Alignment of activities with stated mission is of crucial importance to all organizations, but especially so for non-profit entities. By many measures Creighton University is effective in conforming its activities to its mission. Assessment of the degree of alignment of activities to mission comes from a variety of sources.

**External Recognition:**

The Accreditation Self-Study Report submitted in Spring, 2007 and subsequent site visit resulted in the following assessment by the Higher Learning Commission: “. . . the University is permeated by the basic tenants [tenets?] of its mission . . “ “The commitments of the University as a Catholic and Jesuit institution are clear and articulate based on program and activity descriptions . . .” “The University’s community and international programs demonstrate that the basic mission of service to others clearly recognizes the diversity of learners, other constituencies, and the global society.” In February, 2008 Creighton University was named to the President’s Higher Education Community Service **Honor Roll** with Distinction, one of only 127 schools nationally to be recognized.

**Internal Measurements and Initiatives:**

Measuring adherence to mission is an element of most, if not all, datasets that are prepared by various offices and divisions on campus. Many of these have been included elsewhere in the pre-retreat materials (e.g., surveys by the Institutional Research Office and by Human Resources). Participants will know of others that they themselves are part of preparing (e.g., annual faculty research report, demographics of entering freshmen, Student Support Services, Diversity Committee, students participating in activities of the Center for Service and Justice, people served by Collaborative Ministry programs, community relations, faculty engaged in the scholarship of teaching and learning, etc.). No attempt currently is made to reduce all those measures to a comprehensive report, nor is one attempted for purposes of this retreat.

Many colleges, schools and programs at Creighton are modifying the required elements to intentionally include more specific treatment of core elements of the mission statement. For example, the Health Sciences Division has embarked on a process of greater integration of Ignatian values into the individual curricula of the schools and programs in that division.

The Academic Council approved (10/25/07) the report of the Committee on Ethics that recommended:

- Faculty shall be
  - Familiar with Catholic and Jesuit tradition of higher education and scholarship
  - Encouraged to deepen their understanding of and competence in higher education and scholarship in the Catholic and Jesuit tradition, and provided with opportunities to do so
  - Recognized in rank and tenure process for implementation of mission
• Curriculum and teaching shall
  o Include mission-based issues where subject matter pertinent
  o Incorporate in each degree program a course fostering moral development
    ▪ Generally ethics and/or moral reasoning
    ▪ Address Judeo/Christina traditions and draw on Catholic social teaching
    ▪ Ethical challenges of the professions
• Scholarship – VPAA and VPHS shall ensure that an important factor to consider in peer
  review and prioritization of submitted research grants is the degree the project is likely to
  contribute to the Catholic and Jesuit mission
• Administration and assessment
  o Deans shall implement by December, 2008
  o President shall appoint a Resource Committee to advise deans on implementation
  o Implemented for students matriculating in academic year 2009-10
  o University Assessment Committee will report every three years on progress

Comments:

Integrating information that assesses compliance with mission and describes mission-based
activities into a single report would leverage those efforts and likely result in greater economies
of scale in both record-keeping and actual attainment of the desired results. Such effort would
also indicate if any programs or activities are not currently measuring mission compliance.
Developing a comprehensive process to evaluate mission activities also would enable more
strategic decision-making about current efforts and proposed future directions.

Sources:

Health Sciences “Ignatian Values – Integration in the Health Sciences,” 10/23/07
Academic Council, 10/25/07