About the Blueprint

1. A five-year academic plan — graduate and undergraduate — that includes guidelines for program expansion, projected enrollments, required staffing and space, and projected costs and revenues.

2. Lays a foundation for the College’s distinctive academic identity that lives well beyond the plan.

3. Cultivates spaces for rigorous, critical thought and spiritual reflection.

4. Ensures our students successfully complete a Saint Mary’s education and understand its relevance to their intellectual, spiritual and professional lives.

5. Organized around four primary goals.

Selected Outcomes

Goal 1: Prepare students for ethical and effective engagement in a diverse and global environment.

A. Decision making, problem solving and communication

- Developed new Collegiate Seminar formation process to promote shared inquiry
- Held SEBA and KSOE spring staff retreats on communication, conflict and team building
- Hired new Director of Learning and Organizational Effectiveness in Human Resources
- Received $8,000 grant from the Foundation to Promote Open Society to support pedagogy on argumentation and advocacy

B. Inclusive Excellence

- Implemented new faculty salary policy
- Implemented new rules to allow compensation for staff who assume teaching duties
- Integrated Interactive Theater with Ethnic Studies
C. Global Experience

- Developed Professional MBA study abroad requirement to launch in 2013
- Established SEBA partnership with Peking University (China); first group of students visited China
- Sociology hired Turkish faculty member who studies globalization with a focus on transnational social movements
- Received Tournées French Film Festival grants to show festival films on campus in 2011 and 2012
- Increased number of international students
- Increased funding for Jan Term scholarships

Goal 2: Promote learning and teaching for innovation, creativity and collaboration.

A. Faculty/student scholarship and creativity

- Received $250,000 Keck Grant for a digital media lab
- Expanded collaborative research grants for undergraduate and graduate students
- Graduate and undergraduate Vice Provosts hosted discussions on interdisciplinary collaboration
- Provided support for students to present work at the Bay Area Undergraduate Art History Research Symposium, a Human Rights conference in New York and the national dance festival (ACDF)

B. Physical infrastructure

- Renovated Psychology Annex
- Revised new Library building program to align with a new site and to fit within new estimates for construction costs
- Completed new Technology Strategic Plan; Technology Planning and Policy Committee launched new initiative process; appointed new Chief Technology Officer
C. Innovative pedagogy/curricula

• First undergraduate Certificate in Intergroup Dialogue under review
• Funded adjunct line in critical writing development for faculty and students

Goal 3: Build leadership that advances social justice.

A. Learning outcomes

• SEBA partnership with HSBC sends faculty member to the HSBC Sustainability Leadership Program annually
• Bonner Foundation support integrates partnerships with St. Martin de Porres
• New budget allocation supports transportation and background checks for Community Engagement courses
• The Hub for Community Engagement began with MFA interns at senior centers
• Implemented “sustainability” designation for courses

B. Leadership programs

• MA in Leadership for Social Justice approved for 2013 launch
• Presentations by Intergroup Dialog students continue at NCore 2012 conference

Goal 4: Improve student success.

A. Retention/time to degree

• Expansion of summer session courses and enrollment to include lab sciences, Jan Term and Seminar; 178 students served
• Improved registration at orientation and revised Weekend of Welcome activities for greater effectiveness
• Launched the alumni-student program GaelMentor and SEBA’s Career Gateway program
• MFA students began serving as tutors in the Center for Writing Across the Curriculum
• Changed allowable outstanding courses for commencement participation from three to two
• Merit-based, donor-funded scholarships established in SEBA to attract high caliber students

B. Sense of belonging
• “Green” residential community initiated

Select Performance Metrics
• First year retention increased again to 88 percent
• SEBA’s Hybrid EMBA program ranked 25th in the nation by MBA Online
• Increased Ethnic Studies courses from two in 2010–11 to five in 2012–13
• Accolades for performing arts students, including vocal groups receiving silver medals at World Choir Games and Spring Awakening invited to regional American College Theater Festival
• Student concerts and recitals increased from seven in 2008–09 to 24 in 2012–13
• Decreased admittance rate for 2012 undergraduate entering class by 4 percent to 65 percent
• Reached goal of 50 percent increase in study abroad destinations
• Nine percent increase in students’ satisfaction with “diversity of the student body” according to CIRP senior student survey
• Increases on critical measures from the Climate Survey, including:
  • 10 percent increase in students reporting “faculty respect diverse learning styles”
  • 15 percent increase in faculty reporting “student diversity is appreciated by the faculty on this campus”
  • 12 percent increase in job satisfaction among non-tenured faculty
  • Significant attendance at non-mandatory diversity events reported by students (72 percent), faculty (86 percent) and staff (90 percent)