meaningful integration defined and Interprofessional Core is in its first offering to MSN and MSW students; student feedback will help refine this definition
2. Curriculum mapping is in progress for all programs

85% to goal



MEET EVER-CHANGING NEEDS OF STUDENTS, ALUMNI AND EMPLOYERS

EDDY ROJAS, KARYN MCCOY, ACADEMIC DEANS



on track for success by 2025



Assess our offerings against the needs in the job market

1. The SPEED team completed market analysis and marketing research for two new graduate degrees: MA in Diversity Leadership and MS in Management. These programs will go to market in AY24
2. Six other proposed new Master's programs are also in the market analysis or research phase

 on track



Innovate our delivery of programming and degrees

1. The online MA in Diversity Leadership allows students to enter at multiple points during a year and to step in and out if needed. Other programs that follow this flexible framework are under development
2. The faculty senate approved a micro-credential for graduate programs that can stack to a degree
3. We are finalizing a policy on "credit for prior learning" that will recognize non-traditional experiences that students bring

 on track



In all schools and colleges, innovate programs and develop new relevant offerings

1. Education- Collaborative Learning School and teachers of color residencies and pathways lead the state in innovation
2. Engineering- sustainability curriculum and advanced manufacturing certificates meet demand
3. MFCOH and Athletics partnered on Exercise Science opportunities
4. Opus developing Masters in Management
5. DFC pursuing STEM pathway
6. CAS pursuing flexible interdisciplinary programs
7. Law focusing on practical skills courses, including in disability law, special education, energy law and lobbying

 on track



Improve St. Thomas reputation as a partner of choice among alumni and employer partners

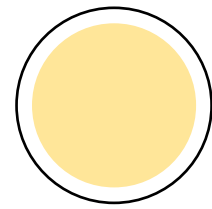
1. Partnered with Mission Collaborative to provide a four-week career transition fellowship for alumni. The first cohort expressed broad satisfaction.
2. May 2022 survey of employer partners:
 - 76%: UST is a valued partner for lifelong learning
 - 94%: UST is a valued partner as a source of talent
 - 82%: UST is receptive to employer needs and ideas

 on track



FOSTER BELONGING AND DISMANTLE RACISM

KHA YANG, YOHURU WILLIAMS, OMAR CORREA, KATHY ARNOLD



on track for success by 2025



Intentionally increase racial diversity of our students

1. First-time, first-year incoming cohort in Fall 2022 was comprised of 27% BIPOC students (just 2 percent away from 29% goal for 2025)
2. Overall BIPOC student percentage in Fall 2022 was 26% in Fall 2022; goal remains to achieve % BIPOC of 32% by Fall 2025 (was 22% in Fall 2020)

60% to goal



Improve retention of BIPOC students through targeted interventions

1. Fall-to-fall retention rate for FTFY Fall 2021 cohort students was 86%; BIPOC student retention rates declined from 84% in 2019 to 78% in 2020, and rebounded to 83% in the Fall 2021 FTFY cohort
2. An investment is being made to add a staff person to retention. Programs are underway to better understand First-Gen and BIPOC students' engagement and our work with the HLC Student Success Academy aligns with this focus on reducing equity gaps.

on track



Improve the diversity of faculty and staff and improve sense of belonging for diverse populations

1. The percent of full-time faculty identifying as Black, Indigenous and People of Color (BIPOC) rose from 19.9% in Fall 2020 to 22.7% (+2.8pp) in Spring 2023
2. Overall, staff and faculty BIPOC % has risen from 16.9% in 2020 to 17.9% in 2023, while % female staff and faculty has remained steady at 52% since 2020

on track



Increase the percentage of Minnesota residents who agree that St. Thomas "welcomes and celebrates diversity"

The awareness tracking survey was not fielded in 2022

on track



Incorporate the University DEI strategic plan across all schools, colleges and staff departments

1. A working dashboard tracks the existing 15 DEI unit plans, which have collectively identified a total of 297 strategic priorities (17 completed, 88 in progress, and 192 have not started) to advance the five key strategic themes of the DEI Strategic Plan: The Path Forward Toward Equity

ahead of schedule



Grow the Racial Justice Initiative, implement a strategic plan and achieve five-year leadership-phase fundraising goal of \$5 million

1. RJi continues to reach a national audience and establish corporate partnerships and meaningful collaborations
2. Strategic planning completed.
3. \$2.2MM raised out of goal of \$5MM

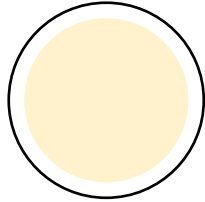
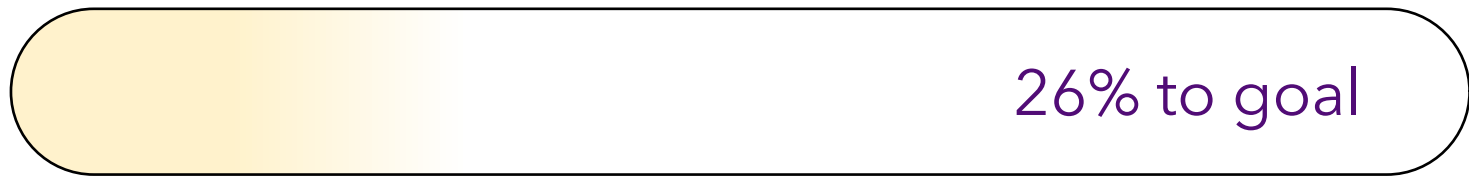
ahead of schedule





PREPARE STUDENTS FOR WORK & CAREER

KARYN MCCOY & ERIK THURMAN



Increase student agreement that St. Thomas helped them understand, plan and network for careers

1. Created and launched new online career resources for students to enable 24/7 access to career tools
2. Defined what "career-ready" means at St. Thomas, including the competencies students should develop during their time on campus

30% to goal



Increase undergrad participation in internships and other career-related experiences

1. Identified students less likely to have had an internship or career experience
2. Highlighted the importance of career experiences during Orientation
3. Alumni survey assessed student participation in career experiences
4. Developed draft case for five-year fundraising goal of \$5 million for programming and paid internships

20% to goal



Maintain career outcomes of graduates and close equity gaps

1. Conducted outreach to all 2022 grads still seeking jobs at graduation
2. Shared career outcomes data specific to each school and college and identified actionable improvement
3. Held our first ever St. Thomas career fair with 500+ students and capacity of employers
4. Tracking career outcomes data based on race, ethnicity and first-generation and identifying gaps and strategies

40% to goal



Grow the distinctive brand of St. Thomas graduates in the employer market

1. Launched new employer partner survey in May 2022
2. Planned a March 2023 trip to Chicago for 20 students to engage with regional employers for career opportunities and network with alumni
3. Defined and are tracking employer engagement metrics

25% to goal



Close career outcome gaps for BIPOC and first-generation students

1. For example, partnered with the Office of International Students and Scholars to develop programming and resources for international students

30% to goal



Increase alumni engagement in the careers of our grads

1. Alumni accounted for 58% of employer representatives at the fall career fair
2. Alumni made introductions to Chicago organizations for the March 2023 career trip

20% to goal



BUILD NATIONAL AWARENESS AND ADVANCE PRIORITIES THROUGH ATHLETICS

PHIL ESTEN, INTERCOLLEGIATE ATHLETICS ADVISORY CMTE., OMAR CORREA



Successfully complete transition to Division I

1. Successfully completed all NCAA criteria for year 1 of transition and remain on track to become a full Division I athletics member institution by 2025
2. Supplemented with additional staff to support transition
3. Completed and implemented a Gender Equity Plan to ensure compliance with Title IX

30% to goal



Establish a culture of student success

1. Student-athlete average GPA was 3.40 in 2021-22; each program exceeded a 3.0 GPA average
2. Formed three new affinity groups to support DEI & belonging, including Black Student-Athletes, LGBTQIA+ Student-Athletes and International
3. Key athletic successes: Softball first top-25 victory; Baseball first Power-5 victory; Football won its League

40% to goal



Increase awareness of St. Thomas in new markets

1. Tommie sports teams have appeared on FS1, ESPN+, Big Ten Plus, Flo TV, Bally Sports and Midco Sports
2. Tommie sports teams have competed against nearly 30 nationally-ranked Power 5 teams, including several top-10 teams
3. The Lee & Penny Anderson Arena announcement generated 35,000 national visitors to the St. Thomas newsroom

40% to goal



Increase school spirit and alumni connections

Overall attendance increases from FY22- FY23:

Volleyball	9% increase
Football	9% increase
Women's Hockey	4% increase
Men's Hockey	19% increase
Women's Basketball	18% increase
Men's Basketball	22% increase

Student attendance up 47% for Men's Hockey and up 22% for Men's basketball over FY22

30% to goal



Engage with key partners

1. Sponsor portfolio continues to grow with first-year partnerships with United Healthcare, Crisp & Green, Supply Chain Solutions and an expanded agreement with Wings Financial
2. Secured a major, multi-year sponsorship with Twin Cities Orthopedics
3. Increased collaboration with campus partners

25% to goal



Achieve fundraising goals to support annual expenses and make progress toward facilities fundraising goal

1. \$17MM raised toward \$50.6MM goal for annual expenses
2. \$81MM raised toward \$60MM goal for facilities

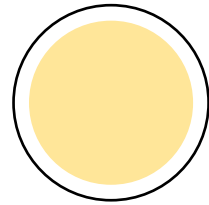
89% to goal





PROMOTE AND LEVERAGE OUR ACADEMIC EXCELLENCE

EDDY ROJAS, ACADEMIC DEANS



on track for success by 2025



Promote the academic excellence of schools and colleges

1. News media covered the Morrison Family College of Health's Susan S. Morrison School of Nursing simulation lab at the renovated Summit Classroom Building and highlighted the mission of increasing the number of Minnesota nurses of color
2. The Collaborative Learning School at Maxfield Elementary was likewise covered heavily and media highlighted the innovative approach

on track



Increase the number and diversity of faculty who are University thought leaders

1. Highlights of University thought leadership included in the Academic Affairs board portal

on track



Increase the public association of key reputation drivers with St. Thomas

1. The January announcement of the Lee & Penny Anderson Arena and their incredible \$75 million gift drove historic website traffic – a strong example of how D-1 athletics can bring attention to other aspects of University success
2. The Sports Science Institute launch within the Morrison Family College of Health also drove a large increase in web traffic

on track



Increase position in certain national rankings, where feasible and appropriate

1. The Schulze School of Entrepreneurship was ranked #18 nationally by the Princeton Review, #1 among Catholic universities #1 in Minnesota, and #3 nationally among schools with <10,000 students.
2. The School of Education was ranked as a Best Graduate Program in Education by U.S. News & World Report for the first time. We rank 2nd in Minnesota and 11th among Catholic universities.

ahead of schedule



Achieve campaign leadership-phase fundraising goals for all schools and colleges

- College of Arts & Sciences: \$6.45MM / \$14.7MM raised
- Morrison Family College of Health: \$22MM / \$71.4MM raised
- Dougherty Family College: \$48.8MM / \$44.3MM raised
- Opus College of Business: \$11.3MM / \$30MM raised
- School of Education: \$4.4MM / \$17MM raised
- School of Engineering: \$4.9MM / \$27.5MM raised
- School of Law: \$6.3MM / \$17.2MM raised

47% to goal





ATTRACT & RETAIN WORLD-CLASS TALENT

KATHY ARNOLD



Modernize and align human resources

1. HR technology roadmap designed, with early implementation steps
2. New HR service center model and approach to be rolled out in 2023
3. Payroll schedule alignment scheduled for June 2023
4. Steps taken to streamline LMS systems

30% to goal



Develop talent

1. Senior Leader succession plan development underway
2. Performance management process improvements in process
3. Creation of manager training track kicking off

8% to goal



Establish St. Thomas as an employer of choice

1. Total Rewards and Employee Value Proposition survey planned for early 2023
2. Finalized first Affirmative Action plan under federal contractor status
3. Partnered with Academic Affairs on training for search committees on Inclusive Hiring Practices

15% to goal



Increase employee sense of belonging and retention

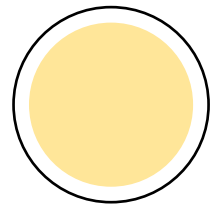
1. Total Rewards survey planned for early 2023
2. Reporting processes being updated and refined
3. Culture survey launched by the Office of Diversity, Equity and Inclusion

8% to goal



PREPARE EDUCATORS TO DISMANTLE DISPARITIES

AMY SMITH



on track for success by 2025



Establish a K-5 lab school that models inclusive education

1. Announced the Maxfield Elementary Collaborative Learning School on Jan. 27, to open Fall 2023
2. Strategic plan, mission, vision, equity statement, outcomes, and governance structures in place
3. Currently seeking funding for Partnership Liaison position, student teaching stipends, and professional development

ahead of schedule



Increase the percentage of licensed teacher candidates of color

Both St. Paul and Minneapolis residency teacher licensure programs increased the % of candidates of color receiving licensure from 2021 to 2022:

Location	2021 %	2022 %
St. Paul	41%	57%
Minneapolis	60%	70%

ahead of schedule



Expand district partnerships to include all K-12 public school districts in the metro area

1. Current partnerships with 42 districts, out of a total of 45
2. Developing additional partnership cluster sites for field experience placements in Minnetonka, Spring Lake Park, and Farmington

on track



Achieve 5-year fundraising goal of \$17 million

1. To date, \$4.4 million has been raised

26% to goal



Annually, recruit and enroll a cohort of school administrative licensure students

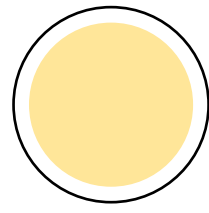
1. For the Fall 2022 cohort, we enrolled 13 new students; the goal is to enroll a cohort of 15 students annually
2. Grant-funded curriculum review and revision underway with completion expected spring 2023. New curriculum will provide differentiation for Catholic, Public, and Public Charter school programming

on track



ILLUMINATE OUR MISSION AND CHARISM

FR. CHRISTOPHER COLLINS



on track for success by 2025



Increase programming focused on students

1. VISION trips resumed in January with trips to Ecuador and Belize
2. Tutor Mentor Program continues to grow
3. Slight growth in mass and retreat attendance
4. Robust Ramadan engagement – not limited to Muslim students
5. Expansion of Academic Community Engagement classes

on track



Expand opportunities for faculty and staff to experience our Catholic mission

1. Advent and Lenten Retreats
2. New Faculty Retreats and discussions
3. Engaging the Mission Seminar up to full strength; two Rome seminars in the last year

on track



Develop a mission inventory with faculty to track engagement with our mission

1. No new developments

planning stage



Develop Board of Trustees formation around our mission

1. Rome Seminar planned for October 2023
2. Deepening conversations in Mission Committee of the Board of Trustees

planning stage



Increase Office of Mission community engagement offerings

1. Sacred Arts Series: 1,000 attendees so far this academic year
2. The Next Chapter discernment program for retirees: 30 participants in 2 cohorts
3. Menorah lighting collaboration with local temple

on track



Convene conversations and provide education to the broader local Catholic community

1. Catholic Racial Justice Coalition: gathering social justice groups from local parishes
2. Hosting Cristo Rey student retreat

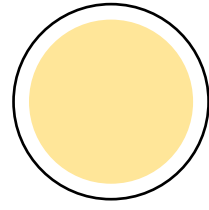
on track





ILLUMINATE OUR MISSION AND CHARISM

FR. CHRISTOPHER COLLINS



on track for success by 2025



Engage alumni with our mission through increased programming and service opportunities

1. Increasing stories for Alumni communications around Catholic identity
2. Christmas Eve mass outreach to alumni

 on track



Build a strong relationship with Archdiocesan partners and Catholic schools, parishes and nonprofits

1. Joining Catholic Charities and Aim Higher Foundation boards
2. School of Education developing a Catholic education track for graduate degrees
3. Murray providing funding for 100 Catholic school teachers
4. Developing plan for MA in teaching for Catholic schools

 on track



Establish and maintain connections with the Catholic Health Association

1. No new developments

 on track



Continue to deepen our relationship with the Vatican

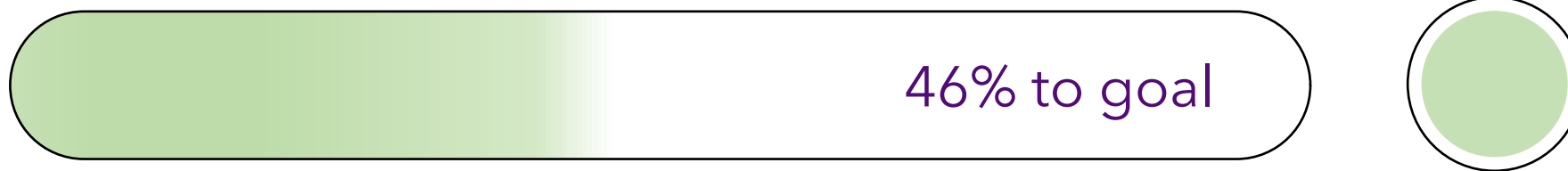
1. Two faculty groups of ~30 in total visited the Dicasteries of Culture, Education, and Integral Human Development and the Vatican Observatory
2. Center for Common Good staff and student meeting Pope Francis through Uniservitate

 on track



CLOSE STUDENT FINANCIAL GAPS

OMAR CORREA, LISA WALDNER, TONIA JONES PETERSON, TIM LEWIS, ERIK THURMAN



Achieve campaign leadership-phase fundraising goal of \$105 million for expanded access

- \$85.4MM raised total
 - \$71.1MM raised toward \$105MM campaign central access goal

68% to goal



Increase the percentage of financial need met

- Need-based scholarships have successfully increased need met for Pell-eligible students from 66% in Fall 2019 to 79% in Fall 2022; goal is to hit 85% need met by 2025
- We continue to look for ways to keep housing affordable for those students with high need

50% to goal



Improve first-to-second year retention rate

- Fall-to-fall retention for the Fall 2021 FTFY cohort matched the 86% of the Fall 2020 cohort
- These are both down 1pp from the Fall 2019 cohort, which retained at an 87% mark; the goal remains to hit 90% retention with the Fall 2025 entering cohort
- Programs are underway to address specific student groups such as low-income, BIPOC and first-gen

0% to goal



Increase the economic diversity of FTFY students

- The Fall 2022 FTFY cohort was 32% low-income (defined as eligible for the Pell federal grant, the Minnesota State Grant, or both) – this matched the same figure (32%) for Fall 2021
- Both are up 2pp from the 30% low-income in the Fall 2020 FTFY cohort; the goal remains to hit 35% low-income by 2025
- Increased need-based funding has opened the doors to students from lower-income backgrounds

40% to goal



Increase the economic and racial diversity of students who study abroad

- In the Fall 2019 cohort, study abroad participation was 19% lower among low-income students and 21% lower among BIPOC students
- For the Fall 2021 cohort, study abroad participation is 39% lower among low-income students and 23% lower among BIPOC students

0% to goal



EXPAND OUR PIPELINE OF STUDENTS

EDDY ROJAS, OMAR CORREA



Increase overall undergraduate enrollment to an incoming FTY cohort size of 1,700 by 2025

1. In Fall 2022, we welcomed 1,459 new full-time FTY students + 184 new transfer students for a total of 1,643 new undergraduates
2. This is a 14% increase over the 1,439 new 4-year students added in Fall 2021 (1,274 FTY + 165 TR)
3. Aggressive strategies underway to capitalize on institutional momentum and better use data to recruit and yield students

59% to goal



Increase undergraduate transfer students

1. Transfer applications are up 27% since Fall 2020, rising to 429 in Fall 2022 vs. 338 in Fall 2020
2. Over the same period, new transfer student enrollments have increased from 164 in Fall 2020 to 184 in Fall 2022 (12% increase)
3. We are prioritizing finding additional sources of financial assistance for our transfer population

80% to goal



Increase the geographic diversity of undergraduates

1. Overall, the percentage of new FTY students in the Fall 2022 from outside Minnesota was 20%, vs. 22% in Fall 2020
2. The percentage from outside of Minnesota and Wisconsin also declined by 1pp between 2020 and 2022
3. We are using data-driven strategies to target new markets and expanding collaborations with Athletics

0% to goal



Increase the racial diversity of undergraduates

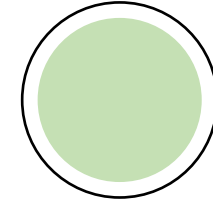
1. The Fall 2022 cohort was the most diverse FTY class in St. Thomas history, with 27% of new enrollees identifying as Black, Indigenous or a Person of Color
2. Since Fall 2020, our FTY cohort has progressed from 19% BIPOC (Fall 2020), to 25% BIPOC (Fall 2021) to 27% BIPOC this fall. The goal remains to reach 29% BIPOC by Fall 2025

80% to goal



CREATE A ROBUST RESIDENCY CULTURE (1/2)

KAREN LANGE, RACHEL HARRIS, OMAR CORREA



Ensure equitable access to the residency experience by raising \$7.5 million for housing grants

- 1. Have surpassed this goal by raising \$17.5MM to date

100% to goal



Ensure a supportive environment on campus

- 1. Overall Sense of Belonging - up 2% from Fall 2021 in the Residence Life Fall Survey. Gaps exist between SOC and White student responses, and LGBTQ and Heterosexual student responses, cobut SOC and LGBTQ students mostly score their satisfaction within "Goal" range (80%)
- 2. Align Student Affairs DEI with Strategic Plan (100%)

94% to goal



Improve the holistic well-being of St. Thomas students

- 1. Expanded health promotional programs like wellness coaches
- 2. Expanded primary care services (Nicotine cessation program, expanded psychiatry hours, bivalent covid vaccine boosters, etc.)
- 3. Increased accessibility & programming for Counseling Services
- 4. Evening and weekend programming includes QPR suicide prevention training, Yoga for Well-Being, Empowerment Self-Defense, and more

100% to goal



Market our two-year residency requirement and on-campus living with excitement

- 1. Strong collaboration exists and the new Policy is fully integrated into marketing materials and connection has been made to student engagement and learning including the first-year experience (FYE)
- 2. Completed construction and renovations of Dowling, Brady and Ireland Halls

100% to goal



Increase opportunities for all students to participate in living-learning communities

- 1. Collaborated with schools and colleges to expand offerings for Fall 2022. Offerings increased again for Fall 2023 to include all colleges and schools offering first-year focused courses
- 2. Successfully launched the Nursing LLC in Fall 2022

100% to goal



Increase first-year student participation in co-curricular activities

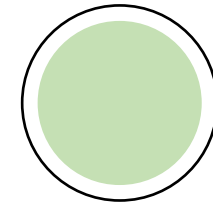
- 1. All first-year students participate in a minimum of four out-of-class activities as part of the first-year experience program
- 2. First-year students are attending more opportunities offered by Student Diversity & Inclusion Services, Campus Life, Undergraduate Student Government, the Center for Well-Being, and Residence Life.

80% to goal



CREATE A ROBUST RESIDENCY CULTURE (2/2)

KAREN LANGE, RACHEL HARRIS, OMAR CORREA



Retain more students into their third year at St. Thomas

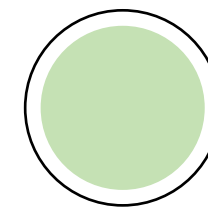
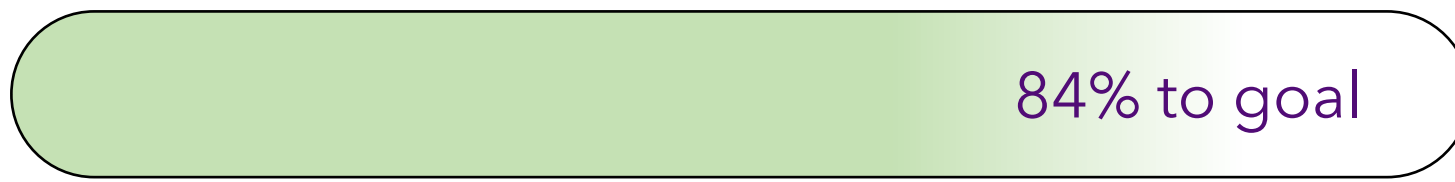
1. Strong, coordinated efforts across the University, led by the Center for Student Achievement, to create more retention-based interventions with second-year students. Yet Fall 2022 – Spring 2023 retention lags ~2% behind where it was last year
2. The work of the Student Success Academy will continue to identify strategies to enhance retention and a Second-Year Experience (SYE) Pilot program is now underway for a full launch in Fall 2023





LIVE AND WORK SUSTAINABLY (1/2)

MARIA DAHMUS, ELISE AMEL, MARK VANGSGARD



Achieve gold STARS rating as measured by AASHE

1. Received a STARS Gold rating in April of 2021, which remains valid until April 2024

100% to goal



Obtain a minimum LEED silver certification for new buildings over 25,000 square feet

1. The Schoenecker Center is being designed to achieve LEED Gold certification, and the design team has submitted to the LEED reviewers for final review
2. The Lee & Penny Anderson Arena will be seeking LEED Silver

75% to goal



Reduce annual carbon emissions by >50% below our baseline and work toward carbon neutrality by 2035

1. Summit Classroom Building renovation included energy efficiency strategies that are estimated to have an annual carbon emissions savings of 130,000 lbs. of CO2.
2. Installed high efficiency hot water heaters in several residence halls that increased efficiencies up to 90%.
3. Continued LED upgrades across campus.
4. We continue to work towards carbon neutrality by 2035

100% to goal



Include sustainability components in at least 20% of undergraduate courses

1. Offered 185 sections of sustainability courses in 2022,
2. All students in First Year Experience complete introductory module on sustainability.
3. There were 107 Sustainability Minors in 2022
4. Awarded grants to faculty across 14 academic departments for integrating sustainability or environmental justice into courses.
5. Approximately 15% of undergraduate courses meet STARS criteria for sustainability course offerings

80% to goal



Achieve solid waste diversion of 70% and work toward zero-waste

1. Created waste sorting displays for the Anderson Student Center and targeted signage for residence halls Expanded compost program to the Minneapolis campus
2. Placed 14th out of 101 universities in the annual Campus Race to Zero Waste.
3. The Waste and Recycling webpage shares diversion data, waste and recycling goals, progress, and news stories

83% to goal



Serve at least 60% of students and 25% of faculty and Staff through peer educators program

1. The Student Sustainability Leadership Program develop student educators to provide peer-to-peer education on sustainability topics across campus
2. Student educators developed a virtual orientation session for incoming first-year students and residence hall advisors.
3. Student educators developed projects and hosted outreach and education events on sustainability topics including food waste reduction, organics recycling, and campus ecology.

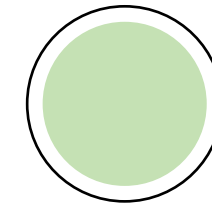
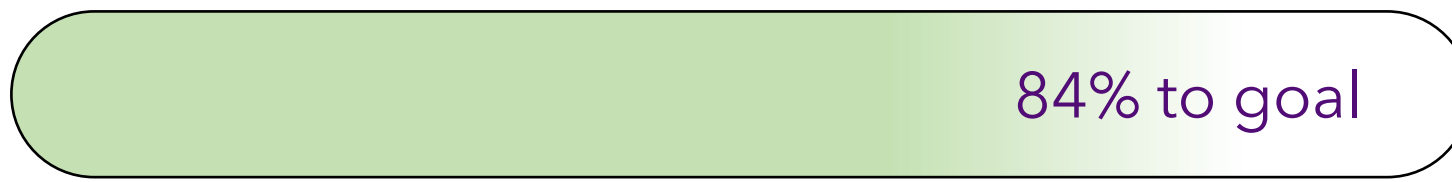
75% to goal





LIVE AND WORK SUSTAINABLY (2/2)

MARIA DAHMUS, ELISE AMEL, MARK VANGSGARD



Deepen our engagement with global Catholic climate movement organizations

1. Submitted the University's Laudato Si' Action Plan and Reflection to the Action Platform. Hosted student events and provided support to faculty to integrate Laudato Si'
2. Continued partnership with the Care for Creation Team serving the Archdiocese of Saint Paul/Minneapolis
3. The VISION program sent a team of students to the White Rose Catholic Worker Farm during spring break 2022 to engage in sustainable farming

80% to goal



Achieve 5-year fundraising goal for sustainability efforts of \$5 million

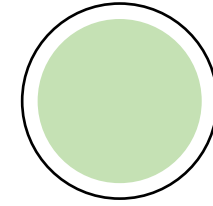
1. Raised \$3.37MM / \$5MM goal
2. \$10K CAS Research in Action grant to Dr. Chip Small for MSP LTER (Minneapolis St. Paul Metropolitan Area Long-Term Ecological Research program) Urban Lake project
3. Anticipated external grants related to sustainability:
 - \$100K grant from Dept. of Defense
 - \$11MM grant for the Center for Microgrid Research

67% to goal



ENGAGE ALL TOMMIES AS CHANGEMAKERS

THERESA RICKE-KIELY, FR. CHRISTOPHER COLLINS



Increase the number of students who engage with the Center for the Common Good

1. Outreach to faculty has helped further embed community engagement with students in the classroom. In May 2022, 12 faculty participated in a three-day CCG institute. Ten of these faculty now teach a designated community-engaged course.
2. Faculty are reached in the hiring process, and during orientation to introduce them to opportunities to work with our nonprofit partners in their courses.

85% to goal



Increase the hours spent in service to communities

1. In the 2022-23 Academic Year, 3,393 students contributed 102,355 hours to community engagement, surpassing our goal of 100,000 hours, and well on our way to our goal to engage 4,000 students by 2025.
2. Community engagement commitments are embedded into more than 90% (129) of student clubs and organizations. We now highlight and track practicum hours of College of Health students.

80% to goal



Create a rewards system for faculty

1. 52 community-engaged courses were officially designated, a 23% increase from spring. Online training for faculty to explore and understand community engagement best practices.
2. Each faculty member who participates is formally recognized in a way that supplements their annual review and tenure file.

40% to goal



Ensure quality, long-term partnerships

1. In 2018 the Center for the Common Good launched the Shelter Crew program in partnership with Catholic Charities. In total, 248 Tommie students, staff, and faculty (including 95 Shelter Crew students) engaged, contributing a total of 2,322 hours.
2. Feedback from our partner survey in June 2022 resulted in improving our practices related to how we match and accompany faculty in partnerships with nonprofits.
3. We have established a community partner database, updated annually to track our partnerships.

95% to goal



Raise the long-term impact of the Center

1. The Civic Engagement and Voter Engagement & Advocacy task force spurred voter outreach through 25 registration stations and 190 classroom visits. The 2022 "ALL IN Challenge" recognized UST as the "Most Engaged Campuses for College Student Voting."
2. UST was one of 14 colleges to be recognized with a "Uniservitate" award for our Shelter Crew program. The award included a trip to Rome for one staff and one student and resulted in an audience with Pope Francis!

20% to goal



Achieve five-year fundraising goal for Center for the Common Good of \$5 million

1. \$0.1MM raised to date

2% to goal