



TOMORROW'S GAME CHANGERS: **The Strategic Plan for Mount Mary University**

Small in Scale, Big in Impact

As Mount Mary University (MMU) continues to evolve and plan for a bright and sustainable future, we reaffirm our commitment to:

- a faith-based, Catholic, School Sisters of Notre Dame-sponsored, all women's undergraduate and co-educational graduate experience that nurtures leadership, personal and spiritual exploration, and social justice.
- an affordable, exemplary education focused on achieving excellence, career readiness and resilience.
- a community that celebrates diversity in all forms by nurturing holistic wellness, fostering belonging, and being culturally relevant and responsive.
- an accessible experience that empowers and provides economic mobility, especially to underrepresented, first generation, and students with limited financial resources.
- sustainable financial decisions to make investments for the future, prioritize our highest-impact initiatives, include responsible stewardship and adaptability, and encourage partnerships, community engagement, and philanthropic support.



Our Mission:

Mount Mary University is a diverse and inclusive learning community that educates students to transform themselves and the world.

We are an urban Catholic university for women, sponsored by the School Sisters of Notre Dame (SSND), that provides an environment for the development of the whole person. We encourage leadership, integrity, and a deep sense of social justice arising from a sensitivity to moral values and Christian principles.

We are committed to excellence in teaching and learning with an emphasis on thinking critically and creatively. The undergraduate programs integrate a core curriculum with career readiness for women of diverse backgrounds and circumstances; graduate programs provide opportunities for both men and women to enhance their professional excellence.

Our Values:

A Mount Mary University education reflects our core values and is distinguished by the following characteristics:

COMPETENCE

We are committed to excellence in the classroom experience and in the resulting knowledge base and skill set demonstrated by graduates.

COMMUNITY

We work in the spirit of the School Sisters of Notre Dame by creating a better world through education.

COMPASSION

We purposefully act in ways that foster human development and unity.

COMMITMENT

We are deliberate in our approaches to advancing the universality of human dignity by encouraging leadership in the areas of personal development and global change.

Our Priorities:

Key areas of focus to sustain our Mission:

A THRIVING MOUNT MARY

We are an institution with a rich history and bright future; a representative faculty and staff who are committed to the mission, lifelong learning, empowering students, and each other; a healthy culture that attracts, develops, and retains talent; a healthy financial picture with diverse and growing revenue, efficient expense and resource management, and stable and growing enrollment.

1. Ensure financial stability and growth through disciplined resource management.
2. Diversify revenue and increase efficiencies.
3. Attract and retain exceptional and representative faculty and staff.
4. Invest in campus facilities, resources and land.



INNOVATIVE, INTERDISCIPLINARY, INTERPROFESSIONAL AND IN-DEMAND ACADEMICS

The world is changing, and the entire Mount Mary community will respond. With graduates likely having many different jobs across their careers, students need technical and professional skills that they expand and adapt. They also need essential foundational skills like effective communication, teamwork, and critical thinking. Mount Mary University will ensure that students know how higher education benefits their lives and that flexible formats and schedules, affordability, reduced barriers, and support lead to graduation.



1. Offer a STREAM curriculum and in-demand programs in Healthcare, Design, and Technology.
2. Launch a core curriculum that focuses on interdisciplinary, applied, transferable workforce-readiness skills.
3. Offer flexible formats and schedules and develop new interventions and models to support completion.
4. Equip faculty and staff with additional expertise and experiences to prepare students for the workplace.

EMPOWER ALL LEARNERS TO SUCCEED AND LEAD

MMU's multiculturalism is one of its biggest strengths. We are both a Hispanic-Serving Institution (HSI) and Minority Serving Institution (MSI), and a women's university with co-educational graduate students. Our community is comprised of different faiths, races, ethnicities, languages, and many different socioeconomic and personal circumstances. Many of our students are the first in their families to attend college. MMU ensures that our graduates have the complex skills to lead and thrive in a diverse and changing world. We work with our students to build community, form teams, listen and learn, be self-advocates, tend to their own holistic wellness, challenge thinking, feel uplifted, and become leaders.

1. Increase retention and completion rates.
2. Increase affordability, value, and economic mobility.
3. Lead women's empowerment through the Institute for the Advancement of Women and Children.
4. Implement campus-wide services for all students.

INTERCONNECTEDNESS WITH OUR COMMUNITY AND WORLD

We advance MMU's values, mission, and tradition by engaging with the world. We share and gain knowledge, contribute to innovation and the public good, and provide value and care to the community. We partner with others to uplift and transform the world. We ensure that the community sees MMU as the indispensable asset it is.

1. Increase our visibility, grow our reputation, and tell our story.
2. Forge strong relationships with mission-aligned business and community partners
3. Advance alumni relations and engagement.