STATE OF THE MOUNT ADDRESS

January 20, 2022
Agenda

- COVID-19 & Mount Safe Policies Update
- Fall 2021 Highlights
- Update on Strategic Plan Focus Areas
- Our Mission, Our Moment, Our Mount Campaign
- Key Activities for Spring 2022
- Questions
COVID-19 Status on Campus

We avoided 38 cases on campus due to pre-arrival testing.

Note: drop-in employee vaccination rate when including adjuncts and part-time employees.
Mount Safe Policies for Spring 2022

- Until COVID surge abates, all must wear a medical-grade mask indoors, regardless of vaccination status on the Emmitsburg and Frederick campuses:
  - “Medical-grade” masks that are acceptable include surgical masks, KN95 and N95 respirators, and other products that are NIOSH-certified, have 3 layers of fabric, and a pliable nose wire.
  - The Mount will provide one medical-grade mask per day to students and employees who need one.
  - Eating is not permitted in classrooms (including labs and studios) nor in public areas of academic buildings on the Emmitsburg and Frederick campuses.
  - Beverages may be consumed but masks must be replaced immediately after drinking.
Mount Safe Policies for Spring 2022 continued

- Employees, students and seminarians who are not fully vaccinated will be tested weekly along with samples of fully vaccinated people.

- Anyone who tests positive for COVID-19 must isolate regardless of vaccination status:
  - Isolate for 5 days after the positive test or the onset of symptoms
  - Check in with Health Services (students) or Human Resources (employees) who will determine if the individual is cleared for release (no fever for 24 hours prior and symptoms have resolved)
  - Then wear a mask when around others for 5 more days (so avoid indoor workouts and eating in cafeteria, for example).
FALL 2021 HIGHLIGHTS
Academic Accomplishments

- I commend our faculty for working through another Covid semester helping all students, particularly first-year students less prepared due to their high school learning environment.
- Congratulations to newly tenured faculty: Dr. Brendan Dooley, Dr. Michelle Ohanian, and Dr. Luis Vera
- Dr. Jamie Gianoutsos won the Istvan Hont Prize for the Best Book in Intellectual History for *The Rule of Manhood: Tyranny, Gender, and Classical Republicanism in England*.
- 136 students graduated in programs at our Frederick campus.
- More than 60 undergraduate students graduated in December with 18 completing their degree in 3.5 years
- Senior Jenna Lewaren named a semi-finalist for a Fulbright English Teaching Assistant award in Germany. Six others are awaiting news.
Seminary Highlights

• “Go Forth” Thanksgiving food delivery program restored: provided gift cards to 125 families in need from Walkersville to Gettysburg.

• Fr. Jeffrey J. Walsh, S’94, a priest of the Diocese of Scranton, has recently been named by Pope Francis as the new bishop of the Diocese of Gaylord, Michigan.

• Reaccreditation efforts abound:
  • ESL program will be evaluated next week by the Commission on English Language Program Accreditation (CEA).
  • Self-Study report prep continuing for reaccreditation visit of the Association of Theological Schools (ATS) scheduled for November 2022.

• Msgr. Baker was elected to the Executive Committee of the National Association of Catholic Theological Schools.

• COVID-19 forcing cancellation of Mount 2000 scheduled for February.
Mount Athletics

3.23 AVG. GPA

Five teams over 3.4

Fall 2021 academic success

Fall sports: All teams completed full seasons.

Winter sports: Currently in-season. Revised indoor sports spectator policy in effect.

All teams following university, NEC, and NCAA Covid-19 protocols. Mount Student-Athletes: 95% vaccination rate.
Fall Construction Update

Knott Academic Center Expansion 6/2021-8/2022
- Modifying construction sequencing due to supply chain issues to maintain schedule.
- Replacing unit ventilators in existing classrooms to reduce noise along with other upgrades costing more than $1 million.

Frederick Health Urgent Care Center 12/2021-7/2022
- Moving fast despite weather.
- Will serve as our Student Health Center and serve the public and our employees and families if you choose to use it.

Blessed Mother
- Extensive work being performed to statue and base.
- Will return in the Spring.
Assessing our current state, and looking to the future

2018-2023 STRATEGIC PLAN: Creating Ethical Leaders Who Lead Lives of Significance
Student Outcomes

Class of 2020 with a positive outcome (employed, in graduate school or in volunteer/military service) was 92%, down over past years:

- COVID-19 pandemic and the rise in unemployment nationwide (from 3.8% pre-pandemic to 6.4% in January 2021).
- Change to collecting alumni data six months out instead of twelve to match NACE.

NACE is National Association of Colleges and Employers
FY22 Priority Focus Areas

- Develop and resource new high-demand graduate programs in the health professions and related undergraduate programs.
- Review and refresh graduate and adult education programs offered primarily at the Frederick campus to increase net revenue generated by 5% over FY21.
- Create more relationships with outside organizations to increase enrollments in Frederick programs, create educational opportunities for students and provide access to needed resources.
- Reinvigorate academic assessment methods to review, improve and ensure quality of academic programs.
- Develop pathways to obtain undergraduate degrees in engineering, particularly with HBCU partners to further support our growing diverse population of students.
Graduate School of Health Professions Scheduled for August 2023 open

Academic Programs:

Master's in Physician Assistant Studies:
- Program director on board
- Curriculum developed and in MHEC review and approval stage

Master's in Applied Behavior Analysis:
- Started in August 2021
- Double the expected enrollment
- Hired another faculty member and starting a second cohort now

In Consideration:
- Master's in Athletic Training
- Psychiatric Mental Health Nurse Practitioner (PMHNP)
- Master of Science in Nursing Education
- Master of Science in Nursing Administration

Facilities:
Initial design work for renovation of E-wing at Seton Shrine ongoing

Support Programs:
- Center for Contemplative Practices
- Care For America Scholarships
  - $1.2M in commitments

Good Progress
FY22 Priority Focus Areas continued

- Review and refresh graduate and adult education programs offered primarily at the Frederick campus to increase net revenue generated by 5% over FY21.
  
  **Needs improvement:**
  - Only at 91% of net revenue target after fall term
  - Lost W2W program due to Dept. of VA decision; should be restored in Summer 2022
  - Need to reevaluate our business model for operating there

- Create more relationships with outside organizations to increase enrollments in Frederick programs, create educational opportunities for students and provide access to needed resources.

  **Good progress:**
  - Partnerships developing for new student learning opportunities and possible enrollments with Envestnet on Campus Institute, Washington Football Team, Global Rugby Leadership Institute, Nucor Steel, Saxby’s and others
FY22 Priority Focus Areas continued

- Reinvigorate academic assessment methods to review, improve and ensure quality of academic programs.

  **Progress:**
  - Academic assessment has been reestablished with departments submitting assessment plans for this year, with some departments sustaining assessment through the pandemic.

- Develop pathways to obtain undergraduate degrees in engineering, particularly with HBCU partners to further support our growing diverse population of students.

  **Progress:**
  - We continue to explore a partnership with Morgan State University.
FY22 Priority Focus Areas continued...

• Implement partnership with CREDO, a higher education consulting firm with proven success in improving retention at universities like ours to improve retention of our students, contributing to growth in net student revenue.

Good Progress:
• Implement ‘quick wins’ identified by Credo Team, e.g., Improve mechanism for bias incident reporting
• Standing up teams to work 4 Student Success Initiatives: Advising, FYE, Res Life/Student Engagement, Clearance/Business Services
• Unfortunately, fall term retention of Class of 2025 is lower than normal, likely due to disruption of high school learning

• Review and revise our pricing models to increase total net student revenue received by 2% over FY21.

Progress:
• Working to increase net student revenue by 3-4% in FY23 through changes in financial aid, increasing # of transfer students, and increased enrollment at Frederick
FY22 Priority Focus Areas continued

- Increase number of dual enrollment Catholic high school students to 100.
  
  **Progress:**
  - Increased part-time dual enrollments for a combined Fall/Spring total of 71
  - Increased full-time dual enrollments for a combined Fall/Spring total of 40
  - Total dual enrollment for AY 2021/2022 is 111

- Implement the 5-year, $50 million Our Mission, Our Moment, Our Mount campaign seeking to raise commitments for 50% of our goal during this FY to fund needed investment in strategic initiatives.
  
  **Good Progress:**
  - Update provided on later slides

- Improve engagement with alumni and other members of the Mount community to increase annual fund giving by 5% over FY21.
  
  **Progress:**

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<th>FY22</th>
<th>FY21</th>
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<td>Contributions</td>
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FY22 Priority Focus Areas continued...

- Advance the initiatives of the Diversity, Equity and Inclusion Task Force developed during FY 21 to support and retain our growing diverse population of students.

**Progress:**
- DiversityEdu one-hour online module ("Personal Skills for a Diverse Campus") taken by freshmen in Fall. Overall student feedback was positive. Juniors & Seniors in Spring
- Social Justice 101 Foundations Workshop for all employees and students being offered
- Faculty development workshop on “Creating an inclusive learning environment”
- DEI Training tailored for specific offices/divisions
- College of Liberal Arts - Summer DEI Pedagogy workshop
- 2021-current, hired 14 diverse faculty hires (full and part-time), 8 administrator diverse hires, 2 staff diverse hires
FY22 Priority Focus Areas continued...

- Expand/enhance student and community volunteer programs.
  
  **Progress:**
  - Creating Center for Service Learning to build a stronger connection between service activities and learning
  - Oversight by the Provost’s office, and hiring a Director is in progress
  - Mount Table was established, in partnership with Mount CARiTAS, to provide a supplemental food resource for students

- Develop ways to increase student participation in Campus Ministry programs.
  
  **Progress:**
  - Strong, diverse group of FOCUS missionaries connecting to over 130 students of diverse backgrounds through 20+ student and missionary led Bible studies.
  - Fall 2021 intern surveyed student desires on diversity in faith to better serve the student body
  - Reinitiating events, retreats, and groups with an emphasis on building broad relationships of encounter
FY22 Priority Focus Areas continued...

- Meet the increasing mental health needs of students.
  
  **Progress:**
  - Covid and social isolation contributing to increased anxiety and requests for help increasing
  - Triage model implemented to get students directed to the right level of engagement with counselors
  - Increased group counseling offerings and connections to off-campus mental health providers to meet rising needs

- Get the Coad Science building expansion project planned and implemented.
  
  **Progress:**
  - Conceptual design completed. Creating a three-phase project plan to match construction costs to resources available.
  - Working project permitting and hiring general contractor.
  - Planned construction timeline is Nov 2022 – Aug 2023.
Our Mission, Our Moment, Our Mount Campaign Update

Our new centerpiece opportunity: MOUNT ST. MARY'S GRADUATE SCHOOL OF HEALTH PROFESSIONS

Our vision for the future must include a plan to grow the next generation of ethical, mindful health care leaders who lead lives of significance.

Improve the culture of philanthropy at the Mount
## Key Upcoming Events

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<th>Date</th>
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<tbody>
<tr>
<td>Jan 22, Feb 5</td>
<td>Founder's Day Competition (virtual)</td>
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<td>Feb 2</td>
<td>Delaney Lecture</td>
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<td>Mar 5</td>
<td>Academic Circle of Excellence</td>
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<td>Mar 30</td>
<td>Career Fair</td>
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<td>Apr 2</td>
<td>Junior Ring Dance</td>
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<td>Apr 23</td>
<td>Spring Homecoming; Hall of Fame</td>
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<td>Apr 27-29</td>
<td>SPARC Festival</td>
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<td>Apr 29</td>
<td>Awards Convocation</td>
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<td>Apr 29</td>
<td>Rampage Weekend</td>
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<td>May 6</td>
<td>Reading Day</td>
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<tr>
<td>May 6</td>
<td>Deacon Night; Seminary Graduation</td>
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<td>May 12</td>
<td>Senior Formal</td>
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<td>Baccalaureate</td>
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QUESTIONS

Go Mount!